Panacea Biotec
Innovation in support of life

September 07, 2026

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|---|---|
| The Manager, Listing Department<br>The National Stock Exchange of India Ltd.<br>Exchange Plaza, Bandra Kurla Complex,<br>Bandra (E), Mumbai - 400 051<br>NSE Symbol: PANACEABIO | BSE Limited<br>Corporate Relationship Department,<br>Phiroze Jeejeebhoy Towers,<br>Dalal Street, Mumbai - 400 001<br>BSE Scrip Code: 531349 |

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

Dear Sir/Madam,

Pursuant to the provisions of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26.

The Business Responsibility and Sustainability Report forming part of the Annual Report for the financial year 2025-26 can also be accessed on the website of the Company at the link, https://www.panaceabiotec.com/en/section/information-repository/annual-report.

This is for your kind information and record please.

Thanking you,

Sincerely yours,

for **Panacea Biotec Limited**

ANKIT JAIN
Digitally signed by ANKIT JAIN
Date: 2026.09.07 18:21:40 +05'30'

Ankit Jain
General Manager - Legal & Company Secretary

Encl.: As Above

Panacea Biotec
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# Business Responsibility & Sustainability Report

This Business Responsibility & Sustainability Report ("BRSR") for the financial year ended March 31, 2026 conforms to the Business Responsibility & Sustainability Reporting requirement pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations"), which has mandated the inclusion of BRSR as part of the Company's Annual Report for top 1000 listed entities based on market capitalisation (calculated as on December 31 of every financial year) and the National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business issued by Ministry of Corporate Affairs, Government of India.

While the Company is not falling under the category of top 1000 listed entities based on the market capitalisation as on December 31, 2025, however, in view of the provisions of Regulation 3(2) of SEBI LODR Regulations, the Company is voluntarily continuing to comply with relevant provisions of BRSR that were applicable to it based on the market capitalisation of previous year(s).

The Company has not instituted any process to monitor / verify whether any other entity / entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the Business Responsibility initiatives of the Company.

**SECTION A: GENERAL DISCLOSURES**

**I. Details of the listed entity**

| | | | |
|---|---|---|---|
| 1. | Corporate Identity Number (CIN) of the Listed Entity | L33117PB1984PLC022350 | |
| 2. | Name of the Listed Entity | Panacea Biotec Limited | |
| 3. | Year of incorporation | 1984 | |
| 4. | Registered office address | Ambala-Chandigarh Highway, Lalru, Punjab – 140501, India | |
| 5. | Corporate office address | B-1 Extn. / A-27, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi - 110044 , India | |
| 6. | E-mail | companysec@panaceabiotec.com | |
| 7. | Telephone | +91-11-41679000, 41578000 | |
| 8. | Website | www.panaceabiotec.com | |
| 9. | Financial year for which reporting is being done | Start Date | End Date |
| | Current Financial Year | 01.04.2025 | 31.03.2026 |
| | Previous Financial Year | 01.04.2024 | 31.03.2025 |
| | Prior to Previous Financial Year | 01.04.2023 | 31.03.2024 |
| 10. | Name of the Stock Exchange(s) where shares are listed | a. National Stock Exchange of India Ltd. (NSE) | |
| | | b. BSE Ltd. (BSE) | |
| 11. | Paid-up Capital | ₹222,620,746 | |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report. | | |
| | Name | Mr. Ankit Jain, Company Secretary | |
| | Contact | +91-11-41679015 | |
| | E-mail | ankitjain@panaceabiotec.com | |
| 13. | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | Standalone basis | |
| 14. | Name of assurance provider | Not Applicable | |
| 15. | Type of assurance obtained | Not Applicable | |

**II. Products / Services**

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

| S. No. | Description of main activity | Description of business activity | % of turnover of the entity |
|---|---|---|---|
| (i) | Pharmaceuticals | Manufacturing of pharmaceuticals, medicinal, chemical and botanical products | 100% |

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

| S. No. | Product / Service | NIC Code | % of total turnover contributed |
|---|---|---|---|
| (i) | Manufacturing of pharmaceuticals, medicinal, chemical and botanical products | 210 | 100% |

# Business Responsibility & Sustainability Report

## 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 | 3* | 2 | 5 |
| International | 0 | 1 | 1 |

* The plants include manufacturing locations and R&D Centres.

19. Markets served by the entity

a. Number of locations:

| Locations | Number |
|---|---|
| National (No. of States) | Pan-India |
| International (No. of Countries) | ~37 countries in Africa, Asia and Latin America |

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

In the reporting year, the exports contributed ~65% of total turnover of the Company.

c. A brief on types of Customers

The Company is one of the largest suppliers of vaccines to multilateral agencies like UNICEF, PAHO, etc. and is supplying vaccines to institutional customers and national Governments. The Company also sells its products to customers in private markets through stockiest, retailers and medical professionals.

## IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| | Employees | | | | | |
| 1. | Permanent (D) | 688 | 569 | 82.70% | 119 | 17.30% |
| 2. | Other than Permanent (E) | - | - | - | - | - |
| 3. | Total employees (D + E) | 688 | 569 | 82.70% | 119 | 17.30% |
| | Workers | | | | | |
| 4. | Permanent (F) | 461 | 450 | 97.61% | 11 | 2.39% |
| 5. | Other than Permanent (G) | 157 | 144 | 91.72% | 13 | 8.28% |
| 6. | Total workers (F + G) | 618 | 594 | 96.12% | 24 | 3.88% |

b. Differently abled Employees and Workers:

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

21. Participation / Inclusion / Representation of women:

| | Total (A) | No. and percentage of Females | |
|---|---|---|---|
| | | No. (B) | % (B / A) |
| Board of Directors* | 11# | 1 | 9.09% |
| Key Management Personnel* | 7 | - | - |

* Dr. Rajesh Jain, Chairman and Managing Director, Mr. Sandeep Jain, Joint Managing Director and Mr. Ankesh Jain, Mr. Harshet Jain & Dr. Sanjay Trehan, Whole-time Directors are members of the Board of Directors and also considered as Key Managerial Personnel.

# As on 31.03.2026, there were 11 directors on the Board of Directors of the Company. Mr. Mukul Gupta, Independent Director ceased to be director on 31.03.2026.

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% | 40% | 39% | 33% | 24% | 31% | 39% | 25% | 37% |
| Permanent Workers | 49% | 31% | 48% | 34% | - | 34% | 34% | - | 34% |

# Business Responsibility & Sustainability Report

## 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 / subsidiaries / associate companies / joint ventures (A) | Indicate whether holding / subsidiary / associate / joint venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No) |
|---|---|---|---|---|
| 1 | Panacea Biotec Pharma Limited | Subsidiary | 100% | No |
| 2 | Meyten Realtech Private Limited | Subsidiary | 100% | No |
| 3 | Panacea Biotec (International) SA | Subsidiary | 100% | No |
| 4 | Panacea Biotec Germany GmbH | Indirect subsidiary | 100% | No |
| 5 | Panacea Biotec Inc. | Indirect subsidiary | 100% | No |
| 6 | PanEra Biotec Private Limited | Associate | 50% | No |
| 7 | Adveta Power Private Limited | Joint Venture | 50% | No |

## VI. Corporate Social Responsibility (CSR) Details

| | | |
|---|---|---|
| 24. (i) | Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes / No) | No |
| (ii) | Turnover (in ₹ million) | 4,134.92 |
| (iii) | Net worth (in ₹ million) | (487.92) |

## VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes / No) (If yes, then provide web-link for policy)* | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|---|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes | - | - | - | - | - | - |
| Investors (other than shareholders) | No | NA | NA | NA | NA | NA | NA |
| Shareholders | Yes | - | - | - | - | - | - |
| Employees and workers | Yes | - | - | - | - | - | - |
| Customers | Yes | 2 | 0 | - | 10 | 0 | - |
| Value Chain Partners | Yes | - | - | - | - | - | - |

* The policies relating to grievance redressal mechanism are available at the Company's website at https://www.panaceabiotec.com. In addition, there are internal policies placed on the intranet of the Company.

