Pfizer Limited
The Capital, 1802/1901,
Plot No. C - 70, G Block, Bandra Kurla Complex,
Bandra (East), Mumbai 400 051.
Tel : +91 22 6693 2000 Fax : +91 22 2654 0274

July 6, 2026

The Corporate Relationship Dept.
BSE Limited
1st Floor, P.J.Towers
Dalal Street, Fort
Mumbai – 400 001
Scrip Code: 500680

The Listing Dept.
The National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor, Plot No. C/1,
G Block Bandra-Kurla Complex, Bandra (E)
Mumbai – 400 051
Scrip Symbol: PFIZER

Dear Sirs / Madam,

Sub: Business Responsibility and Sustainability Report for the financial year ended March 31, 2026.

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report ('BRSR') for the financial year 2025-26, along with the Reasonable Assurance Statement issued by Bureau Veritas (India) Private Limited. The said Report also forms part of the Annual Report for the financial year 2025-26.

We request you to take the above on record.

Yours truly,
For **Pfizer Limited**

Prajeet Nair
Digitally signed by Prajeet Nair
Date: 2026.07.06 21:49:17 +05'30'

Prajeet Nair
Director- Corporate Services & Company Secretary

Encl.: A/a

Annexure – G

Business Responsibility and Sustainability Report ("BRSR")

Pfizer Limited, ("the Company") being a subsidiary of Pfizer Inc., USA, one of the world's premier biopharmaceutical companies, understands the significance of our role in helping address healthcare challenges in India while upholding ethical standards and environmental stewardship.

For more than 175 years, Pfizer has worked to make a meaningful difference for patients and communities while building a resilient enterprise positioned for sustainable, long-term growth. We continue to stand by our commitment towards contributing to long-term value creation and a sustainable, responsible, and patient-centric business model. Our focus is rooted in our purpose to deliver Breakthroughs that change patients' lives through ethical decision-making and our core values — **Courage, Excellence, Equity, and Joy**.

This Business Responsibility and Sustainability Report ("BRSR") for the financial year 2025-26 seeks to disclose our performance against the nine principles of the "National Guidelines on Responsible Business Conduct" ("NGRBC").

These nine principles are further divided in the BRSR into Essential Indicators and Leadership Indicators. Further, for reporting purposes, we have developed certain methodologies and used certain assumptions, in line with the Guidance Note prescribed by the Securities and Exchange Board of India. These methodologies and assumptions will continue to be reviewed and refined as the regulatory framework governing BRSR evolves in India.

Section A: General Disclosures

I. Details of the listed entity:

Sr. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Listed Entity	L24231MH1950PLC008311
2.	Name of the Listed Entity	Pfizer Limited
3.	Year of Incorporation	1950
4.	Registered Office Address	The Capital, 1802/1901, Plot No. C - 70, G Block, Bandra Kurla Complex, Bandra (East), Mumbai, 400051.
5.	Corporate Address	Same as above.
6.	E-mail	contactus.india@pfizer.com
7.	Telephone	+91 22 6693 2000
8.	Website	http://www.pfizerltd.co.in
9.	Financial Year for which reporting is being done	April 1, 2025 – March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	• BSE Limited (BSE) • National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital (₹)	₹45,74,77,320/-
12.	Name and contact details (telephone & email) of the person who may be contacted in case of queries on the BRSR report	Mr. Prajeet Nair Director - Corporate Services & Company Secretary Tel: +91 22 6693 2000 Email: prajeet.nair@pfizer.com
13.	Reporting Boundary (Standalone or Consolidated basis)	Standalone
14.	Name of assurance provider	Bureau Veritas (India) Private Limited
15.	Type of assurance obtained	Reasonable Assurance

II. Products / Services:

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

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the entity
1.	Pharmaceuticals	Manufacturing, marketing, distribution, trading, and export of pharmaceutical products.	94.34%

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

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1.	Pharmaceutical products	21002	94.34%

III. Operations:

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

Location	Number of Plants	Number of Offices	Total
National	1	3	4
International	-	-	-

Hyphen (-) appearing in the Report denotes "Nil/ Zero".

19. Markets Served by the Entity:

a. Number of Locations:

Location	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	5 (Nepal, Sri Lanka, Bangladesh, Ireland and Netherlands)

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

The contribution of exports as a percentage of total turnover of the Company is 3.8% for FY 2025-26.

c. Brief on types of customers?

Patients are our North Star. Our ultimate customers are patients who use our medicines; our other customers include distributors, stockists, healthcare professionals, hospitals, caregivers, and government institutions.

IV. Employees:

20. Details as at March 31, 2026:

a. Employees and Workers

Employees (including differently abled)						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	1,209	986	82%	223	18%
2.	Other than Permanent Employees	173	101	58%	72	42%
3.	**Total Employees (1+2)**	**1,382**	**1,087**	**79%**	**295**	**21%**

Workers (including differently abled)						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	35	35	100%	-	-
5.	Other than Permanent Workers	-	-	-	-	-
6.	**Total Workers (4+5)**	**35**	**35**	**100%**	**-**	**-**

b. Differently abled Employees and Workers

Differently Abled Employees						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	-	-	-	-	-
2.	Other than Permanent Employees	-	-	-	-	-
3.	**Total Employees (1+2)**	**-**	**-**	**-**	**-**	**-**

Differently Abled Workers						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	-	-	-	-	-
5.	Other than Permanent Workers	-	-	-	-	-
6.	**Total Workers (4+5)**	-	-	-	-	-

21. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	7	3	43%
Key Management Personnel (KMP)	4	1	25%

22. Turnover rate for permanent employees and workers:

	FY 2025-26*			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	39%	27%	37%	14%	19%	15%	14%	17%	15%
Permanent Workers	-	-	-	-	-	-	5%	-	5%

* The higher turnover ratio in FY 2025–26 mainly reflects employee separations consequent to the Company's exclusive Supply and Marketing arrangement with Cipla Limited.

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate company / joint venture (A)	Indicate whether holding / subsidiary / associate company / joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No)
1.	Pfizer Inc., USA	Ultimate Holding Company	-	No
2.	Pfizer East India B.V., Netherlands	Holding Company	-	No
3.	Wyeth LLC., USA	Holding Company	-	No
4.	Wyeth Holdings LLC, USA	Holding Company	-	No
5.	Warner-Lambert Company LLC, USA	Holding Company	-	No
6.	Parke, Davis & Company LLC, USA	Holding Company	-	No
7.	John Wyeth & Brother Ltd, UK	Holding Company	-	No
8.	Pharmacia LLC, USA (formerly Pharmacia Corporation)	Holding Company	-	No

VI. Corporate Social Responsibility ('CSR') Details:

24.

(i)	Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii)	Turnover	₹2,519.65 Crore
(iii)	Net Worth	₹4,202.90 Crore

Transparency and Disclosures Compliances:

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

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2025-26			Previous Financial Year 2024-25		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Communities	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf	-	-	-	-	-	-
Investors (Other than shareholders)	Not applicable						
Shareholders	Yes https://www.pfizerltd.co.in/investor-grievance-redressal	55	-	-	111	3	Pending complaints were resolved subsequently within the prescribed timelines
Employees and Workers	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism	28	1	-	71	3	-
Consumers	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism	174	14	The pending complaints are under investigation	149	16	The pending complaints were under investigation
Value Chain partners	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism https://www.pfizerltd.co.in/contact	80	-	-	162	-	Received under customer relationship management (CRM) program
Others (Media, contractor, third party vendor, HCP, Anonymous, etc.)	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism https://www.pfizerltd.co.in/contact	22	-	-	19	-	-

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Our parent company Pfizer Inc. completed an assessment to identify priorities related to responsible business growth, in alignment with corporate strategy. As part of the process, Pfizer Inc. identified 30 key topics, which were mapped into six priority areas. These priority areas are aligned with our Parent Company's Blueprint Strategy and are further incorporated into its Enterprise Risk Management (ERM) process. These six areas are consistent with our Values and our patient centered purpose.

In line with our Parent Company, Pfizer Limited has identified the following ESG priorities. Please see Pfizer's enterprise Impact Report (https://cdn.pfizer.com/pfizercom/Pfizer_2025_Impact_Report_02JUN2026.pdf) for enterprise-level information and description of Pfizer's ESG priority areas. The information that follows is based on locally identified 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 the opportunity (Negative/ Positive)
1.	Product Innovation	Opportunity	Reduce cycle times, increase success rates, and get more breakthroughs into the hands of patients sooner.	Not applicable	**Positive:** As the global health landscape continues to evolve, Pfizer Inc., our Parent Company aims to uncover new combinations, designs, and advances to help address an array of challenges by making innovation and scientific research as one of its greatest tools.
2.	Product Quality and Safety	Risk & Opportunity	Maintaining a quality culture to ensure the highest priority is placed on the safety, efficacy, and reliability of our products. Patient health and safety are foundational to everything we do. This has a critical impact on our relationships and interactions with stakeholders. Failure to maintain product quality and product safety may have an adverse impact on the well-being of the patients, reputation of the Company, and may expose the Company to Litigation or penalty.	Product quality and safety are paramount to the Company and the Company's approach to mitigate risks includes the following: 1. The Quality Management System ("QMS") of the Company is based on industry-recognized quality management principles and is designed and built to adhere to applicable standards and requirements of health authorities and best practices. The Company's QMS is continuously monitored to drive innovation and agility, while helping to ensure the timely identification and appropriate actioning of quality, safety, and compliance 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 the opportunity (Negative/ Positive)
				By consistently delivering safe, high-quality medicines, Pfizer builds enduring trust—fueling innovation, growth, and positive health impact for generations to come. 2. The Company provides training to employees in product safety and quality and resources to work in compliance with applicable laws, regulations, and Pfizer policies. 3. The grievance redressal mechanism of the Company enables complaints to be raised relating to product quality in a timely manner.	**Positive:** Emphasis on quality and safety allows us to build strong and lasting relationships with our stakeholders. This furthers our business objectives and allows for continued financial growth. **Negative:** Failure to maintain high quality in products could adversely impact patient health, reputational damage, financial liability, product recalls and shortages.
3.	Equitable Access and Pricing	Opportunity	The Company is committed to enhancing the access and affordability and pricing of its portfolio of medicines to patients who may need them. Towards this end, the Company actively engages with all stakeholders, including policy makers to expand access to our breakthrough medicines and vaccines, and protect people from burden of infectious and other diseases.	Not applicable	**Positive:** The Company continually leads engagement initiatives with key government stakeholders by advocating for policies aimed at enhancing access to medicines. Expanded access, affordability and appropriate pricing creates an opportunity for the Company to reach more patients, thereby benefiting the community as well as having a positive impact on the Company's business.
4.	Climate Change	Risk	The Company acknowledges the potential risks associated with climate change, such as heightened negative effects on human health; increasing frequency of severe weather events impacting communities, personnel, and operations; and potential reduced access to essential medicines and vaccines due to value chain disruptions.	1. The Company, through its parent company, Pfizer Inc., aims to continue its near-term commitment to reduce scope 1 and 2 greenhouse gas (GHG) emissions by 46% from 2019 baseline by 2030, aligned with a 1.5°C trajectory. Pfizer Inc. also aims to reduce GHG emissions by working to achieve the voluntary Net Zero Standard by 2040, 10 years earlier than the timeline prescribed in the standard. Pfizer Inc. aims to decrease its own GHG emissions by 95% and its value chain emissions by 90% from 2019 level by 2040.	**Positive:** The Company's focus on its climate change-related goals helps enable it to reduce environmental risks and create a resilient business.

