



PIIL:SEC:NSE/BSE:30:2026-27

July 20, 2026

BSE Limited Corporate Relationship Department PJ Towers, 25th Floor, Dalal Street, Mumbai – 400 001 Code No. 523642	National Stock Exchange of India Ltd. Exchange Plaza, Plot No. C/1, G-Block Bandra Kurla Complex, Bandra (East), Mumbai – 400 051 Code No. PIIND
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Dear Sir/Madam,

Sub.: Business Responsibility and Sustainability Report for the financial year 2025-26

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2025-26.

The aforesaid report forms part of Integrated Annual Report of financial year 2025-26 and is also available on website of the Company at <https://www.piindustries.com/investor/financial-performance/annual-reports/>.

This is for your information and records.

Thanking you,

Yours faithfully,

For **PI Industries Limited**

SHRUTI
RATNAKAR
JOSHI

Digitally signed by SHRUTI
RATNAKAR JOSHI
Date: 2026.07.20 14:40:17
+05'30'

Shruti Joshi

Company Secretary and Compliance Officer

Encl: As above

Registered Office:

PI Industries Limited

Udaisagar Road, Udaipur – 313001, Rajasthan, India.

Tel.: 0294 6651100, 2492451 – 55 | CIN: L24211RJ1946PLC000469

✉ info@piind.com

🌐 www.piindustries.com

Business Responsibility and Sustainability Report

Section A: General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity L24211RJ1946PLC000469
2. Name of the Listed Entity PI INDUSTRIES LIMITED
3. Year of incorporation 1946
4. Registered office address PI Industries Ltd. Udaisagar Road, Udaipur 313001 Rajasthan, India.
5. Corporate address 5th Floor, Vipul Square, B-Block, Sushant Lok, Phase -I, Gurugram- 122009, Haryana (India) Unit no. 3A, 1st Floor, Wing A, CTS no. 1483 D, IA Project Road, Next to JW Marriott Hotel, Sahar, Village Marol, Taluka Andheri (East), Mumbai 400099, Maharashtra, (India).
6. E-mail investor@piind.com
7. Telephone 0124 6790000
8. Website www.piindustries.com
9. Financial year for which reporting is being done 2025-26
10. Name of the Stock Exchange(s) where shares are listed BSE Limited and National Stock Exchange of India Ltd.
11. Paid-up Capital 15, 17, 18, 118
12. Details of the person who may be contacted in case of any queries on the BRSR report.

S. No.	Name	Telephone	Email
1.	Mr. Sanjay Agarwal (Group Chief Financial Officer & Head Strategy and Integrated Development Cell)	+91-022-62665600	sanjay.agarwal@piind.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
14. Name of assurance provider Price Waterhouse Chartered Accountants LLP
15. Type of assurance obtained Reasonable Assurance on BRSR Core indicators

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
1.	Manufacturing	Chemical and chemical products, 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
1.	Manufacture of pesticides and other agrochemical products	2021	99.15%

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	7*	15**	22
International	–	–	–

*R&D units are considered as plants in the above table as these units have an integral role in the manufacturing operations.
**Includes eight depots, four domestic offices and three guest houses.

19. Markets served by the entity

a. Number of locations

Location	Total
National (No. of States)	28
International (No. of Countries)	24

b. What is the contribution of exports as a percentage of the total turnover of the entity? 81.08%

c. A brief on types of customers

The Company is engaged in the manufacturing and distribution of agro chemicals and operates through a single reportable business segment, namely ‘Agro Chemicals’. It services both domestic and international markets, with customers ranging from institutional buyers to end consumers

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)	3,694	3,425	92.72%	269	7.28%
2	Other than permanent (E)	32	31	96.87%	1	3.13%
3	Total Employees (D+E)	3,726	3,456	92.75%	270	7.25%
Workers						
4	Permanent (F)	21	21	100.00%	–	0.00%
5	Other than permanent (G)	2,606	2,595	99.58%	11	0.42%
6	Total Workers (F+G)	2,627	2,616	99.58%	11	0.42%