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:

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| 1 | Product Quality, Safety and Availability | Risk | It is critical to address risks relating to product quality and safety issues. Non-availability of products may lead to loss of business | • Strict adherence to quality standards, procedures and policy of the Company.<br>• Compliance with cGMP, GLP practices, Pharmacovigilance processes and SOPs.<br>• Adoption of technological interventions, training on cGMP standards, automation and digitalisation, and employee capacity-building.<br>• Qualifying and reviewing vendors on quality parameters as per the policy. | Positive: Consistent product quality and safety ensures sustainable business and relations with stakeholders. Availability of products across the markets helps in increasing market share and customer satisfaction.<br><br>Negative: These issues, if not addressed on time, can have serious impact on the business operations, lead to penalties and litigations. |
| 2 | Business Ethics and Corporate Governance | Risk | External regulatory environment on corporate ethics and corporate | • There are established robust guiding principles within the Company to ensure ethical functioning across | Positive: Adherence to good governance practices and ethical standards will lead to long-term |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| | | | governance is dynamic in nature. Ethical business standards, and framework keep evolving and needs regular improvement and readiness. | the value chain. The Company has a code of conduct for board members, senior management, employees, suppliers, vendors and contractors which aligns with their commitments of ethical and transparent business practices.<br>• The Company ensures regulatory compliance across its operations/ markets through proactive interaction with regulatory organisations, to reduce the risk of non-compliance. | sustainable value creation for all the stakeholders.<br>Negative: The Company's reputation and business continuity may be negatively impacted in the long-run due to non-compliance with regulatory standards. |
| 3 | Cyber Security and Data Privacy | Risk | The cyber-attacks are increasing in the current environment and such attacks may directly impact the Company's operations and business.<br>It is equally important to protect and maintain all the data of the Company. | • The Company has implemented several measures to protect its data from any internal or external threats. The IT security systems are regularly evaluated and updated to ensure continuous effectiveness thereof.<br>• The Company keeps creating and enhancing awareness of its employees via periodic internal emails related to safe practices surrounding data security, protection against potential phishing emails, and prevention of cyber-attacks. | Positive: Cutting-edge technology, digitalisation, and data integrity principles ingrained in processes ensures compliance with data security and privacy laws, protects against data loss, and facilitates productivity improvement, ultimately leading to sustainable growth in the long term.<br>Negative: Absence of mechanism for data integrity and protection may result in the loss of valuable data that may adversely impact the business. |
| 4 | R&D and Innovation Management | Opportunity | Development of innovative products using cutting edge technologies and investments is required to ensure sustainable future growth. | The Company has in-house R&D Centres equipped with state-of-the art infrastructure and scientific manpower for undertaking research and development activities from pre-clinical to clinical development of its products. | Positive: Creation of a robust portfolio of innovative products helps staying ahead of the competition, expanding the business across the markets and creating wealth for all the stakeholders. |
| 5 | Human Capital Development | Opportunity | Pharmaceutical industry is a knowledge-based industry and is highly dependent on specialized manpower.<br>Ability to attract and retain skilled, trained and experienced human resources have become critical due to evolution of knowledge-based economy. | • The Company undertakes several initiatives to attract and retain talent through development programs, competitive remuneration, inclusive work culture and other employee benefits programs.<br>• Employee skill enhancement through continuous training and development within and outside the Company.<br>• Engagement of external consultants to provide training in specialized areas to improve skills of employees engaged in specific areas.<br>• The Company is also working on improving the strength of woman power in the overall employee strength.<br>• The Company is an equal opportunity employer. | Positive: A well trained, skilled and motivated manpower help in increased productivity which is crucial for future sustainable growth. |
| 6 | Environmental Impact Management | Risk | Non-availability of water in adequate quantity and requisite quality may impact the production and operations of the Company.<br>It is critical to reduce the water usage through | • The Company continuously identifies opportunities to manage its environmental impact. The Company is working on further improvements for water conservation and waste management.<br>• The Company focuses on reduced | Negative: Failure to manage environmental impacts can lead to suspension of licenses to operate the facilities, adverse legal / regulatory actions leading to financial consequences, loss of reputation and stakeholders' trust. |

# Business Responsibility & Sustainability Report

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| | | | optimum utilization and recycling process to create a positive environmental footprint.<br>Focused efforts for reduced waste generation and proper disposal thereof are also important to protect the environment. | consumption and reusage of water, prevents leaks, and embraces technologies with lower water intensities.<br>• The Company ensures that the hazardous waste generated by its operations is safely handled and disposed in an environmentally responsible manner. | |
| 7. | Climate Change | Risk | It is critical to manage the emissions of green house gases (GHG) to protect the climate. | • The Company has undertaken several measures to reduce the carbon footprint. These measures include using of groundnut briquette as fuel for the boilers instead of furnace oil. It has also shifted towards using piped natural gas (PNG) as fuel for boilers / generators.<br>• The Company is undertaking a detailed exercise to develop a long-term strategic plan to reduce the carbon emissions in order to mitigate the risk. | Negative: Failure to reduce the carbon emission over long term may impact the Company's business with multilateral agencies and other valuable customers which are stressing on complying with global standards for reducing GHG emission.<br>Positive: Adoption of climate change mitigation plans shall have positive impact on the Company's business because of process improvement, energy efficiency, and improved relations with stakeholders. |
| 8. | Promoting Diversity, Equity and Inclusivity | Opportunity | Diversity, inclusivity and providing equal opportunities improves the Company's performance by bringing together people with varied knowledge, views and perspectives. | - | Positive: A diverse and inclusive workforce from different genders, age and special abilities brings a sense of togetherness and enables a productive environment. |
| 9. | Occupational Health and Safety | Risk | It is important to maintain the occupational health and safety in the organization. Lack of proper health and safety management programs may lead to health and safety incidents. | • The Company has a strong Environment health and safety (EHS) management system that includes regular internal and external audits of its EHS practices.<br>• Adoption of a detailed corrective action plan post identification of hazards and assessment of safety incidents help in preventing any such instances in the future. | Negative: Frequent health and safety incidents will have a negative influence on the Company's performance in terms of both safety and workforce well-being. This will impact the brand image, reputation and the Company's ability to attract and retain talent. |
| 10 | Ethical Conduct of Clinical Trials and Animal Testing | Risk | Clinical Trials are integral part of product development in the pharmaceutical industry. There is a need to address risks associated with clinical trials and animal testing especially around the ethical and safety related concerns of trials on human subjects and animal testing. Adverse events reported during the animal testing or clinical trial can delay product development leading to increase in cost and loss of gaining business opportunity | • The Company complies with all the relevant regulatory requirements governing clinical trials and animal testing. The Company has dedicated in-house teams responsible for ensuring adherence to these regulations, which involve obtaining necessary approvals, permits, and maintaining thorough documentation.<br>• The Company also undertakes post marketing surveillance studies to monitor the impact of new product launches.<br>• Long-term safety studies are also undertaken for some of the innovative products in order to assess and measure safety parameters over a longer time horizon. | Negative: Not following good clinical practices while conducting animal testing or clinical trials can have impact on the efficacy and safety of the products. It can also attract adverse regulatory / legal action, lead to financial damages and reputation loss and have a negative impact on participant's health and safety.<br>Delays at any stage can also prolong the overall timeline for drug development leading to increased costs. |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| | | | besides creating negative public perception. | • The Company also engages clinical research organizations (CROs) with proven track record and experience in conducting the clinical trials on humans wherever considered necessary.<br>• The Company has taken adequate insurance policy covering the risks associated with clinical trials to safeguard its interest against any potential loss. | |
| 11 | Community Engagement And Development | Opportunity | Engagement with nearby community helps the Company to build confidence and gain trust of the community. The interest and well-being of the community should be kept in consideration while setting up the plants and conduct of business operations.<br>Continuous engagement with community prevents the risks of conflicts and creates positive image of the Company. | The Company has a mechanism in place to engage with the nearby community and works closely with them to address any issues faced by them. The Company also undertakes various activities for community engagement and development. | Positive: Community engagement and development helps in building good perception about the Company among the local community members. The Company's reputation can also increase by undertaking various initiatives for community's upliftment including focus on health, education, rural infrastructure development, sanitation and environment conservation among others. These efforts also help to promote positive social outcomes. |
| 12 | Supply Chain Management | Risk | There are some materials for which the Company is dependent on single source of supply. Such suppliers can disrupt supplies and dictate their terms. The Company also imports some of the critical materials from outside India. During spread of any global pandemic supplies from outside may be affected.<br>These factors can disrupt operations resulting in lower sales and negative impact on the Company's profitability and reputation. | The Company has entered into long-term supply agreements for key materials having single source suppliers. The Company also maintains adequate inventories to take care of any temporary non-availability of imported materials.<br>The Company is also proactively working towards expanding its supplier base and adding alternative suppliers, in order to minimize any risk associated with supply chain interruptions. | Negative: Supply chain related risks can disrupt production activities, delay in supply of products to customers, loss of business contract and attract penalty on account of failure / delay in supply of the products on time. All these can adversely impact the Company's profitability and reputation as a reliable supplier. |