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 the opportunity (Negative/ Positive)
				In 2024, Pfizer Inc. made a business decision to pause Science Based Targets initiative (SBTi) validation of its net-zero target in light of changes to the business and ongoing revisions to the SBTi Corporate Net-Zero Standards. While validation has been paused, Pfizer's commitment to climate action remains unchanged. Pfizer Inc. plans to submit its next near-term Scope 3 target for validation and is closely monitoring the development of the revised Corporate Net-Zero Standard. 2. Pfizer Limited has been investing in onsite solar projects at its manufacturing site at Goa. The site generated 2,580 MWh Renewable Electricity in the financial year 2025-26. Renewable energy accounted for ~49% of total energy consumption for manufacturing operations at site. Since the commissioning of the solar project in 2019, the Company has achieved a cumulative reduction of approximately 6,322 tCO_2e in carbon emissions, reflecting sustained progress towards climate goal and target.	Through replacing our capital assets to become more efficient and use alternative fuel sources, Pfizer could increase resilience to volatile fuel and energy prices resulting from the low-carbon transition and increase returns on investment in low emissions technologies and no-carbon sources.
5.	Business Ethics	Risk & Opportunity	Exercising strong corporate governance and risk management practices to protect and promote the long-term interests of our stakeholders. Value-based decision making Promotes accountability and transparency which helps to ensure that integrity, quality, safety, and ethics which are foundational to all we do.	Our Code of Conduct (the Blue Book) and related policies, procedures, and training are designed to support compliance and adherence to our Values - Courage, Excellence, Equity, and Joy. Policies governing colleague interactions with healthcare organizations, physicians, patients, and other stakeholders are contained in the Blue Book.	**Positive:** Pfizer is committed to conducting business responsibly and acting ethically, in accordance with all applicable laws and regulations. Ethical decisions promote trust and accountability for doing the right thing, both internally and externally. In doing so, we demonstrate our continued commitment to living our Values and earning the trust of the patients we serve and to fully realize Pfizer's Purpose- Breakthroughs That Change Patients' Lives.

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 the opportunity (Negative/ Positive)
				To ensure that business ethics is integrated into our business. We have in place strong policies such as our Code of Conduct and Ethics Policy. Any violations of the same can be addressed through our Whistleblower Policy/ Vigil Mechanism. Additionally, Pfizer's ABAC policy, also known as My Anti-Corruption Policy and Procedures (MAPP), prohibits all forms of bribery and corruption, whether by colleagues or business partners.	**Negative:** Violations of business ethics principles may lead to reputational damage and subsequent financial implications like fines and penalties.
6.	Colleague Diversity, Equity and Inclusion	Opportunity	Equity for Colleagues - A culture grounded in ethics, inclusion, and respect is a strategic advantage. By investing in our people and creating an environment where all colleagues can thrive, we strengthen collaboration, accelerate innovation, and deepen engagement across the organization. At Pfizer, equity is a core value and a guiding principle for how we support and empower our global colleague community. Our commitment to equity strengthens our ability to serve patients and communities by helping every colleague feel valued, respected, and equipped to contribute their best. When colleagues are seen and heard and have equitable access to opportunities, they thrive—and their success fuels the breakthroughs that change patients' lives. We continue to drive an inclusive culture rooted in merit—one where hard work, talent, and contributions open doors, inspiring colleagues to see their potential and feel motivated by our progress. In 2025, we reinforced our culture through initiatives that expanded access, deepened belonging, and advanced transparency.	Not applicable	**Positive:** Equity for Colleagues has a positive impact on the Company's workforce, human capital development, business operations, and business sustainability.

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.

Disclosure Questions:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Ethics and Transparency	Sustainable Business	Employee Well-being	Stakeholder Relationship	Human Rights	Environment Stewardship	Public Advocacy	Community Development	Customer Relations
Policy and Management Processes									
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
The Company has adopted, to the extent applicable, "The Blue Book - Summary of Pfizer Policies on Business Conduct" of its parent Company, Pfizer Inc., USA. The Blue Book along with the Company's local policies cover all the above 9 principles.									
(b). Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
The Board of Directors of the Company has adopted, to the extent applicable "The Blue Book - Summary of Pfizer Policies on Business Conduct" of Pfizer Inc., its parent company.									
(c). Web Link of the policies, if available	https://www.pfizerltd.co.in/files/pfizerincbluebook.pdf								
2. Whether the entity has translated the policies 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, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	•The Company's Goa manufacturing facility is WHO (World Health Organization) and GMP (Good Manufacturing Practices) certified. • As a member of Organization of Pharmaceutical Producers of India, the Company follows a robust code of conduct on ethical marketing practices for pharmaceutical companies. • The Company is compliant with the Uniform Code for Pharmaceutical Marketing Practices (UCPMP).								
5. Specific commitments, goals, and targets set by the entity with defined timelines if any.	Our parent company, Pfizer Inc., has voluntarily committed to achieve Net Zero standard by 2040. The Company, as a subsidiary of Pfizer Inc., has adopted Pfizer Inc.'s goal to achieve the voluntary Net Zero Standard by 2040. The Company at its Manufacturing plant at Goa, expanded its PV Solar Project to 1,500 kWp leading to 49% reduction in conventional power consumption in FY 2025-26 over the previous year. Since the commissioning of the solar project in 2019, the Company has achieved a cumulative reduction of approximately 6,322 tCO_2e in carbon emissions. Several other initiatives such as Energy efficiency, Zero Liquid Discharge (ZLD), Waste management initiatives were undertaken by the Company during the financial year under review. The company strengthened its focus on people, culture, and inclusion by revitalizing and sustaining the Colleague Resource Group (CRG) at the Goa site, in advancing Diversity, Equity, and Inclusion (DEI), as well as colleague engagement and community building initiatives. For further details, please refer to Pfizer Inc. Impact Report 2025: https://cdn.pfizer.com/pfizercom/Pfizer_2025_Impact_Report_02JUN2026.pdf								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	Pfizer is a global biopharmaceutical leader dedicated to advancing its Purpose—*Breakthroughs That Change Patients' Lives*—and is working toward the goal of impacting one billion lives annually by 2027. Pfizer Limited, a subsidiary of Pfizer Inc., is fully aligned with the parent company's vision, mission, and core values of Courage, Excellence, Equity, and Joy. Our journey toward responsible and sustainable business growth remains on track, guided by initiatives and programs aligned with global commitments and focused on continuous improvement and excellence in delivery. In 2025, the company was honored with the 2025 Pfizer Global Supply, Site Performance Award, acknowledging the extraordinary commitment of colleagues in making the site a high performing and engaging workplace. The Company's manufacturing operations are carried out in compliance with all applicable local laws and regulations and in alignment with Pfizer's global standards for Quality, Compliance, Environmental Health, and Safety (EHS). These standards are integrated into manufacturing systems and processes to ensure consistent product quality, regulatory compliance, and protection of colleague health and safety. The Company's purpose and values underpin ethical decision-making and innovation, with an emphasis on integrity, safety and quality, supported by proactive, business-led risk management. Globally, Pfizer is named as most ethical company for five consecutive years (2022-2026) by Ethisphere.								
Governance, leadership, and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements									

At Pfizer Limited, we are conscious of the environmental and social impact a company of our size and scale has both in terms of positive and negative externalities and are working continuously to foster a more sustainable future for all. Our approach to responsible business growth is embedded in our strategy, shapes our culture, and guides Pfizer's daily operations around the world. Strong and effective governance underpins everything we do, helping to ensure we operate with integrity, accountability, and transparency.

For more than 175 years, Pfizer has worked to make a meaningful difference for patients and communities while building a resilient enterprise positioned for sustainable, long-term growth.

Pfizer's purpose—breakthroughs that change patients' lives—guides the company's strategy and supports a responsible patient-centric, resilient business model. Discovering, manufacturing, and delivering innovative medicines is only a part of what we contribute to society. We proactively act and collaborate in advancing our priorities related to responsible business growth in alignment with our business corporate strategy. We aim to continuously improve health outcomes, build trust, create shared value, and positively impact the society for years to come and take care of the future generations. We focus on the following **six priority areas**, as mentioned below which are incorporated in Pfizer's Enterprise Risk Management (ERM) process:

i. Product Innovation: Reducing cycle times, increasing success rates, and getting more breakthroughs into the hands of patients sooner.

ii. Equitable Access and Pricing: Expanding affordable access to our breakthrough medicines, vaccines, and protecting people from the burden of infectious and other diseases.

iii. Product Quality and Safety: Maintaining a quality culture to ensure the highest priority is placed on the safety, efficacy, and reliability of our products, the safety of our patients and consumers, the quality of data supporting regulatory submissions, and interactions with our stakeholders.

iv. Business Ethics: Exercising strong corporate governance and risk management practices to promote the long-term interests of our stakeholders.

v. Diversity, Equity, and Inclusion: Creating opportunities to advance merit-based diversity, equity, and inclusion across our workforce, those with whom we do business, and society at large.

vi. Climate Change: Taking action to reduce our greenhouse gas emissions and mitigate risks associated with a changing climate.

In our quest to enhance sustainability performance, we are deepening partnerships with key stakeholders, including contractors, suppliers, and customers, fostering a collective culture of sustainability across the value chain. We are also committed to support and encourage the wellness of our colleagues through multiple breakthrough benefits and wellbeing initiatives. Our governance policies, aligned with Pfizer Inc.'s ESG priorities, guide us in managing ESG risks and seizing new opportunities. We sincerely thank our stakeholders for their steadfast support and confidence in our sustainability efforts. Together, we will drive transformation and work towards a brighter future for a healthier planet.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Mr. P. Rengan Executive Director - Plant Operations DIN: 10362899
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	No. Please refer to details mentioned in point 8 above.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any Other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Quarterly by the Audit Committee																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the Company upholds full compliance with all applicable legal, regulatory, and statutory requirements. These obligations are systematically tracked and periodically reviewed under the oversight of Management and the Board of Directors.									Quarterly by the Board of Directors								

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

If "Yes", provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Ethics and Transparency	Sustainable Business	Employee Well-being	Stakeholder Relationship	Human Rights	Environment Stewardship	Public Advocacy	Community Development	Customer Relations

The Company periodically reviews the effectiveness of its policies and provides refresher training to employees periodically. While no formal policy evaluation is conducted by an external agency, certain policies are reviewed by the Company's internal auditors and secretarial auditors within the scope of their respective audits, as deemed appropriate.