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)	4	4	100%	–	0%
2	Other than permanent (E)	–	–	NA	–	NA
3	Total differently abled employees (D + E)	4	4	100%	–	0%
Differently Abled Workers						
4	Permanent (F)	–	–	NA	–	NA
5	Other than permanent (G)	2	2	100%	–	0%
6	Total differently abled workers (F + G)	2	2	100%	–	0%

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2026 (Turnover rate in current FY)			FY 2025 (Turnover rate in current FY)			FY 2024 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.2%	19.1%	18.2%	20.22%	26.21%	20.56%	18.03%	25.57%	18.41%
Permanent Workers	13.6%	–	13.6%	–	–	–	–	–	–

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

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

S. No.	Name of the holding / subsidiary / associate 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	PI Life Science Research Ltd.	Subsidiary	100%	Yes
2	PI Innoventures Ltd. (Formerly known as PILL Finance and Investments Limited)	Subsidiary	100%	Yes
3	PI Health Sciences Ltd.	Subsidiary	100%	Yes
4	Jivagro Ltd.	Subsidiary	100%	Yes
5	PI Bioferma Pvt. Ltd.	Subsidiary	100%	Yes
6	PI Fermachem Pvt. Ltd.	Subsidiary	100%	Yes
7	PI Japan Co. Ltd.	Subsidiary	100%	Yes
8	Solinnos Agro Sciences Pvt. Ltd. (49% shares held by PI Life Science Research Ltd.)	Associate	49%	Yes
9	PI Kumiai Pvt. Ltd. (50% shares held by PI Life Science Research Ltd.)	Joint Venture	50%	Yes
10	PI Industries Management Consultancies L.L.C	Subsidiary	100%	Yes
11	PI Health Sciences Netherlands B.V	Indirect Subsidiary	100%	Yes
12	PI Health Sciences USA LLC (100% Shares held by PI Health ScienceNetherlands B.V)	Indirect Subsidiary	100%	Yes
13	Archimica S.p.A. (100% shares held by PI Health Sciences Netherlands B.V)	Indirect Subsidiary	100%	Yes

S. No.	Name of the holding / subsidiary / associate companies / joint ventures(A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity ? (Yes / No)
14	PI Flowtech B.V. (100% shares held by PI Life Science Research Ltd.)	Indirect Subsidiary	100%	Yes
15	PI AgSciences Limited (Formerly known as Plant Health Care Limited) (100% shares held by PI Industries Management Consultancies L.L.C)	Indirect Subsidiary	100%	Yes
16	PI AgSciences Inc., Nevada (Formerly known as Plant Health Care, Inc., Nevada) (100% shares held by PI AgSciences Limited)	Indirect Subsidiary	100%	Yes
17	PI AgSciences (UK) Limited (Formerly known as Plant Health Care (UK) Limited) (100% shares held by PI AgSciences Limited & PI AgSciences Inc., Nevada)	Indirect Subsidiary	100%	Yes
18	PI AgSciences Spain, S.A. (Formerly known as Plant Health Care (España), S.A.) (100% shares held by PI AgSciences Inc., Nevada)	Indirect Subsidiary	100%	Yes
19	Plant Health Care de Mexico S. de R.L. de C.V., Mexico (100% shares held by PI AgSciences Inc., Nevada)	Indirect Subsidiary	100%	Yes
20	PI AgSciences Brasil Ltda (Formerly known as Plant Health Care Insumos Agrícolas Ltda) (100% shares held by PI AgSciences Inc., Nevada)	Indirect Subsidiary	100%	Yes

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)
Yes, as per section 135 of the Companies Act, 2013, provisions of CSR is applicable. A brief of the CSR vision of the Company and the activities undertaken has been detailed in the Social and Relationship Capital Section
- (ii) Turnover (in Rs.)61,827 million
- (iii) Net worth (in Rs.)1,13,691 million