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

This section is aimed at helping businesses demonstrate the structures, policies & processes put in place towards adopting the National Guidelines on responsible Business Conduct ("NGRBC") Principles and Core Elements.

National Guidelines on Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

Principle 1 (P1): Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable.

Principle 2 (P2): Businesses should provide goods and services in a manner that is sustainable and safe.

Principle 3 (P3): Businesses should respect and promote the well-being of all employees, including those in their value chains.

Principle 4 (P4): Businesses should respect the interests of and be responsive towards all its stakeholders.

Principle 5 (P5): Businesses should respect and promote human rights.

Principle 6 (P6): Businesses should respect and make efforts to restore the environment.

Principle 7 (P7): Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Principle 8 (P8): Businesses should promote inclusive growth and equitable development.

Principle 9 (P9): Businesses should engage with and provide value to their consumers in a responsible manner.

# Business Responsibility & Sustainability Report

| Disclosure Questions | | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **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 | | | | |
| | b. | Has the policy been approved by the Board? (Yes / No) | Yes. All the policies have been formulated in consultation with the relevant stakeholders of the Company. Some of the policies have been approved by the Board as per relevant statutory requirements. | | | | | | | | |
| | c. | Web Link of the Policies, if available | Relevant statutory policies and code of conduct are available on the Company's website and can be viewed at: https://www.panaceabiotec.com/en/section/information-repository/policy | | | | | | | | |
| 2. | | Whether the entity has translated the policy into procedures. (Yes / No) | Yes, wherever applicable the procedures have been defined. | | | | | | | | |
| 3. | | Do the enlisted policies extend to your value chain partners? (Yes / No) | Yes, the Company's Supplier Code of Conduct largely includes the above-mentioned principles and the value chain partners are expected to comply with the requirements outlined therein. | | | | | | | | |
| 4. | | Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | • National Guidelines on Responsible Business Conduct (NGRBC),<br>• United Nations Global Compact (UNGC),<br>• United Nations Guiding Principles on Business and Human Rights (UNGP),<br>• Environment Management System – ISO 14001: 2015,<br>• Occupational Health and Safety Management System– ISO 45001: 2018,<br>• Extended Producers Responsibility (EPR) - Plastic Waste Management,<br>• Good Manufacturing Practice (GMP) compliance certification for manufacturing facilities | | | | | | | | |
| 5. | | Specific commitments, goals and targets set by the entity with defined timelines, if any. | The Company is working with various stakeholders for setting up goals and targets to be achieved by 2030. | | | | | | | | |
| 6. | | Performance of the entity against the specific commitments, goals and targets alongwith reasons in case the same are not met. | Not applicable | | | | | | | | |
| **Governance, leadership and oversight** | | | | | | | | | | | |
| 7. | | Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements | The Company aims to become one of the leading biotechnology Company. We recognize the importance of conducting business in a responsible and sustainable manner. We are implementing sustainability practices, accountability and transparency across our operations and value chain. As part of our efforts to integrate sustainability in our business we are developing a robust ESG framework, which is being built on the principles of operating responsibly and growing sustainably.<br><br>At Panacea Biotec, we are committed to embedding sustainability across our operations as a driver of resilience and long-term value creation. To achieve our sustainable operations targets, we have conducted detailed operational assessments to identify emission hotspots and establish site-specific decarbonization pathways. Complementing this, we completed water-use assessments across all manufacturing facilities to minimize freshwater consumption - with plans for ongoing evaluations - and are actively enhancing our waste management practices to achieve Zero Waste to Landfill in India by the end of calendar year 2026. To sustain these efforts, we actively conduct ESG-focused employee training to eliminate waste, optimize processes, and accelerate our journey toward Net Zero.<br><br>In alignment with these goals, we would like to initiate a precursor discussion regarding the UNICEF and DCVMN-supported project: "GHG emissions reduction and abatement selection blueprint, net zero roadmap, and Science-Based targets submission guidance for capacity building among vaccine manufacturers for increased environmental sustainability in the vaccine supply chain." Through this engagement, our primary objective is to establish robust sustainability benchmarking and define Science Based Targets initiative (SBTi) goals to enhance environmental sustainability across the vaccine supply chain.<br><br>During financial year 2025-26, our sustainability initiatives delivered measurable impact:<br>• 165 $tCO_2$ emissions avoided<br>• 58.6 tonnes of plastic recycled and 97.3 tonnes of plastic eliminated<br>• 690 litres of oil recycled<br>• 58.84 million litres of water treated and reused<br>• 74.78 tonnes of waste effectively managed<br><br>These achievements reflect our systematic approach: conducting detailed assessments of emission hotspots, developing decarbonisation pathways for individual sites, and auditing water usage across facilities to identify opportunities for reducing fresh water consumption. | | | | | | | | |

**Governance, leadership and oversight**

Social Responsibility: We believe our growth is inseparable from the well-being of our employees, communities, and stakeholders. Panacea Biotec employs ~1,500 employees, representing diversity in culture, gender, demographics, and expertise. We foster a safe, healthy, and competitive workplace that enables innovation and supports professional growth.

Beyond our workforce, we have a deep social impact through our products and outreach. In the past three years, we have reached over 50 million babies in low- and middle-income countries (LMICs) with life-saving vaccines and health solutions. Our consumer healthcare expansion - including the launch of NikoMom diapers and wet wipes in India — reflects our commitment to addressing everyday needs of families while maintaining high standards of safety and quality. We have donated 1,25,000 doses of Easyfive-TT® (a pentavalent vaccine) to the Republic of Cuba during FY2022-23.