Section C: Principle Wise Performance Disclosure

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year 2025-26:

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	percentage of persons in respective category covered by the awareness programmes
Board of Directors	15	The Company establishes a structured familiarization program for its Board of Directors (BOD), encompassing areas such as an overview of the pharmaceutical industry, market dynamics, business performance, growth strategies, and regulatory developments. The Board is periodically appraised of the Company's policies relating to integrity, ethics, transparency, and accountability. The Board is also kept informed about the Company's risk management systems, compliance mechanisms, and internal control frameworks.	100%
Key Managerial Personnel	205	Colleague receives role-specific training on our Code of Conduct and other key areas, including ethical standards, anti-bribery / anti-corruption training upon hiring and regularly thereafter (normally every one to two years), to reinforce our policies and commitment to integrity. Our ethics and compliance training programs use multimodal components and are designed to address different learning styles, maximize engagement, and reinforce training content. Our training program encompasses role-based scope of topics and depth of knowledge to help drive training effectiveness. Curated training programs covering wide gamut across all principles including topics such as (but not limited to) Code of Conduct, Prevention of Sexual Harassment ("POSH"), skill upgradation, health safety and environment etc., are mandatorily required to be completed by all employees including KMPs and workers. The Company also conducts various awareness programs related to health and well-being of the employees and workers. Additionally, trainings are also conducted for Trade Secret Role, Anti-Bribery and Anti-Corruption, Get Access Sponsor/Delegate, Interactions with Patients and Patient Advocacy Groups and PGS GMP/GDP Quality Manual.	100%
Employees other than BoD and KMPs			
Workers			

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

	Monetary				
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of Case	Has an appeal been preferred? (yes/ No)
Penalty/ Fine	–	–	–	–	–
Settlement	–	–	–	–	–
Compounding Fee	–	–	–	–	–

	Non-Monetary			
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Brief of Case	Has an appeal been preferred? (yes/ No)
Imprisonment	–	–	–	–
Punishment	–	–	–	–

3. **Of the instances disclosed in Question 2, above detail 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 cases reported, therefore not applicable.	

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

Yes, the Company's anti bribery policy prohibits all forms of bribery and corruption, whether by colleagues or its business partners. Colleagues and business partners must never offer, promise, authorize, or provide a payment or benefit that is intended to improperly influence a government official, healthcare professional, or any other person, including commercial entities and individuals, in exercising their responsibilities.

The Company is guided, to the extent applicable, by the "Blue Book - Summary of Pfizer Policies on Business Conduct" of its parent company, Pfizer Inc., USA. Pfizer's Blue Book, our Code of Conduct is designed to support our core Values, particularly Excellence, as we perform our best together, and Equity, as we should always act with integrity. The Blue Book describes how we operate and guides the decisions we make in support of our purpose, including how we speak up when we see something that concerns us a behavior essential to our Value of Courage. Seeking advice, raising concerns, and reporting misconduct are critical to our ability to serve patients. Every Pfizer colleague is responsible for understanding the Blue Book and adhering to our Code of Conduct every day. In doing so we demonstrate our continued commitment to living our Values and earning the trust of the patients we serve. In addition, Pfizer's My Anti-Corruption Policy, and Procedures ("MAPP") sets out Pfizer's global enterprise-wide approach to preventing bribery and corruption. MAPP provides the tools needed to help address bribery and corruption risks in our interactions with healthcare professionals, government, regulators, and business partners. By following MAPP and acting in accordance with applicable laws and Pfizer's values, each Pfizer colleague contributes to our culture of ethics and integrity. Further to our prohibition of all forms of bribery, we are committed to fostering a culture of ethics and integrity and committed to competing lawfully and ethically in the marketplace and expect every Pfizer Colleague and business partner to conduct all aspects of Pfizer business with integrity. Resources, training, and messaging emphasize the accountability of leaders to own compliance and engage in proactive risk management and ethical decision-making and to make clear that non-compliant conduct is not tolerated. Pfizer also strives to be an ethical leader within our industry by taking leading roles within industry associations and diverse business forums to advance anti-corruption efforts. The policies can be accessed via following web links:

https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf

https://www.pfizer.com/about/responsibility/compliance/anti-bribery-and-anti-corruption

https://cdn.pfizer.com/pfizercom/MAPP_Summary_2022_Updated.pdf

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Directors	–	–
Key Managerial Personnel (KMPs)	–	–
Employees	–	–
Workers	–	–

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

	Current Financial Year 2025-26		Previous Financial Year 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	–	–	–	–
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	–	–	–	–

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, as there were no cases of non-compliance in the Company during the reporting year.

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Number of days of accounts payables	55	49

9. **Openness 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		Current Financial Year 2025-26	Previous Financial Year 2024-25
Concentration of Purchases	a.	Purchases from trading houses as % of the total purchases	-	-
	b.	Number of trading houses where purchases are made from	-	-
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a.	Sales to dealers/ distributors as % of total sales	99.26%	98.68%
	b.	Number of dealers/ distributors to whom sales are made	5,201	5,097
	c.	Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	34.19%	27.74%

Parameter	Metrics	Current Financial Year 2025-26	Previous Financial Year 2024-25
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	64.93%	66.06%
	b. Sales (Sales to related parties/ Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties/ Total Investments made)	-	-

Leadership Indicators

1. Awareness programmes conducted for the value chain partners on any of the Principles during the financial year 2025-26:

Total number of awareness programmes held	Topics/ Principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Stockist Supply Chain Awareness Program (Umang) for key value chain partners. The program aimed to enhance awareness on responsible supply chain practices, ethical conduct, and collaborative growth, aligned with select NGRBC principles. The initiative engaged top stockists through structured discussions on future, plans, compliance expectations, and responsible business behavior.	100%

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.

Pfizer Limited is dedicated to operating its business in accordance with ethical standards and in compliance with all relevant laws and regulations. This dedication is demonstrated by following our Code of Conduct, which applies to every member of the Board of Directors. Every Director is expected to comply, in letter and spirit, with all laws applicable to his / her service as a 'Director'. If Director discloses his / her interest, direct or indirect, in other companies or entities (either as a Director, Shareholder or otherwise) under section 184 of Companies Act, 2013 will be deemed to be sufficient compliance with this Code. The Code is available at: https://www.pfizerltd.co.in/model-code.

12. If Answer to Question (1) Above is "NO", i.e., not all Principles are covered by a Policy, reasons to be stated:

Questions	P1 Ethics and Transparency	P2 Sustainable Business	P3 Employee Well-being	P4 Stakeholder Relationship	P5 Human Rights	P6 Environment Stewardship	P7 Public Advocacy	P8 Community Development	P9 Customer Relations
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any Other Reason (please specify)									

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 environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and social impacts
R&D	–	–	–
Capex	16%	20%	The capital expenditure includes expenses incurred towards installation of high-speed tablet compression machine in GT suite and new dispensing facility introduced for GT suite.

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

b. If "Yes", what percentage of inputs were sourced sustainably?

Yes. The Company, through its parent company Pfizer Inc., has procedures in place designed to help ensure third party partners for materials and services meet our standards, i.e., select suppliers that are responsible, ethical, and reliable partners. After the suppliers are selected and onboarded, they are required to comply with Pfizer's Responsible Sourcing guidelines and Supplier Conduct Principles, which are aligned to the Pharmaceutical Supply Chain Initiative (PSCI) Principles for Responsible Supply Chain Management. Pfizer Inc.'s regular evaluation of external partners extends to assessing environmental, health, safety, and sustainability performance, including labour and human rights reviews. Our collaborations with our suppliers are focused on improving sustainability, compliance with laws, and alignment to our Supplier Conduct Principles and the PSCI Principles for Responsible Supply Chain Management.

The Company monitors the performance of and regularly audits its key material suppliers. Audit outcomes are used to drive continuous improvement in both performance and compliance. At Pfizer, we require our suppliers to develop action plans in response to our audits and implement improved controls, as needed. The Company undertakes initiatives through PSCI partnership programs to educate its suppliers through webinars and conferences on the PSCI principles to build capacity of its business partners to adhere to responsible and sustainable procurement practices.

89.29% of Active Pharmaceutical Ingredients used in manufacturing at the Goa Plant and Contract Manufacturing sites sourced sustainably, i.e., [definite sourced sustainably as used here].

Web-link to Responsible Sourcing Guidelines: https://www.pfizer.com/about/partners/B2B-and-suppliers/responsible-sourcing

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

d. Other waste

Waste minimization is a core element of Pfizer's commitment to sustainable medicines. Company's waste management strategy is guided by a clear hierarchy of control—avoid, reduce, reuse, recycle, dispose—which prioritizes waste prevention and resource efficiency while supporting safe, compliant, and responsible waste handling across operations.

The Company is committed to lowering its environmental footprint through responsible resource use and effective waste reduction practices. Across its sites, continuous efforts are made to reduce, reuse, repurpose, and recycle materials, including packaging and plastics. The Company's manufacturing facility operates robust waste management systems that comply with applicable regulatory requirements and internal Environment, Health, and Safety ("EHS") standards.

All waste generated at the manufacturing site and office premises is segregated into hazardous, non-hazardous, e-waste, and plastic waste, and is disposed of or recycled in accordance with applicable laws. Plastic waste generated from operations is managed in compliance with regulatory requirements. The Company is eligible under the Extended Producer Responsibility ("EPR") framework and has submitted its plastic waste management plan to the Central Pollution Control Board.

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 Board?**
- **If "Not", provide steps taken to address the same.**

Yes, EPR is applicable to the Company's activities and the Company handles, processes, and disposes plastic waste in line with the EPR plan submitted to the Central Pollution Control Board under the category of "Brand Owner".

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products (for manufacturing industries) 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 web-link
Pfizer Limited has not undertaken Life Cycle Assessment (LCA) of its products or services during the reporting period.					
However, in 2025, Pfizer Inc. developed the Net Zero by Design Sustainability Playbook, a framework to embed sustainability across product development and commercialization. The playbook is informed by insights from more than 20 Life Cycle Assessments (LCAs) across a wide range of product modalities, including small molecules, large molecules, vaccines, and medical devices. These insights enable a better understanding of emissions across the product lifecycle and support identification and management of carbon hotspots, prioritization of lower-emission design choices, and evaluation of tradeoffs across materials, manufacturing, logistics, packaging, and end-of-life considerations.					
As the playbook is rolled out in 2026, Pfizer Inc. is also educating colleagues through targeted communications and engagement to build awareness, capability, and consistent application. By translating net-zero ambitions into actionable, fit-for-purpose guidance by modality, the playbook supports informed decision-making early in development and positions sustainability as a source of both environmental and commercial value.					

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
Pharmaceutical Products	Hazardous waste generated during manufacturing process, negatively impacting environment and human health, if not managed and disposed efficiently and scientifically.	All hazardous waste is collected safely and sent for incineration, as per applicable regulations under supervision.
	Plastic waste generated at the end of the product, i.e., post consumption, leading to increased dump of plastics at landfills.	Plastic waste generated from products through distribution is taken back equivalently through different means, in accordance with the Extended Producer Responsibility ("EPR") plan submitted by Pfizer Limited for plastic waste to the Central Pollution Control Board. The Company has partnered with authorized recyclers to meet its EPR obligations and help ensure that the Company meets its said target within the timelines to minimize the negative impact of plastic waste on human health and environment.

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).

Indicate input material	Recycled or re-used input material to total material	
	Current Financial Year 2025-26	Previous Financial Year 2024-25
Not Applicable. Pfizer Limited being a pharmaceutical company is subjected to stringent quality, safety, and regulatory requirements, which generally do not permit use of recycled input material due to patient safety considerations.		

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:

	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	1,626	-	-	1,623	-
E-Waste	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 % total products sold in respective category
Not applicable to Pfizer Limited.	