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 grievance redress policy)	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
		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 https://www.piindustries.com/contact-us/	-	-		-	-	
Investors	Yes https://www.piindustries.com/investor/#contact-informations	-	-		-	-	
Shareholders	Yes https://www.piindustries.com/investor-relations/co-go/Contact-Details	5	-		5	-	
Employees and workers	Yes https://www.piindustries.com/wp-content/uploads/2025/05/Whistle-Blower-Policy-1.pdf	4	-		4	-	

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2026 Current Financial Year			FY 2025 Previous Financial Year	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints pending resolution at close of the year	Remarks
Customers (Distributors)	Yes https://www.piindustries.com/contact-us/	5	-		-	
Value chain partners	Yes https://www.piindustries.com/contact-us/	-	-		-	

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

S. No.	Material issue identified	R/O	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications
1	New product development	Opportunity	Development of new and sustainable products enables responsiveness to evolving customer needs and regulatory expectations, supporting market differentiation and long term competitiveness.	NA	Positive
2	Responsible sourcing	Opportunity	Ethical and environmentally responsible sourcing strengthens supply chain resilience and helps mitigate reputational, legal and continuity risks, particularly in regulated industries-by strengthening supplier ESG audits. Introducing robust traceability mechanisms and the integration of ESG criteria into procurement policies.	NA	Positive

S. No.	Material issue identified	R/O	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications
3	Economic value created by business	Opportunity	Transparent creation and distribution of economic value enhances confidence among investors, governments and communities, while demonstrating contribution to inclusive growth.	NA	Positive
4	Emerging technologies / AI	Opportunity	Adoption of AI and emerging technologies supports operational efficiency, data driven decision making and innovation across processes.	NA	Positive
5	Water Management (Consumption & Withdrawal)	Risk	High reliance on water, particularly from freshwater sources in water-stressed regions, may lead to operational constraints, and increased vulnerability to physical climate risks. Dependence on such sources also exposes operations to seasonal variability and regulatory restrictions.	Adoption of water-efficient technologies, implementation of Zero Liquid Discharge (ZLD) systems, increased recycling and reuse through ETP/RO systems, rainwater harvesting, groundwater recharge and sourcing from alternative water sources, along with participation in watershed restoration initiatives.	Negative
6	Safe discharge of wastewater	Risk	Inadequate wastewater management can result in environmental damage, regulatory non compliance and reputational impact, potentially leading to penalties or disruptions.	Investment in advance wastewater treatment infrastructure to enhance water recovery, implementation of ZLD, real time monitoring and periodic compliance audits.	Negative

S. No.	Material issue identified	R/O	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications
7	Health and safety of workers in the value chain	Risk	Value chain workers, including contractors and suppliers, are exposed to occupational health and safety risks during operation and logistics activities. Any lapse can lead to injuries, legal non compliance, business disruption, reputational damage and loss of stakeholder trust.	Implemented a Supplier Code of Conduct with defined health and safety requirements; conduct pre qualification and periodic EHS audits to monitor performance and corrective action plans; Promote continuous improvement through engagement and capacity building programs. Investigation, audits and implementation of corrective action.	Negative
8	Gender equality and equal pay for work of equal value at own workforce	Risk	Gaps in pay equity or inclusion may impact employee engagement and leading to reputational risks.	Regular pay equity assessments and external benchmarking are conducted to promote fairness and ensure equal opportunities across roles and functions. Focused initiatives are in place to enhance gender diversity through defined strategic objectives	Negative
9	Health and occupational safety of own workforce	Risk	The chemical manufacturing sector involves inherent hazards. Inadequate controls may result in accidents, regulatory actions and reputational impact, making safety management both a legal and ethical priority.	Process safety, Permit to work, Safety audits, statutory training, mandatory use of PPE, Emergency Response team, automation in hazardous areas, real time monitoring, mock drills, safety circle and health surveillance programs. Participation and certification through third party EHS audits.	Negative