We are proud to have been recognized by Incredible Workplaces (Gold Category Award 2025) and awarded a Vision Zero India Safety Rating (3-Star, 2024), reinforcing our focus on people-first growth.

We are committed to the United Nations Sustainable Development Goals (SDG) - as part of our activities, we undertake multiple activities and create impact with over 11 UN SDG's are defined below:

| SDG | Alignment with Panacea Biotec |
|---|---|
| SDG 2: Zero Hunger | Vaccines and Nutritional products for children |
| SDG 3: Good Health & Well-being | Vaccine development, disease prevention, and healthcare innovation. |
| SDG 5: Gender Equality | Employee engagement policies promoting diversity and equal opportunities. |
| SDG 6: Clean Water & Sanitation | Ensuring water sustainability in pharmaceutical manufacturing. |
| SDG 8: Decent Work & Economic Growth | Job creation, career development, and a fair workplace. |
| SDG 9: Industry, Innovation & Infrastructure | Biotech innovation, sustainable pharma production, and R&D. |
| SDG 12: Responsible Consumption & Production | Sustainable pharma processes, waste reduction, and ethical sourcing. |
| SDG 13: Climate Action | Carbon footprint reduction and eco-friendly manufacturing. |
| SDG 14: Life Below Water | Reducing pharmaceutical waste that impacts water ecosystems and waste water treatment facilities to eliminate environmental impact. |
| SDG 16: Peace, Justice, and Strong Institutions | Implemented ethics and anti-corruption policies and Code of Conduct. |
| SDG 17: Partnerships for the Goals | Collaborations with WHO, Gavi, Universities, and NGOs. |

Governance and Ethical Practices: The Company follows the highest standard of corporate governance and ethical practices. The Company has a strong governance system to ensure regulatory compliance and internal compliances. The corporate governance system has a detailed set of practices, processes and regulations to meet the interests of all our stakeholders. The Company has a Board of Directors ('Board') that have leaders having a broad spectrum in terms of perspective, experience, expertise, gender, and culture, enriching our Company. Our Board members have rich experience of corporate functions and guide our efforts to achieve our business and sustainability goals. The Board has a committee viz. Risk Management Committee to identify the potential risks, suggest ways and strategies to mitigate these risks.

As part of long-term strategy, the Company also aims to implement robust ESG program in detailed and in a quantifiable manner to evaluate the impact on the environment, society, and governance practices arising from its day-to-day business activities by prioritizing ESG issues, developing an ESG Strategy, integrating ESG strategy with business strategy developing a robust ESG governance process and evaluation of ESG performance and monitoring.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

The business responsibility policies of the Company are broadly managed by the Board of Directors, Chairman and Managing Director, Director Technical & Compliances and the concerned departmental head(s).

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.

Yes, the Company has a Risk Management Committee of the Board of Directors which is also responsible to oversee all aspects of sustainability and ESG.

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 | Committee of the Board or authorized team members | | | | | | | | | Periodically / Need based | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Committee of the Board or authorized team members | | | | | | | | | Ongoing basis | | | | | | | | |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide name of the agency. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| | No, the Company does not conduct an independent assessment using external agencies, however, it internally reviews the working of the above mentioned policies. | | | | | | | | |
| 12. If answer to Question (1) above is "No" i.e. not all principles are covered by a policy, reasons to be stated. | NA | | | | | | | | |

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**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:

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | % of persons in respective category covered by the awareness programmes |
|---|---|---|---|
| Board of Directors<br>Key Managerial Personnel | 8 | The Company conducts awareness programmes for its Board of Directors at regular intervals which covers topics such as ESG parameters and targets, corporate governance practices, various other industry, business and regulatory updates | 100% |
| Employees other than BoD and KMPs<br>Workers | 402 | The employees / workers undergo various trainings / awareness sessions such as induction training at the time of joining and leadership, policy, technical and compliance training during the course of employment. | 100% |

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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI LODR 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 the Case | Has an appeal been preferred? (Yes/No) |
|---|---|---|---|---|---|
| Penalty / Fine | NA | NA | Nil | NA | NA |
| Settlement | NA | NA | Nil | NA | NA |
| Compounding fee | NA | NA | Nil | NA | NA |

Non - Monetary

| | NGRBC Principle | Name of the regulatory / enforcement agencies / judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |
|---|---|---|---|---|
| Imprisonment | NA | NA | NA | NA |
| Punishment | NA | NA | NA | NA |

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

| Case Details | Name of the regulatory / enforcement agencies/ judicial institutions |
|---|---|
| NA | NA |

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

Yes, the Company has an Anti-Corruption Compliance Policy. The Company is committed to conduct all aspects of its business in keeping

with the highest legal and ethical standards and expects all its employees and other persons acting on its behalf to uphold this commitment. Accordingly, the Company has adopted a Zero-Tolerance approach to bribery and corruption. In accordance with this commitment, the Company has adopted Anti-Corruption Compliance Policy ('Policy') which clearly specifies this intent of the Company and is applicable to all the directors, officers, employees, agents, representatives and other associated persons of the Company (collectively "Company Personnel").

Under this Policy, the adherence to this Policy, prevention, detection and reporting of any act of Bribery or Corruption is the responsibility of all the employees of the Company. All the employees are required to avoid any activity that might lead to or suggest a breach of this Policy. In terms of the Policy, any gift or entertainment which is not proportionate and reasonable and which is not consistent with the normal business practice of developing and maintaining business relationship should not be accepted or offered. The Anti-Corruption Policy is available on website of the Company under the link, https://media.panaceabiotec.com/policy/2019/Anti_Corruption_Policy.pdf.

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

| | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| Directors | Nil | Nil |
| KMPs | Nil | Nil |
| Employees | Nil | Nil |
| Workers | Nil | Nil |

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

| | **FY 2025-26** | | FY 2024-25 | |
|---|---|---|---|---|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | NA | Nil | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | NA | Nil | NA |

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

Not Applicable.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods / services procured)

| Particulars | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| Number of days of accounts payable (Please provide calculation as well) | 158 | 230 |

9. Openness of business:

Provide details of concentration of purchases and sales with trading houses, dealers and related parties alongwith loans and advances & investments, with related parties:

| Parameters | Metrics | **FY 2025-26** | FY 2024-25 |
|---|---|---|---|
| Concentration of purchases | a. Purchases from trading houses as % of total purchases | N.A. | N.A. |
| | b. No. of trading houses where purchases are made from | N.A. | N.A. |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | N.A. | N.A. |
| Concentration of sales | a. Sales to dealers / distributors as % of total sales | 8.52% | 10.99% |
| | b. No. of dealers / distributors to whom sales are made | 735 | 532 |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | 21.44% | 21.62% |
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | 1.08% | 0.02% |
| | b. Sales (Sales to related parties / Total Sales) | 0.84% | 0.00% |
| | c. Loans & Advances (Loans & advances given to related parties / Total loans & advances) | 82.83% | 81.24% |
| | d. Investments (Investments in related parties / Total Investments made) | 98.30% | 98.30% |

**Leadership Indicators:**

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

Yes, the Company's Code of Conduct requires all of its personnel including Board members to act in the best interest of the Company that they do not enter into any transaction or business or personal association which may involve any conflict of interest with the operations of the Company. In case of any actual or potential conflicts of interest, the concerned personnel including Board members are required to make disclosures of such conflicts and seek appropriate approvals as required by applicable law and as per the Company's policies.

The Company has adopted a Policy for Related Party Transactions. In terms of the said policy, all the Related Party Transactions are in the ordinary course of business and on arm's length basis and are approved by the Audit Committee (Independent Directors), Board and Shareholders, wherever required.