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	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	986	986	100%	986	100%	-	-	986	100%	-	-
Female	223	223	100%	223	100%	223	100%	-	-	223	100%
Total	**1,209**	**1,209**	**100%**	**1,209**	**100%**	**223**	**100%**	**986**	**100%**	**223**	**100%**
Other than Permanent Employees											
Male	101	101	100%	101	100%	-	-	101	100%	-	-
Female	72	72	100%	72	100%	72	100%	-	-	-	-
Total	**173**	**173**	**100%**	**173**	**100%**	**72**	**100%**	**101**	**100%**	**-**	**-**

1. b. Details of measures for the well-being of Workers:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	35	35	100%	35	100%	35	100%	35	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**35**	**35**	**100%**	**35**	**100%**	**35**	**100%**	**35**	**100%**	**-**	**-**
Other than Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.40%	0.37%

2. Details of retirement benefits

Benefits	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	NA
ESI	100%	100%	Yes	100%	100%	Yes
Others- *Superannuation*	1.55%	-	-	1.43%	-	-

* ESI benefit is extended to all eligible employees.

Note: The Provident Fund, Gratuity and Superannuation contributions are deposited with the Company's respective Trust Funds / EPFO.

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", then whether any steps are being taken by the entity in this regard.

Yes. The Company has implemented several facilities at its premises to support accessibility, including dedicated parking, security assistance, disabled-friendly washrooms, sufficient space for wheelchair movement, visual and audio alarm systems, emergency evacuation chairs, and ramps at basement entry points. The Company remains committed to identifying the needs of employees with disabilities and proactively providing appropriate support to foster an inclusive workplace.

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

Yes, the Company has "Equal Employment Opportunity Policy" in line with the Rights of Persons with Disabilities Act, 2016 for persons with physical or mental disabilities; accessible at Web-link: https://www.pfizerltd.co.in/files/pfizerincbluebook.pdf

5. **Return to work and Retention rates of permanent employees and workers that took parental leave for FY 2025-26.**

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	100%	-	-
Female	100%	100%	-	-
Total	**100%**	**100%**	**-**	**-**

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:**

Permanent Workers	Yes.
Other than Permanent Workers	Courage is a core value, and we promote a speak-up environment.
Permanent Employees	Pfizer recognizes the critical importance and value of Pfizer's employees and the need to build and sustain a culture where all employees can contribute their unique viewpoints and perspectives to all aspects of the business. Our whistleblowing policies (e.g., Open Door policy) and strict anti-retaliation policies require reporting misconduct and encourages raising concerns about any issues. Retaliation against anyone who seeks advice, raises concern, reports misconduct, or provides information in an investigation is prohibited. The Company takes all policy concerns seriously and, to the extent violations of policy are identified, takes appropriate disciplinary action and corrective actions, including potential termination. We measure our culture of integrity with surveys, and the results are used to focus leadership communications, training, and other proactive improvement efforts. We provide multiple channels for asking questions and raising potential compliance concerns, including anonymous reporting options that were permitted by law, and keep matters as confidential as possible. The avenues for raising concerns are listed in the Blue Book and on our website www.pfizerltd.co.in, both of which are publicly available. Every employee, irrespective of hierarchy, has access to the Employee Relations Investigations Group, Compliance or Legal Division, Office of the Ombudsman, People Experience Division of the Company and in appropriate and exceptional cases, concerns may be raised directly to the Chairman of the Audit Committee of the Company.
Other than Permanent Employees	

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

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Employees	**1,209**	**29**	**2.40%**	**1,563**	**29**	**1.86%**
- Male	986	28	2.84%	1,316	28	2.13%
- Female	223	1	0.45%	247	1	0.40%
Total Permanent Workers	**35**	**35**	**100%**	**35**	**35**	**100%**
- Male	35	35	100%	35	35	100%
- Female	0	0	0%	0	0	0%

8. (a). Details of training given to employees and workers on "Health and Safety Measures"

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	986	986	100%	1,316	1,316	100%
Female	223	223	100%	247	247	100%
Total	**1,209**	**1,209**	**100%**	**1,563**	**1,563**	**100%**
Workers						
Male	35	35	100%	35	35	100%
Female	-	-	-	-	-	-
Total	**35**	**35**	**100%**	**35**	**35**	**100%**

Data is for Permanent Employees and Permanent Workers.

(b). Details of training given to employees and workers on "Skill Upgradation"

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	986	986	100%	1,316	1,316	100%
Female	223	223	100%	247	247	100%
Total	**1,209**	**1,209**	**100%**	**1,563**	**1,563**	**100%**
Workers						
Male	35	35	100%	35	35	100%
Female	-	-	-	-	-	-
Total	**35**	**35**	**100%**	**35**	**35**	**100%**

The Company conducts regular health and safety training sessions for all its permanent employees. The sessions on Skill Upgradation cover a range of skill upgrades, encompassing both soft skills and functional expertise. Additionally, individual departments offer training tailored to their specific requirements, although these are not separately monitored or tracked.

Data is for Permanent Employees and Permanent Workers.

9. Details of Performance and Career Development reviews of employees and workers:

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	986	986	100%	1,316	1,316	100%
Female	223	223	100%	247	247	100%
Total	**1,209**	**1,209**	**100%**	**1,563**	**1,563**	**100%**
Workers						
Male	35	35	100%	35	35	100%
Female	-	-	-	-	-	-
Total	**35**	**35**	**100%**	**35**	**35**	**100%**

Performance review and career development appraisal is carried out half yearly for permanent employees.

Data is for 'Permanent Employees' and 'Permanent Workers' for FY 2024-25 and FY 2025-26.

10. Heath and Safety Management System:

a.	**Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)** **If "Yes", then coverage of the system.**	Yes. The Company has implemented an occupational health and safety management system aligned with Pfizer's Global EHS standards. The Global EHS Policy and its supporting standards define Pfizer's approach to identifying, assessing, eliminating, and mitigating environmental, health, and safety risks across its global operations. These standards also promote active colleague engagement in EHS, thereby supporting continuous improvement. Every Pfizer colleague and contingent worker plays a vital role in fostering a culture of EHS excellence, where improvement opportunities, ideas, and suggestions are encouraged. This culture of shared responsibility, with colleagues looking out for one another, supports Pfizer's commitment to patient safety. The occupational health and safety management system applies to the Company's manufacturing plant, head office, regional offices, and all employees and workers at these locations. Periodic internal and cross-site audits are conducted to strengthen EHS practices and minimize workplace hazards.
b.	**What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?**	The Company utilizes Hazard Identification and Risk Assessment (HIRA) for both routine and non-routine activities to identify and mitigate existing and reasonably foreseeable hazards. In addition, the Company conducts periodic audits, reviews of emergency and crisis response plans, and mock drills to support the identification and assessment of work-related risks. To promote a safe and healthy working environment for employees and workers, risk assessment is integrated into the Company's online training programs. As part of this process, the risk profile of each employee or worker is evaluated, followed by constructive reinforcement discussions to enhance awareness and safe behaviors. Further, the Company has implemented a focused Serious Injury and Fatality Prevention program aimed at strengthening hazard awareness and fostering a proactive approach to injury prevention. The Company's India Driver Safety Program specifically targets the reduction of risks associated with driving activities. Additionally, robust systems are in place to assess and manage ergonomic, occupational, and process safety hazards and associated risks.

c.	**Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)**	Yes. The Company has established an internal mechanism to enable the reporting of workplace hazards, accidents and 'near-misses.' Company leadership actively reinforces a strong culture of integrity and promotes a speak-up environment in which all workers are encouraged to raise concerns without fear of retaliation. Upon identification, reported hazards are appropriately investigated and mitigated. Additionally, the Company has constituted an internal Environment, Health, and Safety (EHS) Committee that periodically reviews the mitigation measures implemented to enhance workplace safety.
d.	**Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)**	Yes. The Company's employees and workers are covered under the health insurance and accident policy of Pfizer. The Company is dedicated to support and encourage employees' well-being and has insurance in place for Out-Patient Department (OPD) expenses.

11. Details of safety related incidents, in the following format:

Safety Incidents/ Number	Category	Current Financial Year 2025-26	Previous Financial Year 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	**Employees**	-	-
	Workers	-	-
Total recordable work-related injuries	**Employees**	-	-
	Workers	-	-
Number of fatalities	**Employees**	-	1*
	Workers	-	-
High consequence work-related injury or ill–health (excluding fatalities)	**Employees**	-	-
	Workers	-	-

*Fatality due to road accident during field work.

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

Pfizer's Global Environment, Health & Safety (EHS) Policy and supporting standards outline our expectations and approach to assessment, evaluation, elimination, and mitigation of EHS risks across our operations globally.

Pfizer's Environment, Health, and Safety (EHS) program is founded on robust EHS management systems. Pfizer Inc.'s EHS programs, which apply to all global operations including those of the Company, emphasize the identification and management of EHS risks. These programs are governed by Global EHS Standards that are closely aligned with the ISO 14001 framework, with implementation across sites verified through Pfizer's internal EHS audit program. At the Company level, EHS governance is overseen by an internal EHS Committee comprising representatives from various levels of the organization. EHS performance is regularly reviewed to ensure the maintenance of high standards of conduct. The Company has established a comprehensive health and safety management system based on internal standards aligned with applicable occupational health and safety requirements. EHS risk assessment is utilized as a key business planning tool to proactively design and manage operations, thereby mitigating risks and preventing harm. EHS governance is further reinforced through multiple audits conducted at both local and global levels. The Company has systematic processes in place for ongoing risk evaluation and the implementation of appropriate mitigation measures. Employees receive periodic training to ensure they are equipped to perform their duties safely. In addition, the Company operates a wellness center that provides primary medical services, including support during medical emergencies, and conducts wellness sessions as part of its wellness program. The Company has also developed detailed emergency and crisis response plans for its manufacturing sites and office locations, with periodic mock drills conducted to familiarize employees with potential emergency scenarios.

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

	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working Conditions	-	-	-	-	-	-
Health and Safety	-	-	-	-	-	-

14. Assessment for the Year (2025-26):

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100%*
Working Conditions	100%#

*The Company conducts regular self-assessments for its Plant and Office facilities to help ensure compliance with applicable health and safety requirements. Pfizer conducts regular internal audits of all facilities.

#The Company conducts assessments based on regulatory requirements, if applicable, and the Company's Internal Policies. Environmental working conditions in terms of air quality, noise etc. are monitored pursuant to applicable regulatory requirements. The Company conducts regular self-assessments for its Plant and Office facilities to help ensure compliance with applicable environmental requirements. The Company also conducts regular internal audits of all facilities.

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

No Significant risks / concerns were identified during the reporting period.

Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide details.

Yes, the Company provides Group Personal Accident Insurance and Group Term Life Insurance coverage to all its employees. In addition, the Company offers a compensatory package in the event of the death of an employee or worker.

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

Pfizer Limited monitors and ensures that applicable statutory dues are duly deducted and deposited by its value chain partners. For statutory requirements involving licenses such as FSSAI, Drug License (DL), and Shops and Establishments (S&E), value chain partners, in coordination with the Global Supply Chain team, maintain a centralized tracker and repository of relevant documentation. Compliance with statutory dues related to subcontracted manpower is incorporated into the contractual agreements between the Company and its value chain partners. Adherence to these requirements is periodically reviewed and confirmed, including through internal audit processes.

3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total Number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	-	1	-	-
Workers	-	-	-	-

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)

The Company supports its employees and workers through structured training and capacity building initiatives, including programs offered toward the end of their careers through a third party service provider. In the event of employment termination, the Company offers a career transition fee to assist individuals in navigating transitions to new job roles or sectors. This support helps cover the cost of training and the acquisition of relevant skills, thereby enhancing employability and facilitating career progression.

5. Details on assessment of value chain partners (FY 2025-26):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100%
Working Conditions	100%

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.

The Company has established high standards for responsible supply chain management, supported by robust governance frameworks. These standards help ensure the safety and quality of the medicines and vaccines marketed by the Company and are aligned with its core value of Equity. The Company conducts annual Market Excellence Assessments with its value chain partners, covering key risk and compliance parameters, including Environment, Health and Safety (EHS) and Business Continuity Planning (BCP). In addition, quarterly virtual audits are undertaken to assess compliance with statutory requirements, storage and handling standards, governance practices, safety, sustainability, and inventory management.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

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

Throughout the organization, we maintain regular engagement with diverse stakeholders, encompassing employees, shareholders / investors, value chain partners, suppliers, Government, industry associations, non-profit organizations, and communities. We identify key stakeholder groups based on the Company's industry dynamics, business model, and their influence and impact on our operations.

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

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Employees	No	• Employee Townhall • Senior leadership engagements • Wellness sessions • Training programs & onboarding sessions • Internal communication • Yammer • Intranet portal • Annual Employee Pulse Survey	Periodically/ Quarterly/ Annually	• Business and performance updates. • Pfizer's purpose and strategy. • Physical & mental wellbeing sessions. • Code of conduct, Ethics and compliance, Cyber security. • Diversity, equity, and inclusion. • New skills, learning & development.
Shareholders & Investors	No	• Quarterly financial statements disseminated on Stock exchanges, website of the Company and Newspaper publication. • Annual Report disseminated on Stock Exchanges, website of the Company. • Shareholder interaction at the Annual General Meeting, dissemination of the proceedings and outcome of the general meetings on Stock Exchanges, and the website of the Company. • Press Releases. • Announcement through Stock Exchanges Company website. • Dedicated email ID for investors.	Quarterly/ Annually/ Need basis	• Financial performance • Operational performance • Business model & performance • CSR programs • Corporate governance • Material changes/ disclosures/ updates. • Resolution of queries

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Value Chain Partners	No	• In Market Visits • Meetings	Event Based/ Periodically	• To enhance access to medicines in various geographies. • To develop a strong partnership for uninterrupted supply of vital medicines. • To achieve higher market share through better coverage and penetration. • To create awareness about portfolio and initiatives. • Partner for credit worthiness and fair business practices. • To address any query/ feedback by value chain partners. • To enhance awareness on environmental and sustainability initiatives.
Suppliers	No	• Visits • Audits • Grievance Mechanism • Engagement Programs	Quarterly/ Annually/ Event Based	• To help ensure business continuity. • To identify and close gaps, if any, at supplier facilities related to Current Good Manufacturing Practice ("CGMP"). • To seek their confirmation on compliance with Pfizer's Suppliers Code of Conduct. • Create awareness on ESG parameters. • To address any feedback/ queries related to the Product.

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Government	No	• Meetings • Communication • Public Consultation through industry associations	Periodically/ Regulatory/ Reporting/ Quarterly/ Annually	Discussions of policy matters such as access and affordability, pricing, availability of new therapies in Government programs, regulatory processes etc.

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.

Pfizer recognizes the importance of stakeholder engagement in building enduring relationships and identifying potential risks and opportunities. The Company has established multiple engagement channels to facilitate dialogue with stakeholders on matters related to responsible business growth. Responsibility for stakeholder consultations is delegated to relevant functions to enable continuous and meaningful engagement. The Company's risk management framework supports periodic communication of key risks and opportunities to the Board. Insights gained through stakeholder engagement inform the identification of priorities and play a critical role in shaping the Company's strategic direction.

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 were incorporated into policies and activities of the entity.

At Pfizer, we recognize the importance of stakeholder consultation in navigating the complexities of our ever-evolving world. We engage with a variety of stakeholders to inform our decision-making processes and provide us with insights as we work to advance our business responsibly.

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

At Pfizer Limited, we constantly strive to positively impact on the health of people across the country. The Company, through its Corporate Social Responsibility ("CSR") Policy, encourages stronger commitment from the organization and employees towards the society to address the healthcare challenges of the country. Our focal CSR initiatives include fostering young Indian minds and their cutting-edge innovations in healthcare; curbing Anti-Microbial Resistance ("AMR") and registering the resistance together; unburdening cancer patients through cancer care initiatives; and working towards hygiene and sanitation in rural and semi-urban areas; creating social impact through volunteering; and transforming lives, one village at a time.

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, in the following format:

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Permanent	1,209	1,209	100%	1,563	1,563	100%
Other than permanent	173	173	100%	170	170	100%
Total Employees	**1,382**	**1,382**	**100%**	**1,733**	**1,733**	**100%**
Workers						
Permanent	35	35	100%	35	35	100%
Other than permanent	-	-	-	-	-	-
Total Workers	**35**	**35**	**100%**	**35**	**35**	**100%**

Note: Training concerning Human Rights components is integrated into Pfizer's Blue Book, a mandatory module for all permanent and non-permanent employees and permanent workers within the Company. To facilitate this, the Company has implemented an e-module based on the Blue Book for employee training. Furthermore, all employees and permanent workers engaged in procurement-related roles supporting manufacturing and supply operations undergo training on Pfizer's global labour and human rights standards.

2. Details of minimum wages paid to employees and workers, in the following format:

Category	Current Financial Year 2025-26					Previous Financial Year 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	**1,209**	**-**	**-**	**1,209**	**100%**	**1,563**	**-**	**-**	**1,563**	**100%**
- Male	986	-	-	986	100%	1,316	-	-	1,316	100%
- Female	223	-	-	223	100%	247	-	-	247	100%
Other than Permanent	**173**	**-**	**-**	**173**	**100%**	**170**	**-**	**-**	**170**	**100%**
- Male	101	-	-	101	100%	80	-	-	80	100%
- Female	72	-	-	72	100%	90	-	-	90	100%
Workers										
Permanent	**35**	**-**	**-**	**35**	**100%**	**35**	**-**	**-**	**35**	**100%**
- Male	35	-	-	35	100%	35	-	-	35	100%
- Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
- Male	-	-	-	-	-	-	-	-	-	-
- Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/ salary/ wages, in the following format for FY 2025-26:

a. Median remuneration/ wages:

	Male		Female	
	Number	Median salary/ wage of respective category	Number	Median salary/ wage of respective category
Board of Directors (BoD)	4	95,88,184	3	26,10,000
Key Managerial Personnel (KMP)	3	1,66,66,368	1	9,77,09,779
Employees other than BoD and KMP	978	13,25,245	221	15,58,858
Workers	35	7,55,251	0	-

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

	Current Financial Year 2025-26*	Previous Financial Year 2024-25*
Gross wages paid to females as % of total wages	21.43%	28.99%

* Includes the gross wages for total employees i.e., permanent employees and other than permanent employees.

The Company's commitment to pay equality for all colleagues is based on its values and intention to continue to build a highly motivated workforce. The Company remains committed to equitable pay practices, with compensation determined by role, education, experience, performance, and location.

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, Pfizer aims to foster a strong safety culture and help ensure safe and respectful working conditions for all individuals supporting our operations.

The Company has established an Employee Relations Investigations Group to address matters and concerns relating to human rights. In addition, the Company has constituted an Internal Complaints Committee to handle grievances related to sexual harassment in accordance with the Prevention of Sexual Harassment (POSH) Policy. The Company is also aligned with Pfizer Inc.'s human rights due diligence program. Pfizer maintains a comprehensive human rights due diligence framework that defines its management approach to human rights across its operations and throughout its supply chain.

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

Pfizer Limited, in alignment with the human rights approach of its parent company, Pfizer Inc., focuses on addressing risks that could have the most significant impact on individuals, including patients, colleagues, workers engaged by business partners, and the communities in which the Company operates. The Company is committed to conducting its business ethically and responsibly, including respecting and upholding human rights across its operations.

The Company has established a whistleblower mechanism and an Open Door Policy that enables employees at all levels to raise concerns or grievances directly with the Employee Relations Investigations Group and, where appropriate, with the Corporate Compliance Group. All matters referred to in relation to the Employee Relations Investigations Group, and in certain cases to the Corporate Compliance Group, are addressed in accordance with applicable internal policies and workplace regulations. The Company has also constituted an Internal Complaints Committee (ICC) to address grievances related to sexual harassment. All complaints are investigated thoroughly and confidentially, and where allegations are substantiated, appropriate disciplinary action is taken. A zero retaliation policy is in place to ensure that no adverse action is taken against individuals who raise concerns in good faith.

Multiple channels are available for raising questions and reporting concerns, including the Compliance Helpline, a third party, publicly available hotline accessible by phone or web, with anonymous reporting permitted

where allowed by local law, as well as the Compliance Division via email, phone, fax, mail, or direct contact with colleagues, management, and other channels supported under the Open Door and whistleblower policies. These mechanisms encourage colleagues to seek guidance, ask questions, and report potential misconduct. Retaliation against any individual who seeks advice, raises concerns, reports misconduct, or participates in an investigation is strictly prohibited. In addition, the Company's Ombuds Office serves as an independent resource to provide colleagues with guidance and support in addressing work related issues.

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

	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	-	-	-	1	0	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Total complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH)	-	1
Complaints on POSH as a % of female employees/ workers	-	0.3%
Complaints on POSH upheld	-	-

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

At Pfizer, our senior leaders and management set the tone for a strong culture of integrity and encourage colleagues and partners to raise concerns without fear of retaliation. Retaliation against anyone who seeks advice, raises concern, reports misconduct, or provides information in an investigation is strictly prohibited by our anti-retaliation policy that protects whistleblowers. The Company has adopted a policy in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 whereby an aggrieved woman can submit a complaint which must be investigated by the Internal Complaints Committee with absolute confidentiality.

The Company has in place a whistle-blower / vigil mechanism through which its directors, employees and stakeholders can report their genuine concerns about illegal or unethical behaviour, actual or suspected fraud or violation of the Company's code of conduct or ethics policy. The mechanism provides for safeguards against victimization of people who use such mechanism. If any individual, regardless of his or her role in the Company, retaliates against an employee who has truthfully and in good faith reported a potential violation, the Company will take appropriate action—even if it later turns out that the employee was mistaken in reporting the matter originally. The Company also conducts training and awareness programs for all its employees on periodic basis to embed a Speak Up Culture.

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

Yes, Pfizer is committed to conducting business in an ethical and responsible manner. The Company is committed to conducting business ethically and responsibly, including respecting and upholding human rights principles throughout its operations and business relations.

The contracts which the Company executes with its suppliers contain obligations on the suppliers to comply with all applicable laws. Further, after suppliers are selected and onboarded, they are expected to comply with the Company's Responsible Sourcing Guidelines and Supplier Conduct Principles which are aligned to the Pharmaceutical Supply Chain Initiative.

10. Assessment for the FY 2025-26:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

11. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Qs. 9, above.