# Business Responsibility & Sustainability Report

The Board members give disclosure of interest in other persons / entities annually as well as whenever there is a change and the same is placed before the Board for its information. The Audit Committee of the Board of Directors evaluates and approves all related party transactions as per the requirements of the Policy on Related Party Transactions as approved by the Board. All contracts / arrangements / transactions entered by the Company during the year under review with the related parties were approved by the Audit Committee and the Board of Directors and were undertaken in the ordinary course of business and on an arm's length basis.

**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**

**Essential Indicators:**

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

| | **FY 2025-26** | FY 2024-25 | Details of improvements in environmental and social impacts |
|---|---|---|---|
| R&D | 100% | 100% | The R&D expenditure incurred on various technologies is focused on improving the environmental or social impacts of the Company's products / processes. |
| Capex* | 3.03% | 25.58% | Equipments purchased for R&D. |

*Including capital work in progress.

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

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

   100%. The Company majorly sources its input materials from the suppliers abiding by Company's Code of Conduct as applicable to them. The Company is in the process of upgrading its internal systems to capture this data point.

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

   Due to the nature of the Company's business, the Company does not reclaim any products for reusing, recycling and dispose these items at the end of life for plastics, e-waste, hazardous and other wastes, as it is not applicable.

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

   Yes, the Company has implemented a robust system for collecting and recycling plastic waste including multi-layered packaging generated due to its products as per the EPR regulations. The recycling and disposal of the reclaimed plastics (including packaging) is carried out as per the Government rules and the provisions of the Plastic Waste Management Rules. We have engaged a waste management agency to collect and recycle plastic waste in accordance with regulatory norms.

**Principle 3 : Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators:**

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

| Category | | % of employees covered by | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent employees: | | | | | | | | | | | |
| Male | 569 | 569 | 100% | 569 | 100% | NA | NA | NA | NA | 364 | 63.97% |
| Female | 119 | 119 | 100% | 119 | 100% | 119 | 100% | NA | NA | 81 | 68.08% |
| Total | 688 | 688 | 100% | 688 | 100% | 119 | 17.30% | NA | NA | 445 | 64.68% |
| Other than Permanent employees: | | | | | | | | | | | |
| Male | 0 | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | 0 | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | 0 | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

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

| Category | | % of workers covered by | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent workers: | | | | | | | | | | | |
| Male | 450 | 450 | 100% | 450 | 100% | NA | NA | NA | NA | 392 | 87.11% |
| Female | 11 | 11 | 100% | 11 | 100% | 11 | 100% | NA | NA | 11 | 100% |
| Total | 461 | 461 | 100% | 461 | 100% | 11 | 2.39% | NA | NA | 403 | 87.42% |
| Other than Permanent workers: | | | | | | | | | | | |
| Male | 144 | 0 | 0% | 0 | 0% | NA | NA | NA | NA | 97 | 67% |
| Female | 13 | 0 | 0% | 0 | 0% | 13 | 100% | NA | NA | 13 | 100% |
| Total | 157 | 0 | 0% | 0 | 0% | 13 | 8% | NA | NA | 110 | 70% |

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

| | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| Cost incurred on well-being measures as a % of total revenue of the Company | 1.44% | 1.80% |

2. Details of retirement benefits:

| | **FY 2025-26** | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| Benefits | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| Provident Fund (PF) | 100% | 100% | Y | 100% | 100% | Y |
| Gratuity | 100% | 100% | Y | 100% | 100% | Y |
| Employees' State Insurance (ESI) | 3.74% | 53.74% | Y | 2.88% | 59.70% | Y |

3. Accessibility of workplaces

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

Yes, the premises / offices of the Company are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, the Company follows the policy of equal opportunity employer as per the Rights of Persons with Disabilities Act, 2016.

5. Return to work and Retention rates of permanent employees and workers that took parental leave during financial year 2025-26.

| Gender | Permanent employees | | Permanent workers | |
|---|---|---|---|---|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | NA | NA | NA | NA |
| Female | 100% | 100% | 100% | 100% |
| Total | 100% | 100% | 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.

| Category | Yes / No (If Yes, then give details of the mechanism in brief) |
|---|---|
| Permanent Workers | Yes. The Company has a Grievance Redressal Policy available on Darwin Box-HRMIS. The Company provides a grievance redressal procedure as part of its Whistle Blower Policy and encourages all its employees and workers to report any instances of unethical behaviour, incidents, fraud, or violations. The Company has adopted a policy on prevention, prohibition and redressal of sexual harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made thereunder. Employees / workers can file any complaints / grievances related to sexual harassment under this mechanism.<br>Further, all the employees are informed that the Grievance Redressal Policy, Whistle Blower Policy and provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 can be accessed from the Company's website under investor relation section, regardless of their work location. |
| Other than Permanent Workers | -do- |
| Permanent Employees | -do- |
| Other than Permanent Employees | -do- |

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

| Category | **FY 2025-26** | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D / C) |
| Total Permanent Employees: | | | | | | |
| Male | 569 | 0 | 0% | 638 | 0 | 0% |
| Female | 119 | 0 | 0% | 126 | 0 | 0% |
| Total | 688 | 0 | 0% | 764 | 0 | 0% |
| Total Permanent Workers: | | | | | | |
| Male | 450 | 0 | 0% | 524 | 0 | 0% |
| Female | 11 | 0 | 0% | 2 | 0 | 0% |
| Total | 461 | 0 | 0% | 526 | 0 | 0% |

# Business Responsibility & Sustainability Report

8. Details of training given to employees and workers:

| Category | FY 2025-26 | | | | | FY 2024-25 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | On Health and Safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees: | | | | | | | | | | |
| Male | 569 | 569 | 100% | 569 | 100% | 638 | 638 | 100% | 638 | 100% |
| Female | 119 | 119 | 100% | 119 | 100% | 126 | 126 | 100% | 126 | 100% |
| Total | 688 | 688 | 100% | 688 | 100% | 764 | 764 | 100% | 764 | 100% |
| Workers: | | | | | | | | | | |
| Male | 450 | 450 | 100% | 450 | 100% | 524 | 524 | 100% | 524 | 100% |
| Female | 11 | 11 | 100% | 11 | 100% | 2 | 2 | 100% | 2 | 100% |
| Total | 461 | 461 | 100% | 461 | 100% | 526 | 526 | 100% | 526 | 100% |

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

| Category | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees: | | | | | | |
| Male | 569 | 569 | 100% | 638 | 638 | 100% |
| Female | 119 | 119 | 100% | 126 | 126 | 100% |
| Total | 688 | 688 | 100% | 764 | 764 | 100% |
| Workers: | | | | | | |
| Male | 450 | 450 | 100% | 524 | 524 | 100% |
| Female | 11 | 11 | 100% | 2 | 2 | 100% |
| Total | 461 | 461 | 100% | 526 | 526 | 100% |

10. Health and safety management system:

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

Yes, the Company has implemented an occupational health and safety management system in place. The system covers all its employees, contract workers and others working with the Company to ensure that the Company meets its legal obligations and provides a safe and healthy working environment for its employees.

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

The Company undertakes periodic reviews to monitor compliance and identify and assess work-related hazards in a timely manner. The Company also provides Environment Health and Safety (EHS) training to all its personnel. The Company's process safety management system supports the implementation of best safety practices. Identification of potential risks are also undertaken through designed checklists, Hazard and Operability Studies (HAZOP), Hazard Identification and Risk Assessment (HIRA) and other consequence modelling studies.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes / No)

Yes

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

Yes, the Company provides its employees and workers with non-occupational medical and healthcare services. Moreover, the Company ensures that all of its employees and workers have access to medical insurance.