No significant risk or concern was identified during the reporting period.

Leadership Indicators

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

Pfizer Limited continuously reviews and build up on its business operation processes and systems, based on employee feedback, management reviews, and internal audits to ensure compliance with statutory and regulatory requirements as well as adopt best labour management practices. As part of the feedback mechanism, an Annual Pulse Survey (Employee Satisfaction Survey) is designed to measure and track key areas of the overall colleague experience and provide leaders with actionable insights. The survey facilitates open communication and feedback, fostering a healthy work environment that attracts and retains top talent. Based on the feedback, the Company builds action plans to address the concerns and conducts a follow-up engagement survey customized for teams to understand the impact of the actions.

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

The Company aligns with and relies on the global human rights due diligence program of its parent company, Pfizer Inc. Pfizer has established a risk-based supplier evaluation framework that applies to external suppliers that play an active role in the production of our products, including suppliers related to our raw materials, drug substance, and drug product supply, warehousing and distribution, contract manufacturing and packaging, services conducted on Pfizer manufacturing premises, and other suppliers identified as high-risk. These evaluations assess suppliers' performance across environment, health, and safety (EHS), sustainability, labor standards, and human rights practices. In determining supplier risk levels, factors such as geographic location, industry sector, and relevant proprietary and publicly available information are considered. This risk-based evaluation process results in the assignment of a supplier risk rating. Suppliers identified as having elevated risks, particularly relating to EHS, labor, or human rights are subject to enhanced governance oversight. This process may require suppliers to develop and implement corrective action plans to address identified risks and improve operational practices. Where suppliers fail to comply with agreed corrective measures, Pfizer may pursue alternative sourcing arrangements. In addition, Pfizer Limited has established robust internal processes and controls to support compliance with human rights and related requirements across its operations.

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. Company's premises has following arrangements for accessibility of differently abled visitors: dedicated parking, security support, disabled-friendly washrooms, adequate space for wheelchair movement, visual and audio alarms, emergency evacuation chair, ramps in the basement at entry points, etc. The Company continues to work towards identifying the needs of employees with disabilities and proactively supporting them in diligently carrying out their day-to-day duties without any challenge(s). At Company's Goa premises, infrastructure study for accessibility is undertaken and the Company has identified infra-improvement areas which the Company continues to work towards to ensure a safe, healthy, equitable, and inclusive work environment for all its employees, including those with disabilities.

4. Details on assessment of Value Chain Partners:

	% of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	100%
Forced/ Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

Note: As part of your Company's onboarding process all risks associated with labour rights and health and safety conditions are assessed for all value chain partners. Regular audits are also conducted to track and monitor compliance with the above.

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

The Company has not received any complaints on Child Labour, Forced/ Involuntary Labour/ Sexual Harassment/ Discrimination at workplace/ Wages from the Value Chain Partners through any of the existing public and internal grievances channels described above.

Principle 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

1. Details of total energy consumption and energy intensity,

(in Giga Joules- Gj)

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
From 'Renewable Sources'		
Total **Electricity** Consumption (A) – Solar & Wind	10,922	10,947
Total **Fuel** Consumption (B)	-	-
Energy consumption through Other Sources (C)	-	-
Total Energy Consumption from renewable sources (A+B+C)	**10,922**	**10,947**
From 'Non-Renewable Sources'		
Total **Electricity** Consumption (D)	14,726	8,018
Total **Fuel** Consumption (E)	545	803
Energy consumption through Other Sources (F)	-	-
Total Energy Consumption from non-renewable sources (A+B+C)	**15,270**	**8,821**
Total Energy Consumption (RE + Non-RE)	**26,192**	**19,768**
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00000104	0.00000087
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity* (Total energy consumed/ Revenue from operations adjusted for PPP)	0.0000211	0.0000179
Energy intensity in terms of physical output (Based on number of tablets)	0.000007	0.000008

For Delhi Regional Office, the diesel consumption for DG sets is operationally manged by the landlord and not charged to the Company. Hence the same is excluded from the emission calculation.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: Yes, Bureau Veritas (India) Private Limited.

*: As per IMF Database, purchasing power parity (PPP) for India is 20.34(INR.) per international dollar (USD) as March 2026, https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC.

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? (Yes/No)

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.

Not Applicable, as the Company does not fall in the category of industries mandated under PAT Scheme of Government of India.

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

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
Water withdrawal by source (in Kilolitres- Kl)		
(i) Surface Water	-	-
(ii) Groundwater	18,393	17,553
(iii) Third Party Water	15,262	7,751
(iv) Seawater / Desalinated water	-	-
(v) Others: Tankers	6,790	9,951
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	**40,444**	**35,255**
Total volume of water consumption (in KL)	**40,444**	**35,255**
Water intensity per rupee of turnover (water consumed/ turnover)	0.0000016	0.0000015
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption/ Revenue from operations adjusted for PPP)	0.0000326	0.0000319
Water intensity in terms of physical output (Based on number of tablets)	0.000012	0.000015

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: Yes, Bureau Veritas (India) Private Limited

*: As per IMF Database, purchasing power parity (PPP) for India is 20.34 (INR.) per international dollar (USD) as March 2026, https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC.

4. Provide the following details related to water discharge:

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i). To Surface Water	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(ii). To Ground Water	-	-
- 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- please specify level of treatment	-	-
(v). Others	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
Total water discharged (in kilo-litres)	**-**	**-**

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: No

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If "Yes", provide details of its coverage and implementation.

Pfizer Limited's Goa manufacturing plant has an onsite wastewater treatment facility which treats the wastewater at three levels i.e., Primary, Secondary and Tertiary treatment, in line with the current site Consent as per the local government norms.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter*	Please specify unit	Current Financial Year 2025-26	Previous Financial Year 2024-25
NOx	ppmv	91.34	700.2
SOx	Kg/hr	0.60	0.007
Particulate Matter (PM)	mg/Nm^3	34.77	10.1
Persistent organic pollutant (POP)		Not applicable	
Volatile organic compounds (VOC)			
Hazardous air pollutant (HAP)			

*: NOx, SOx and PM are as per the source emission monitoring report for Diesel Generators at Goa Plant. Further the Company does not measure POP, VOC, and HAP as per Consent conditions.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: Yes, Bureau Veritas (India) Private Limited

7. Please provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format:

Parameter	Please specify unit	Current Financial Year 2025-26	Previous Financial Year 2024-25
Total Scope 1 Emissions *(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)*	Metric tonnes of CO_2 equivalent	38.83	56
Total Scope 2 Emissions *(Break-up of the GHG into CO_2, CH4, N_2O, HFCs, PFCs, SF6, NF3, if available)*	Metric tonnes of CO_2 equivalent	2,904	1,619
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent/ INR	0.0000012	0.000000073
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) *(Total Scope 1 & 2 emissions/ Revenue from operations adjusted for PPP)*	Metric tonnes of CO_2 equivalent/ PPP	0.0000024	0.00000152
Total Scope 1 and Scope 2 emission intensity in terms of physical output *(Based on number of tablets)*	Metric tonnes of CO_2 equivalent/ No. of strips	0.0000008	0.0000007

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: **Yes,** Bureau Veritas (India) Private Limited

*: As per IMF Database, purchasing power parity (PPP) for India is 20.34 (INR.) per international dollar (USD) as March 2026, https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC.

8. Does the entity have any project related to reducing Greenhouse gas emissions?

If "Yes", then provide details.

Yes, the Company follows stringent environmental and health standards and has created a model for environmental sustainability with focus on conservation of resources, renewable energy, and waste minimization. The Company's Head Office has opted for Green Power tariff under 'Switch to Green initiative' from February 1, 2023, and accordingly the power requirement at the Head Office is sourced through renewable sources of energy. The Company is working towards Pfizer enterprise level goal of achieving the voluntary Net-Zero Standard by 2040.

The Company has installed 1,500 KWP of solar panels at the Goa manufacturing plant as a part of the Company's continued journey toward renewable energy. During the reporting period, the site generated 2,580 MWh of solar power. This solar project provides 49% of the Goa plant's total energy needs during FY 2025-26. Since the commissioning of the solar project in 2019, the Company has achieved a cumulative reduction of approximately 6,322 tCO_2e in carbon emissions, reflecting sustained progress toward climate and renewable energy goals. The Company continues to pursue energy conservation through the deployment of high efficiency production equipment and utility systems. In a nutshell, the Company is taking appropriate action and initiatives to reduce its greenhouse gas emissions footprint and mitigate the risk associated with climate change.

9. Provide details related to waste management by the entity, in the following format:

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
Total Waste Generated (in metric Tonnes)		
Plastic Waste (A)	52.05	45.86
E-Waste (B)	3.64	1.19
Bio-medical Waste (C)	0.60	0.28
Construction and Demolition Waste (C&D) (D)	-	-
Battery Waste (E)	-	2.46
Radioactive Waste (F)	-	-
Other Hazardous Waste generated (G) (Please specify, if any)	27.13	33.32
Other Non-Hazardous Waste generated (H) (Please specify, if any)	69.09	60.09
Total Waste Generated (A+B+C+D+E+F+G+H)	**152.51**	**143.21**
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.000000006	0.000000006
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated/ Revenue from operations adjusted for PPP)	0.00000012	0.00000013
Waste intensity in terms of physical output (Based on number of tablets)	0.00000004	0.0000001

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category Waste		
(i) Recycled	123.80	100.86
(ii) Re-used	-	-
(iii) Other recovery operations	-	1.19
Total	**123.80**	**102.05**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste		
(i) Incineration	27.54	32.42
(ii) Landfilling	-	-
(iii) Other disposal operations	1.17	8.74
Total	**28.72**	**41.16**

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: Yes, Bureau Veritas (India) Private Limited

*: As per IMF Database, purchasing power parity (PPP) for India is 20.34 (INR.) per international dollar (USD) as March 2026, https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC.

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.

Pfizer has a long history of using the concepts of green chemistry and promoting them across the industry. Through scientific innovation Pfizer strives to design more efficient processes that can reduce the environmental impact of our medicines throughout the product life cycle. Central to Pfizer's sustainable medicines program is the minimization of waste across all sites globally. We recognize that climate change poses significant risks to global health as well as to our business operations and consistently seek opportunities to reduce, reuse, repurpose, and recycle materials such as packaging and plastics. The Company has adopted waste management systems in compliance with regulatory requirements, Pfizer's Global EHS policy, and the Company's internal EHS policy. Plastic waste generated from the Company's operations at its manufacturing site in Goa is disposed of in accordance with the Plastic Waste Management Rules, 2016. The Goa Plant has undertaken continuous improvement projects (example: yield improvement, reduction in paper consumption) in line with Pfizer internal enterprise environmental sustainability goals.

11. If the entity have 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 in the following format:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Yes/No) If "No", the reasons thereof and corrective action taken, if any.
Not applicable.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2025-26:

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Web-link
As per the notification issued by the Ministry of Environment, Forests and Climate Change ('MoEFCC') in India, an Environmental Impact Assessment (EIA) is supposed to be carried out for industries which have an adverse impact on the environment. The pharmaceutical sector was not identified as an industry which requires EIA preclearance by the MoEFCC.					

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 (Yes/ No).

If "Not", provide details of all such non-compliances, in the following format:

S. No.	Specify the law/ regulation/ guidelines which is not compliant	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
Yes, the Company has complied with all the environment related applicable legislations during the financial year ended March 31, 2026.				

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of 'Water Stress' (in kilo litres):

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

i. Name of area

ii. Nature of operations

iii. Water withdrawal, consumption, and discharge in the following format:

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
Water withdrawal by source (in kilo litres)		
(i) Surface Water	-	-
(ii) Ground Water	-	-
(iii) Third Party Water	-	-
(iv) Seawater/ Desalinated Water	-	–
(v) Others	-	-
Total volume of water withdrawal (in KL)	-	-
Total volume of water consumption (in KL)	-	-
Water intensity per rupee of turnover (Water consumed/ Turnover)	-	-
Water intensity (optional)- the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in Kilo litres)		

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
(i) To Surface Water	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(ii) To Ground Water	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iii) Sent to Third Party Water	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iv) Into Seawater	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
Total water discharged. (in kilo-litres- Kl)	-	-

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency.: **Yes**

2. Please provide details of total Scope 3 emissions and its intensity, in the following format:

Parameter	Please specify unit	Current Financial Year 2025-26	Previous Financial Year 2024-25
Total Scope 3 Emissions *(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)*	Metric tonnes of CO2 equivalent	Not applicable	
Total Scope 3 emissions per rupee of turnover	–		
Total Scope 3 emission intensity *(optional)- the relevant metric may be selected by the entity*	–		

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: **No**

3. With respect to the ecologically sensitive areas reported in Qs. 10 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.

4. 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.	Go Green (Shift to Renewable Energy)	The Goa manufacturing site has initiated full utilization of its installed solar panel i.e., 1,500 KWP. This move has reduced Company's dependency on grid electricity and non-renewable source of energy, leading to reduction in emissions. Solar–DG synchronisation to optimise diesel consumption during outages & Grid export capability to offset night-time energy use.	49% reduction in conventional power consumption in FY2026 over the previous year.
2.	Environmental Impact	Early achievement of 2030 Carbon reduction targets and transition towards Net Zero aligned operations.	~54% reduction in GHG emissions vs 2019 baseline.
3.	Water Recycling	The Company has in-house full-fledged Wastewater treatment plant (WWTP) with primary, secondary, and tertiary treatment facility to treat wastewater, recycle it, and reuse it for gardening and other utility purposes.	The treated water is used for gardening and utility purposes within the facility.
4.	Water Recycling	The Company has Condensate Recovery system for Air Handling Units to recycle and reuse water to minimize dependency on freshwater and optimize water usage.	4,564 kL of water was recycled and reused in the FY25-26.
5.	Waste Management Initiatives	Effluent Treatment Plant (ETP) sludge de-watering system. Previously sludge was de-watered over four big Sand Bed and dried over natural ventilation. Annually, all the sand beds are replaced and disposed of as hazardous waste. The Sludge Dewatering system separates the sludge using SQUIZING technology in a semisolid state without using any Sand Drying bed.	Reduced hazardous waste generation, improved sludge handling efficiency.
6	Organic Waste Management	Organic waste composting machine converting canteen waste into manure, Reuse of compost for on-site gardening and landscaping, Sludge volume reduction (Volute press system) improving waste handling efficiency.	Waste converted to useful manure, improved circular waste management.
7	Zero Waste to Landfill	Recycling of waste through government approved Vendors i.e., plastic waste, e-waste, battery waste, and other non-hazardous waste (composting of food waste generated, sanitary bin waste, general waste, paper, metal).	89.25 Metric Tonnes of waste is recycled. Zero Landfill waste generation at Goa. Asbestos free site- Goa facility.
8	Green Infrastructure & Biodiversity Support	Tree plantation & green landscaping improving environmental quality & On-site utilisation of organic manure for sustainable grounds maintenance.	Enhanced site environment and biodiversity; improved ecological balance.
9	Process Efficiency initiatives	Replacement with high-efficiency production machines reducing energy per output. HVAC, cooling & process optimisation for lower energy resource intensity & Energy-efficient upgrades across utilities and operations.	Reduced energy intensity per unit; improved operational efficiency.
10	Employee Engagement & Volunteerism	Colleague awareness programmes & sustainability campaigns & Leadership-driven environmental initiatives and competitions for colleagues & their families.	Increased colleague engagement and sustainability mindset.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web-link.

At Pfizer, Business Continuity Management (BCM) is proactively integrated into strategic and operational plans to enable the continuity of key business activities by establishing a strong program that identifies, evaluates, and mitigates potential threats / vulnerabilities to business activities. The program also ensures that the company has response capability to safeguard the interests of key stakeholders, and the reputation of Pfizer and our brands in the event of a threat being realized. This applies to all Pfizer business operations and promotes a culture based on minimizing loss, mitigating disruption, and recovery of critical activities.

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.

There were no events arising from the Value Chain Partners of Company, having any significant adverse impact on the environment. In addition, the Company continues to prioritize emission reduction by deploying high-efficient production machinery and utility systems, focusing on energy conservation. As a result of this, the Company's Goa plant has successfully achieved a 54% reduction in GHG emissions. Further, the Company has significantly enhanced its air-to-ocean supplies from global sites, contributing to a reduction in carbon emissions and ranking among the top three markets in this initiative globally within the Pfizer network.

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

Nil.

8. How many "Green Credits" have been generated or procured:

a. By the listed entity - Nil

b. By the top ten (in terms of the value of purchases and sales, respectively) **value chain partners -** Nil

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.

The Company is affiliated with 4 (four) trade and industry chambers / associations.

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

S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Organization of Pharmaceutical Producers of India (OPPI)	National
2.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3.	US India Strategic Partnership Forum (USISPF)	National
4.	US India Business Council (USIBC)	National

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

Name of authority	Brief of the Case	Corrective action taken
The Company has not received any orders from regulatory authorities on anti-competitive conduct during the financial year 2025-26.		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board	Web Link, if available
Pfizer through various Industry associations and chambers has been advocating its opinion, voice, and thoughts on policies and requirements in the pharmaceutical sector, that will aid pharma companies on a steady path to responsible and sustained growth trajectory and help serve the patients.					

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2025-26:

Name and brief detail 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
Not applicable.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of the 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 (in INR.)
Not applicable.						

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

The Company has established a whistleblower/vigilance mechanism that enables its directors, employees, and stakeholders to report any concerns regarding illegal or unethical behavior, suspected fraud, or violations of the Company's code of conduct or ethics policy. This mechanism includes robust safeguards to protect individuals from any form of retaliation for using it. Many channels exist for raising questions and reporting concerns, including the Compliance Helpline *(third-party public hotline available by phone or web, with anonymous reporting were allowed under local law)*.

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Directly sourced from MSMEs/ Small producers	13%	11%
Directly from within India	57%	59%

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 the following locations, as % of the total wage cost:

Location	Current Financial Year 2025-26	Previous Financial Year 2024-25
Rural	0.00%	0.17%
Semi-Urban	0.22%	1.31%
Urban	9.64%	9.38%
Metropolitan	90.14%	89.15%

Note: locations categorized as per RBI Classification System - rural/ semi-urban/ urban/ metropolitan

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable to Pfizer Limited.	

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

S. No.	State	Aspirational District	Amount Spent (in INR.)
The CSR projects undertaken by the Company do not fall under aspirational districts as identified by Government bodies			

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

No. The Pfizer's Global Supply Chain (GSC) India currently does not have a formal preferential procurement policy specifically targeting marginalized or vulnerable groups, the Company remains committed to inclusive and equitable business practices. Supplier selection is based on quality, compliance, reliability, and alignment with Pfizer's Responsible Sourcing Guidelines and Supplier Conduct Principles. The Company ensures equal opportunity for all qualified suppliers to participate in the procurement process without discrimination.

(b) From which marginalized/ vulnerable groups do you procure?

Not applicable, as there is no formal preferential procurement policy in place. However, the Company does not exclude any supplier based on their social or economic background.

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

Not applicable.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity 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
Not applicable.				

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

Name of authority	Brief of Case	Corrective action taken
Not applicable.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
1.	**Doctors For You: Pfizer- Aastha Project (Cancer Helpdesk):** Project Aastha, is a CSR initiative by Pfizer and implemented by DFY, is a program that works to provide aid to cancer patients during their diagnosis, treatment, and rehabilitation phase. The Project is aimed at establishing a support system that facilitates the best available care to oncology patients. Project Aastha also has a functioning helpline number, ensuring rapid and effective response to the patients. Our Cancer Helpdesk is a step towards the betterment of the community, and we aim to serve the patients with care and support and providing information on accommodation services, subsidized food, travelling, and other services to patients/caregivers.	8,88,351	100%
2.	**Americares India Foundation: Strengthening of Health and Education Facilities at Borim, Goa:** The project aims to strengthen Health and Education Facilities at Borim (SHEF) includes upgradation of government primary schools in terms of construction classrooms/ computer labs equipment. Anganwadis to be renovated along with the kitchen and WASH facility, health education in schools to bring about positive behavioural changes in health & WASH behaviour and to improve overall health of school children.	50 students from schools & Anganwadi Centres	24%
3.	**Americares India Foundation- Parivartan Support towards Infection Prevention and control (IPC) and counter of Antimicrobial Resistance in Health Facilities:** Antimicrobial Stewardship (AMS) and Infection Prevention and Control (IPC) are vital pillars within the overarching strategy to ensure the judicious application of antimicrobials, particularly antibiotics. Americares India with the support of Pfizer, has been actively working with 11 hospitals across 8 states to seamlessly integrate IPC and AMS in the system by equipping medical professionals with required knowledge, training, and techniques.	Direct: 33,601 Indirect: ~1.15 lakh	NA
4.	**Americares India Foundation- Parivartan 2 Support towards Infection Prevention and control (IPC) and counter of Antimicrobial Resistance in Health Facilities in Goa:** Improving AMS and IPC in Goa's healthcare facilities is essential for controlling AMR, enhancing patient safety and healthcare quality. This project/study, aim to provide actionable insights and develop tailored strategies that address the unique challenges faced by healthcare providers in Goa. The findings will be valuable for informing policy, improving clinical practices, and ultimately contributing to the national and global fight against AMR.	Direct: 1.54 lakhs Indirect: ~6.93 lakhs	NA
5.	**Foundation For Innovation and Social Entrepreneurship- Pfizer Indovation 2025 Program:** The program supports start-ups with innovative solutions in the healthcare ecosystem to aid healthcare system professionals and front-line workers in providing quality care at affordable costs. The theme is Primary Health care, with specific focuses on areas of Oncology, NCDs, Maternal and Child Health, Immunisation, and Brain Health. The 24-month program consists of 2 tracks: 'Product Development' to support deep-tech healthcare innovations navigated through clinical validation and regulatory pathways, and 'Solution Deployment' to deploy validated innovations in the primary healthcare system, with 7 start-ups supported in each track.	NA	NA

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
6.	**Foundation For Innovation and Social Entrepreneurship- Pfizer INDovation NIPER-A:** An Edition program to support six early-stage screening and diagnostic product start-ups with INR 25 lakh grant each and expert mentorship to complete product development, preclinical trials and customer discovery surveys. Anchored by NIPER Ahmedabad, Pfizer and Social Alpha, and supported by the Department of Pharmaceuticals and NITI Aayog, the one-year program accelerator will run from September 2024 to September 2025.	NA	NA
7.	**Tata Mumbai Marathon - A Home away from Home (St Jude):** The initiative vision is to nurture and develop a sustainable model that places children undergoing treatment for cancer, on the path to a happy and healthy life. In doing so, we hope that every child will realize his or her potential and transform their lives. We are growing at a rapid speed to cater to the needs of a large population in pediatric cancer and will accelerate St Jude's ability to provide its essential services to even more children with cancer from the most backward districts of India.	159 children Total beneficiaries: 477	100%
8.	**The Pfizer-TCCF (Tata Trusts) Cancer Care Project:** The project aims to reduce cancer-related morbidity and mortality in the target community by increasing awareness, promoting early detection through accessible screening services, and strengthening local capacity to support prevention, diagnosis and care. Tata Cancer Care Foundation set-up by Tata Trusts to implement the cancer care programme, is based on the four pillars of access, affordability, quality and awareness. TCCF is committed to downstaging the impact of the disease by facilitating early detection by building awareness, screening and improving the quality of life of cancer patients and their families.	540,182	29%

Principle 9: Business 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.