11. Details of safety related incidents:

| Safety Incident / Number | Category | FY 2025-26 | FY 2024-25 |
|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | Nil | Nil |
| | Workers | Nil | Nil |
| Total recordable work-related injuries | Employees | Nil | Nil |
| | Workers | Nil | Nil |
| No. of fatalities | Employees | Nil | Nil |
| | Workers | Nil | Nil |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | Nil | Nil |
| | Workers | Nil | Nil |

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

The Company fosters an environment that ensures a safe and healthy workplace for all its employees & workers and third party employees who work in its premises. It promotes continuous identification and monitoring of hazards and controlling risks whilst making sure that the risk controls in place are effective.

Further, the Company is committed to upholding legal and regulatory standards concerning pollution control, worker safety, and the health of employees, workers and contract workers. The EHS team plays an active role in promoting waste reduction, reuse, and recycling efforts. All production facilities are certified under ISO 14001 and ISO 45001, ensuring thorough environmental and safety management. The Company's health and safety system extend to all internal and external stakeholders, including its employees, workers, suppliers, and contract workers and serves as a comprehensive statement addressing essential work-related issues. In terms of fire safety, all manufacturing plants have well-established fire protection and prevention systems.

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

| | **FY 2025-26** | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working conditions | Nil | Nil | Nil | Nil | Nil | Nil |
| Health & Safety | Nil | Nil | Nil | Nil | Nil | Nil |

14. Assessments for the year:

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

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

In case any case is reported, the observations of the audit are recorded, corrective actions planned and tracked. The feedback is provided to the auditing agency for their agreement.

**Leadership Indicators:**

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

(A) Employees (Y / N) : Yes, the Company has group accidental insurance policy.

(B) Workers (Y / N) : - do -

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

The Company obtains necessary proofs from the value chain partners in respect of the statutory dues deducted and deposited by them.

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

| | Total no. of affected employees / workers | | No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|---|---|---|---|---|
| | **FY 2025-26** | FY 2024-25 | **FY 2025-26** | FY 2024-25 |
| Employees | Nil | Nil | Nil | Nil |
| Workers | Nil | Nil | Nil | Nil |

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

**Essential Indicators:**

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

The Company regularly engages with a number of stakeholders including employees, shareholders, customers, suppliers, government agencies, industry associations, not for profit organizations and communities. The Company identifies key stakeholders group on the basis of industry dynamic, business model and the influence and impact they have on the Company.

# Business Responsibility & Sustainability Report

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

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes / No) | Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other) | Frequency of engagement (Annually / Half yearly / Quarterly / others, please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---|---|---|---|---|
| Employees | No | Leadership development training, Performance Evaluation, Continuous Feedback, Employee induction, Email communications. | Periodical / need based | Training and development of employees, health and safety, career growth and quality of work & life. |
| Shareholders | No | Annual Reports, Quarterly Results, Company Website and intimation to Stock exchanges | Quarterly / annual / need based | Transparency, Good Governance, building reputation and brand image |
| Customers | No | Virtual meetings / email communications / visits | Need based | Market opportunities, business growth, end customer feedback, business forecast |
| Suppliers | No | Virtual meetings / email communications / visits | Need based | Supply chain matter, quality compliance, forecast and delivery of products |
| Government agencies | No | Applicable reports, intimations, virtual / physical meetings | Periodical / need based | Ensuring timely compliance with applicable laws, industry matters |
| Local communities | No | Interaction with community Members | Need based | Addressing any specific issues, creating awareness, local employment generation |

**Principle 5: Businesses should respect and promote human rights**

**Essential Indicators:**

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:

| Category | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. of employees / workers covered (B) | % (B/A) | Total (C) | No. of employees / workers covered (D) | % (D/C) |
| Employees: | | | | | | |
| Permanent | 688 | 454 | 66% | 764 | 474 | 62% |
| Other than permanent | 0 | NA | NA | 0 | NA | NA |
| Total Employees | 688 | 454 | 66% | 764 | 474 | 62% |
| Workers: | | | | | | |
| Permanent | 461 | 290 | 63% | 526 | 347 | 66% |
| Other than permanent | 157 | 88 | 56% | 176 | 92 | 52% |
| Total Workers | 618 | 378 | 61% | 702 | 439 | 63% |

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

| Category | FY 2025-26 | | | | | FY 2024-25 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees: | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 569 | 9 | 1.58% | 560 | 98.42% | 638 | 9 | 1.4% | 629 | 98.6% |
| Female | 119 | 1 | 0.84% | 118 | 99.16% | 126 | 1 | 0.8% | 125 | 99.2% |
| Other than permanent | | | | | | | | | | |
| Male | 0 | NA | NA | NA | NA | 0 | NA | NA | NA | NA |
| Female | 0 | NA | NA | NA | NA | 0 | NA | NA | NA | NA |
| Workers: | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 450 | 138 | 30.67% | 312 | 69.33% | 524 | 138 | 26.3% | 386 | 73.7% |
| Female | 11 | 10 | 90.90% | 1 | 9.10% | 2 | 1 | 50.0% | 1 | 50.0% |
| Other than permanent | | | | | | | | | | |
| Male | 144 | 144 | 100% | 0 | NA | 158 | 158 | 100.0% | 0 | NA |
| Female | 13 | 13 | 100% | 0 | NA | 18 | 18 | 100.0% | 0 | NA |

# Business Responsibility & Sustainability Report

3. Details of remuneration / salary / wages:

a. Median remuneration / wages (in million): (₹ in million)

| | Male | | Female | |
|---|---|---|---|---|
| | Number | Median remuneration / salary / wages of respective category | Number | Median remuneration / salary / wages of respective category |
| Board of Directors (BoD) | 4 | 6.02 | 0 | NA |
| Key Managerial Personnel (KMP) | 2 | 7.53 | 0 | NA |
| Employees other than BoD and KMP | 563 | 0.61 | 119 | 0.50 |
| Workers | 450 | 0.31 | 11 | 0.15 |

b. Gross wages paid to females as a % of total wages paid by the entity:

| Particulars | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| Gross wages paid to females as a % of total wages | 12.36% | 10.64% |

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

Yes, the Company's Human Engagement Department is responsible for monitoring and addressing human rights impacts and issues. As part of its human resource policy, the Company expects all its key stakeholders to respect and comply with the policy principles, as well as all applicable laws and regulations, across the organization.

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

The Company has zero-tolerance for any breaches of human rights and it strives to protect and promote these rights for all its employees and other stakeholders. The human rights related issues can be addressed through the open channels of communication and through the Anti-Human – Trafficking Policy and mechanism prescribed under the Company's Whistle Blower Policy.

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

| Category | **FY 2025-26** | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 1 | Nil | Nil | - | - | - |
| 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

| Particulars | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 1 | - |
| Complaints on POSH as a % of female employees / workers | 0.70% | - |
| Complaints on POSH upheld | 1 | - |

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

The Company is committed to and follows the highest standards of ethical, moral and legal conduct of business operations. To maintain these standards, the Company encourages its employees who have concerns about suspected misconduct to come forward and express these concerns without fear of punishment or unfair treatment. The Whistle Blower Policy and the Prevention of Sexual Harassment (POSH) Policy ensures the protection of the concerned individual(s) and safeguard them at work against any retaliation or reprisal. The Company proceeds with the corrective measures after assuring the confidence in the complaint raised is genuine and not made in the spirit of damaging someone's reputation, which prevents adverse consequences of false allegations.

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

10. Assessments for the year:

| | % of your 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% |

# Business Responsibility & Sustainability Report

All the locations under the entity are assessed by the entity on the above parameters, complying with the requirements of the Shops and Establishments Act for offices, and the Factories Act at plants and R&D centres.

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

No significant risks / concerns were noted during the assessments as mentioned above.

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

**Essential Indicators:**

1. Details of total energy consumption (in Joules or multiples) and energy intensity:

| Parameter | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| From renewable sources (in Giga Joules) | | |
| Total electricity consumption (A) | Nil | Nil |
| Total fuel consumption (B) | Nil | Nil |
| Energy consumption through other sources (C) | 1,01,149.56 | 65,248.72 |
| Total energy consumed from renewable sources (A+B+C) | 1,01,149.56 | 65,248.72 |
| From non-renewable sources (in Giga Joules) | | |
| Total electricity consumption (D) | 92,920.98 | 83,867.53 |
| Total fuel consumption (E) | 22,438.21 | 12,855.90 |
| Energy consumption through other sources (F) | 3,684.05 | 3,942.38 |
| Total energy consumed from non-renewable sources (D+E+F) | 1,19,043.24 | 1,00,665.81 |
| Total energy consumed (A+B+C+D+E+F) (in Giga Joules) | 2,20,192.80 | 1,65,914.54 |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations in ₹ Million) | 53.25 | 53.55 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | N.A. | N.A. |
| Energy intensity in terms of physical Output | N.A. | N.A. |
| Energy intensity (optional) – the relevant metric may be selected by the entity | N.A. | N.A. |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) | N.A. | N.A. |

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

No

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

No, none of the facilities have been identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

| Parameter | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | Nil | Nil |
| (ii) Ground water | 1,87,457 | 1,73,701 |
| (iii) Third party water | Nil | Nil |
| (iv) Seawater / desalinated water | Nil | Nil |
| (v) Others | Nil | Nil |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 1,87,457 | 1,73,701 |
| Total volume of water consumption (in kilolitres) | 1,87,457 | 1,73,701 |
| Water intensity per rupee of turnover (Total Water consumption / Revenue from operations in ₹ Million) | 45.34 | 56.06 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | N.A. | N.A. |
| Water intensity in terms of physical output | N.A. | N.A. |
| Water intensity (optional) – the relevant metric may be selected by the entity | N.A. | N.A. |

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

No

4. Provide the following details related to water discharged:

| Parameter | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | Nil | Nil |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (ii) To Groundwater | 34,643.40 | 32,983.00 |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iii) To Seawater | Nil | Nil |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iv) Sent to third-parties | Nil | Nil |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (v) Others | Nil | Nil |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| Total water discharged (in kilolitres) | 34,643.40 | 32,983.00 |

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

No

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

No, the Company has not implemented a mechanism for Zero Liquid Discharge.

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

| Parameter | Unit | **FY 2025-26** | FY 2024-25 |
|---|---|---|---|
| NOx | ug/$m^3$ | 107 | 14.7 |
| SOx | ug/$m^3$ | 39 | 8.6 |
| Particulate matter (PM) | ug/$m^3$ | 51 | 7.9 |
| Persistent organic pollutants (POP) | | - | - |
| Volatile organic compounds (VOC) | | - | - |
| Hazardous air pollutants (HAP) | | - | - |
| Others – please specify | ug/$m^3$ | - | - |

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

No

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

| Parameter | Unit | **FY 2025-26** | FY 2024-25 |
|---|---|---|---|
| Total Scope 1 emissions (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | Metric tonnes of $CO_2$ equivalent | 3,303.32 | 1,797.85 |
| Total Scope 2 emissions (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | Metric tonnes of $CO_2$ equivalent | 20,324.32 | 15,986.05 |
| Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | Metric tonnes of $CO_2$ equivalent | 5.71 | 5.74 |
| Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | | N.A. | N.A. |
| Total Scope 1 and Scope 2 emissions intensity in terms of physical output | | N.A. | N.A. |
| Total Scope 1 and Scope 2 emissions intensity (optional – the relevant metric may be selected by the entity) | | N.A. | N.A. |

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

No

# Business Responsibility & Sustainability Report

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

   No, the entity does not have any project related to reducing Green House Gas emission.

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

| Parameter | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 0.40 | 19.78 |
| E-waste (B) | 3.30 | 3.88 |
| Bio-medical waste (C) | 38.14 | 44.80 |
| Construction and demolition waste (D) | 12.00 | 216.00 |
| Battery waste (E) | Returned to vendors under buyback policy | Returned to vendors under buyback policy |
| Radioactive waste (F) | Nil | Nil |
| Other Hazardous waste, if any (G): | | |
| • Drums (in nos.) | 916 | 608 |
| • Other waste - Used oil (in metric tonnes) | 0.80 | 0.30 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector): | | |
| • Drums (in Nos.) | 1311 | 0 |
| • Other waste (in metric tonnes) | 1,058.36 | 775 |
| Total (A+B+C+D+E+F+G+H) | 1,113.00 metric tonnes and 2227 Drums | 1,059.76 metric tonnes and 608 Drums |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in ₹ Million) | 0.27 | 0.34 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | N.A. | N.A. |
| Waste intensity in terms of physical output | N.A. | N.A. |
| Waste intensity (optional) – the relevant metric may be selected by the entity | N.A. | N.A. |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | 0.40 (Plastic waste) | 19.78 (Plastic waste) |
| (ii) Re-used | 0.80 | 0.30 |
| (iii) Other recovery operations | Nil | Nil |
| Total | 1.20 | 20.08 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 38.14 | 44.80 |
| (ii) Landfilling | 12.33 | 7.75 |
| (iii) Other disposal operations | Nil | Nil |
| Total | 50.47 | 52.55 |

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

No.

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

The Company has a robust waste management system in place. The Company takes responsibility for collecting plastic waste and ensures its recycling through a third-party vendor. The Company has established a matrix for product waste generations and disposal methods to ensure the zero environmental burden. The Company has all the required approvals and authorizations for recycling, landfills, incineration of the waste materials in accordance with the governmental rules and regulations. Hazardous waste, bio-medical waste, e-waste, and other categories of waste are stored in dedicated areas. These areas are designed with impervious flooring to prevent soil contamination, adhering to the respective waste management rules. Each type of waste is properly labelled and stored. The Company maintains proper records to maintain the data and movement of the waste. The Company ensures that all hazardous waste is disposed of at a Pollution Control Board authorized common treatment, storage, and disposal facility (CTSDF). The method of disposal, whether landfilling or incineration, is determined based on the fingerprint analysis of the waste.

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

| S. No. | Location of operations / offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|---|---|---|---|
| Not Applicable, as the Company does not have any material operations in / around ecologically sensitive areas. | | | |

# Business Responsibility & Sustainability Report

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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|---|---|---|---|---|---|
| No environmental impact assessment carried out during financial year 2025-26. | | | | | |

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, and Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances:

Yes, The Company is compliant with the applicable environmental law / regulations / guidelines in India; such as the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act and Rules thereunder.