The Company treats customer complaints with utmost importance and has established a mechanism for addressing and redressal of customer complaints. The Company also has a dedicated team for receiving consumer complaints and feedback, which is thereafter shared with the respective departments. All the grievances received through various available channels are registered and tracked with a unique number through the global Complaint management system. Grievances are addressed / resolved through investigation and thereafter response is provided to customer. The Company has dedicated helpline numbers and Email ID through which patients / consumers, healthcare professionals and other stakeholders can approach the Company for reporting adverse events or product related complaints. Additionally, the Company's field force receives product related complaints / Adverse Events which are shared with the respective departments. More details can be found on the link Pfizer India Customer Care No. | India Customer Care. The customer complaints received at Contactus.India@pfizer.com are managed in accordance with the standard procedure. Based on its nature, the complaint is forwarded to the respective departments for their further action.

Pfizer employees are also responsible for reporting safety information they may encounter even when not at work.

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

Parameters	As percentage to total turnover
Environmental and social parameters relevant to the product	–
Safe and responsible usage	100%
Recycling and/or safe disposal	The product label has all required details as per labeling regulation of India. The disposal after usage by customer/ patient is not under purview of the company. The finished products stored at Pfizer sites/ warehouses are disposed / destroyed safely at government approved destruction sites.

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

	Current Financial Year 2025-26		Remarks	Previous Financial Year 2024-25		Remarks
	Received	Pending at end of year		Received	Pending at end of year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Customer Complaints	174*	14	Pending complaints are under investigation	149	16	Pending complaints are under investigation

*: Also forms part of complaints reported under 'Customers' under Section A(VII)(23) of this report.

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for Recall
Voluntary Recalls	-	No product recall during the reporting period.
Forced Recalls	-	

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.

Pfizer is committed to the responsible, transparent, and secure use of personal data entrusted to us by patients, customers, colleagues, and others. Pfizer's enterprise-wide policy and standards guide the collection, maintenance, and protection of personal data, considering the legal and regulatory requirements.

The Company has implemented a Cybersecurity Policy to address data privacy risks comprehensively. Recognizing the criticality of safeguarding Sensitive Information, we have devised a framework aimed at preventing unauthorized access and piracy of data.

Our Privacy Policy, accessible on the Company's website at https://www.pfizerltd.co.in/privacy, outlines our commitment to protecting data privacy and serves as a guide for stakeholders on how we handle and secure their information.

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.

7. Provide the following information relating to data breaches during FY 2025-26:

(a) Number of instances of data breaches - Nil

(b) Percentage of data breaches involving personally identifiable information of customers - Nil

(c) Impact, if any, of the data breaches - Nil

Leadership Indicators

1. Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if possible)

https://www.pfizerltd.co.in/

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

Pfizer Medical Information team responds to unsolicited inquiries coming from consumers. We would provide relevant information from an approved patient information leaflet as available and direct the consumer to their treating physician for further information.

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

The Company has put in place a mechanism to notify the regulatory authorities of any instance of product shortage/ disruption or product availability, etc.

4. **(a) Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable).**

   If "Yes", provide details in brief.

   (b) Did your entity carry out any survey about customer 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).

(a) The Company does not display additional information other than the information mandated as per the local laws. However, all relevant information like storage conditions, product safety, usage, contact information, wherever applicable is displayed on the product label for consumer information and dissemination as per statutory and regulatory norms.

(b) The Company undertakes customer relationship survey using the Qualtrics platform among its initial paying customers to assess their satisfaction levels and track trends in customer experience with Pfizer Limited. The survey evaluated key aspects such as effectiveness in meeting customer needs, ease of doing business, quality of Pfizer's communication, overall customer experience, and performance trends over time. Based on the survey findings, the Net Promoter Score (NPS) and Customer Satisfaction (CSAT) is calculated and communicated internally to identify strengthens and areas of improvement.

For and on behalf of Board of Directors

Pradip Shah	**Meenakshi Nevatia**
Chairman	**Managing Director**
DIN: 00066242	**DIN: 08235844**

BRSR Core Assurance Statement

To
Pfizer Limited
The Capital, 1802/1901, Plot No. C - 70,
G Block, Bandra Kurla
Complex, Bandra (East),
Mumbai 400051.

Introduction and Objective of Work

Bureau Veritas (India) Private Limited (hereinafter abbreviated as **Bureau Veritas**) has been engaged by **Pfizer Limited** (hereinafter abbreviated as **"Pfizer"**) to conduct an independent assurance of the Business Responsibility and Sustainability Report Core (hereinafter abbreviated as "BRSR Core") consisting of the Key Performance Indicators (KPIs) under Environment, Social and Governance (ESG) attributes, which are mentioned in Annexure 17A, of the Securities and Exchange Board of India (SEBI) Master Circular dated January 30, 2026.

The selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation and presentation of information for the BRSR Core is the sole responsibility of the management of Pfizer . Bureau Veritas was not involved in the drafting or preparation of the back-up data of PFIZER for the BRSR Core. Our sole responsibility was to provide independent assurance on its content.

Intended User

The assurance statement has been prepared solely for Pfizer as per the governing contractual terms and conditions of the assurance engagement contract between Pfizer and Bureau Veritas. To the extent the law permits, we owe no responsibility and do not accept any liability to any other party other than Pfizer for the work we have performed for this assurance report or for our conclusions stated in the paragraph below.

Scope of Work

- Verification of the data and information included in the BRSR Core (sub-set of BRSR), consisting of a set of Key Performance Indicators (KPIs) / metrics under 9 ESG attributes for the reporting period from April 01, 2025 to March 31, 2026 was fairly presented without material misrepresentation.

- Verification of the appropriateness and robustness of underlying reporting systems and processes used to collect, analyse, and review the information reported.

Reporting criteria: Reporting Framework based on BRSR Core of the Business Responsibility and Sustainability Report as per Annexure 17A of the SEBI Master circular dated January 30, 2026.

The reported information of BRSR core, based on the following nine ESG attributes:

1. Green-house gas (GHG) footprint
2. Water footprint
3. Energy footprint
4. Embracing circularity - details related to waste management by the entity
5. Enhancing Employee Wellbeing and Safety
6. Enabling Gender Diversity in Business
7. Enabling Inclusive Development
8. Fairness in Engaging with Customers and Suppliers
9. Open-ness of business

Reporting period: April 01, 2025 to March 31, 2026

Assurance standard: The assurance was performed in line with the requirements of the ISAE 3000 (Revised) standard.

Level of assurance: Reasonable Assurance

Methodology used to conduct assurance

Pfizer submitted the data and information relevant to the BRSR Core for the reporting period from April 1, 2025 to March 31, 2026 covering the sites that are within the reporting boundaries.

The reporting boundaries considered for this reporting period included the Head Office at Mumbai, manufacturing site at Goa, and regional offices at Delhi and Chennai.

The assessment team from Bureau Veritas, for this verification, included the following member:

Mr. Anantha Prabhu Uppunda – Team Leader

The assessment was carried out, of the submitted information, to verify the data and computations that were prepared by Pfizer. Pfizer's Head Office at Mumbai and manufacturing site at Goa were visited for onsite verification. The data for Delhi & Chennai office were reviewed through virtual assessment.

During these visits, direct observations of facilities, interactions with personnel, and review of documentation were undertaken to ensure accuracy and reliability of the submitted information. Additionally, the assessment

included an evaluation of the internal control system and processes relevant to reasonable assurance, such as adherence to industry standards and regulatory requirements, to provide a comprehensive verification of the data and computations prepared by Pfizer .

Bureau Veritas has validated the quantification methodology used by Pfizer for the monitoring and calculations of the ESG attributes from its different sources and confirms the same to be in line with accepted practice of standard GHG computations. The materiality threshold of 5% has been considered in this assessment process.

Our work was conducted against the requirements defined in the International Integrated Reporting Framework and National Guidelines for Responsible Business Conduct (NGRBC), along with the requirements of ISAE 3000 Assurance standard and Bureau Veritas' standard procedures and guidelines for external assurance of sustainability information, based on current best practice in independent assurance. The Bureau Veritas assurance process also involved an Independent Technical Review (ITR) to verify the correctness and accuracy of the assurance conclusions as well as adherence to Bureau Veritas internal procedures and/or assurance standard requirements.

Conclusions

On the basis of our methodology and the activities described above, it is our opinion that the BRSR core of FY 2025-26 of Pfizer Limited, containing its reporting and declaration of the various KPIs under ESG attributes is reliable and reflects accurate representation of Pfizer Limited's performance towards ESG attributes.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of data and information relating to:

- Activities outside the defined assurance period stated hereinabove;
- Positional statements, expressions of opinion, belief, aim or future intention by Pfizer Limited and statements of future commitment;

Our assurance is limited to the activities and operations of Pfizer Limited. The assurance does not extend to the operations undertaken by any other entity outside the scope and boundaries of the Pfizer Limited's BRSR Core report that may be associated with or have a business relationship with PFIZER LIMITED.

Uncertainty

The reliability of assurance is subject to uncertainty(ies) that are inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions in respect of this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

Statement of independence, impartiality, and competence

Bureau Veritas is an independent professional services company that specializes in assurance and certification of Quality, Health, and Safety, Social, and Environmental Management Systems with almost 198 years history in providing independent assurance services and has necessary expertise for undertaking reasonable assurance of BRSR core. Bureau Veritas has implemented a Code of Ethics across their businesses to maintain high ethical standards among staff in their day-to-day business activities.

We are particularly vigilant in the prevention of conflicts of interest. No member of the assurance team has a business relationship with Pfizer Limited, its Directors, Managers or officials beyond that required for this assignment. We have conducted this verification independently and there have been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health & safety information, systems and processes and an excellent understanding of Bureau Veritas standard methodology for the Assurance of BRSR Core attribute.

Restriction on use of Our Report

Our Reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

Anantha Prabhu Uppunda
Lead Assuror
Bureau Veritas (India)
Private Limited

Mumbai, India
Dt: 12/05/2026

Munji Rama Mohan Rao
Technical Reviewer
Bureau Veritas (India)
Private Limited

Hyderabad, India
Dt: 12/05/2026