**Leadership Indicators:**

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
For each facility / plant located in areas of water stress, provide the following information:
(i) Name of the area: Lalru (Punjab), Baddi (Himachal Pradesh) and Delhi
(ii) Manufacture and/or Research & Development of Vaccines
(iii) Water withdrawal, consumption and discharge:

| Parameter | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | Nil | Nil |
| (ii) Ground water | 1,87,457 | 1,73,701 |
| (iii) Third party water | Nil | Nil |
| (iv) Sea water / desalinated water | Nil | Nil |
| (v) Others | Nil | Nil |
| Total volume of water withdrawal (in kilolitres) | 1,87,457 | 1,73,701 |
| Total volume of water consumption (in kilolitres) | 1,87,457 | 1,73,701 |
| Water intensity per rupee of turnover (Water consumed / turnover in ₹ Million) | 45.34 | 56.06 |
| Water intensity (Optional / the relevant metric may be selected by the entity) | NA | NA |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | Nil | Nil |
| - No treatment | | |
| - With treatment-please specify level of treatment | | |
| (ii) Into Ground water | Nil | Nil |
| - No treatment | | |
| - With treatment-please specify level of treatment | | |
| (iii) Into Sea water | Nil | Nil |
| - No treatment | | |
| - With treatment-please specify level of treatment | | |
| (iv) Sent to third-parties | Nil | Nil |
| - No treatment | | |
| - With treatment | | |
| (v) Others | Nil | Nil |
| - No treatment | | |
| - With treatment-please specify level of treatment | | |
| Total water discharged (in kilolitres) | Nil | Nil |

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
No

# Business Responsibility & Sustainability Report

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

| Parameter | Unit | **FY 2025-26** | FY 2024-25 |
|---|---|---|---|
| Total Scope 3 emissions (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | Metric tonnes of $CO_2$ equivalent | - | - |
| Total Scope 3 emissions per rupee of turnover | | NA | NA |
| Total Scope 3 emissions intensity (Optional) – the relevant metric may be selected by the entity | | NA | NA |

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

No

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

Not applicable. Since, the Company does not have any operations in ecologically sensitive areas.

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, along-with summary) | Outcome of the initiative | | |
|---|---|---|---|---|---|
| i) | The project activity involving fuel switch from fossil fuel (FO) to biomass briquettes has been undertaken at Baddi & Lalru location. | The main purpose of appropriately using biomass (a renewable fuel) for steam generation:<br>- Avoiding the burning of fossil fuels furnace oil (FO)<br>- Generation of steam in an environmentally friendly manner.<br>- Reduction in greenhouse gas (GHG) i.e. $CO_2$ emissions | Estimated amount of emission reductions over 10 years period | | |
| | | | Location | $CO_2e$ Ton. | Remarks |
| | | | Baddi | 31,140 | Commissioned |
| | | | Lalru | 34,370 | Commissioned |
| | | | Total | 65,510 | |

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

Yes, the Company has developed a robust business continuity and disaster management plan to restore the operation in the shortest possible term in case of any disasters with the objective of ensuring business continuity.

This business continuity plan enables the Company to adapt in situations arising from any natural calamity or an unprecedented event which may disrupt the business operations. The Company continuously enhances its existing plan by incorporating interferences and observations from disruptions faced in the unprecedented situations. Further, the Company's risk management plan enables the minimisation of disaster-linked losses, by assessing the potential major disruption with its consequent risks to the business and by providing the appropriate mitigation action plans.

The purpose of the program is to maintain a continuing state of emergency readiness and response. The plan would be invoked to manage all emergencies using all the available resources effectively in order to ensure smooth business operations and to protect life and property.

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.

The Company has not experienced any significant adverse impact incidents on the environment arising from the supply chain during the reporting period.

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

None.

8. Green credits generated or procured by the listed entity and its top -10 value chain partners.

None.

**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.

During the year, the Company had active affiliations with 7 (Seven) trade and industry chambers / associations.

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

| S. No. | Name of the trade and industry chambers / associations | Reach of trade and industry chambers / associations (State / National) |
|---|---|---|
| 1 | Indian Pharmaceutical Alliance | National |
| 2 | The Indian Drug Manufacturers Association | National |
| 3 | Confederation of Indian Industry | National |
| 4 | Delhi Chamber of Commerce | State |
| 5 | Federation of Indian Export Organisation (FIEO) | National |
| 6 | Pharmaceuticals Export Promotion Council of India | National |
| 7 | Developing Countries Vaccine Manufacturers Network | International |

2. 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.

   During the financial year 2025-26, there were no adverse orders against the Company related to anti-competitive conduct.

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

**Essential Indicators:**

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

   The Company did not have any mandatory requirement of SIA for any of its projects.

2. Information on project(s) for which ongoing Rehabilitation and Resettlement (R&R), being undertaken by your entity:

   Not Applicable

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

   The Company interacts with local community members to understand their grievances, if any, and act upon them accordingly.

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

| | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| Directly sourced from MSMEs / small producers | 4.72% | 7.64% |
| Sourced directly from within the district and neighbouring districts | 1.89% | 3.37% |

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 total wage cost

| Location | **FY 2025-26** | FY 2024-25 |
|---|---|---|
| Rural | - | - |
| Semi-urban | 54.78% | 57.51% |
| Urban | - | - |
| Metropolitan | 45.22% | 42.49% |

(place to be categorised as per RBI Classification System – Rural / Semi-urban / Urban / Metropolitan)

**Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential Indicators:**

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

   The Company has established a comprehensive complaint management process to address any product quality complaints received by it. The Company may receive a product quality complaint either directly or through a third-party. As soon as the complaint is received, it is registered in the Company's system, acknowledged, and a preliminary assessment is initiated. Along with the initial evaluation, a follow-up is initiated for requesting the complaint sample and any additional information to facilitate the preliminary assessment and the investigation. A remedial corrective and preventive action plan is launched after the investigation is completed and the root cause is determined. A complaint summary report is also prepared at the same time. The complaint is finally closed after a final risk assessment is completed and a response is delivered to the complainant. Any market actions for the impacted product are considered and may be communicated with the local regulatory authorities depending on local requirements. The Company has a pharmacovigilance policy and mechanism in place, which is supported by a competent team and third-party consultants, committed to responding to patient safety concerns and incidents.

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

| | As a percentage to total turnover |
|---|---|
| Environmental and social parameters relevant to the product | - |
| Safe and responsible usage | 100% |
| Recycling and/or safe disposal | - |

# Business Responsibility & Sustainability Report

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

| | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Received during the year | Pending resolution at the end of year | Remarks | Received during the year | Pending resolution at the end of year | Remarks |
| Data privacy | Nil | Nil | NA | Nil | Nil | NA |
| Advertising | Nil | Nil | NA | Nil | Nil | NA |
| Cyber-security | Nil | Nil | NA | Nil | Nil | NA |
| Delivery of essential services | Nil | Nil | NA | Nil | Nil | NA |
| Restrictive Trade Practices | Nil | Nil | NA | Nil | Nil | NA |
| Unfair Trade Practices | Nil | Nil | NA | Nil | Nil | NA |
| Other | Nil | Nil | NA | Nil | Nil | NA |

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

| | Number | Reasons for recall |
|---|---|---|
| Voluntary recalls | Nil | NA |
| Forced recalls | Nil | NA |

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

   Yes, the Company has a Cyber Security Governance framework in place to manage data privacy and cyber security. To ensure the cyber security it uses antivirus, antispyware protection and firewalls to protect against any possible breach. In today's digital age, safeguarding information privacy has become a paramount concern for businesses. For maintaining data privacy and security, the Company uses remote data back-ups, latest versions of software through secured computers and servers to mitigate the technology risks. The framework on data privacy and cyber security is internally available to the relevant stakeholders on the intranet.

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 following information relating to data breaches:
   a. Number of instances of data breaches: Nil
   b. Percentage of data breaches involving personally identifiable information of customers: Not Applicable
   c. Impact, if any, of the data breaches: Not Applicable

For and on behalf of the Board of
Panacea Biotec Limited

Sd/-
Dr. Rajesh Jain
Chairman and Managing Director

Place : New Delhi
Date : August 13, 2026