Section B: Management And Process Disclosures

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

Disclosure Questions	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				
c. Web Link of the Policies, if available									https://www.piindustries.com/sustainability/policies/#environmental
2. Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				
4. Name of the national and international codes/ certifications / labels / standards(e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards(e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									PI Industries Limited has adopted several nationally and internationally recognised management system standards mapped to its business responsibility principles. These include ISO 9001 (Quality Management) under Principle 9; ISO 14001 (Environmental Management) under Principle 1,6; and ISO 45001 (Occupational Health and Safety), along with earlier OHSAS 18001 and ISO 50001 (Energy Management), under Principles1,2, 3 and 5. ISO 27001: (Information Security Management Services) under principle 1,8,9. The Company is also certified with Responsible Care®, Good Laboratory Practices and NABL accredited ISO/IEC 17025 laboratories, aligning with Principles 2, 3, 5 and 6. Its policies and sustainability practices are aligned with globally accepted frameworks such as the GRI Standards, SASB, TCFD, TNFD, GHG Protocol UN Global Compact, UN Sustainable Development Goals, OECD Guidelines for Multinational Enterprises and ILO Core Conventions.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.									
									PI introduced its updated and reframed sustainability goals and targets, presenting a detailed roadmap for the next five years, with a clear focus on driving measurable ESG outcomes and long-term value creation. We have set clearly defined, quantifiable and time-bound ESG goals, which can be accessed in our Integrated Report under the Goals and Targets section. These goals span across key focus areas including emissions, renewable energy, water, waste, workforce development, employee wellbeing and governance practices, reflecting an integrated approach to embed sustainability across operations, including alignment with Science Based Targets initiative (SBTi).
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
									The Company monitors ESG performance through defined KPIs and governance mechanisms aligned to its strategic pillars, demonstrating continued progress across natural capital, human capital and governance. Further details are available in the Integrated Report under the Goals and Performance section.
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									
									Sustainability continues to shape how PI Industries approaches growth, innovation and long-term value creation. These include increasing renewable energy share to 21%, alongside clearly defined goals, targets and measurable outcomes across priority areas in alignment with commitment to SBTi. In an environment where expectations from businesses are evolving rapidly, we remain focused on embedding responsible practices into our operations and decision-making. Over the year, we have made tangible progress in strengthening environmental performance across our manufacturing footprint. Our efforts towards renewable energy adoption have steadily increased its share in our overall energy mix, supporting our transition toward a lower-carbon future. Our water stewardship initiatives continue to deliver measurable improvements, with an overall reduction of 6% in freshwater withdrawal, supported by enhanced recycling, reuse and process efficiencies. In parallel, we have strengthened our approach to waste circularity, with an increase in recovery and co-processing rates across sites. During the year, we further enhanced our climate and environmental risk management framework through alignment with the Task Force on Climate-related Financial Disclosures (TCFD), including identification and assessment of climate risks and opportunities across our operations. We also initiated alignment with the Taskforce on Nature-related Financial Disclosures (TNFD), undertaking our first structured assessment of nature-related risks and dependencies as part of our broader natural capital approach. Building on this, we have undertaken focused biodiversity management initiatives across key sites, including greenbelt development at Panoli and agri-silvi models in Jambusar, contributing to ecosystem restoration and environmental resilience. These efforts reflect our recognition of natural capital as a core operational driver, with linkages across our value chain and will be progressively scaled as part of our TNFD journey.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Our focus on people extends beyond our workforce into areas where our operations can drive meaningful impact. We have initiated structured ESG engagement with suppliers, with 100% of key suppliers assessed on ESG parameters and improvement programs underway, while our community initiatives have positively impacted over 1.5 lakh beneficiaries during the year. These efforts are underpinned by a strong governance framework, with enhanced systems, controls and ESG data tracking across operations. As the external landscape evolves, we remain focused on scaling priority areas, including supplier ESG coverage, biodiversity, nature strategy and renewable energy adoption. At PI Industries, we see sustainability as a critical enabler of long-term competitiveness and resilience. With a sustained focus on execution, innovation and measurable outcomes, we remain committed to delivering meaningful progress for all our stakeholders. — Mr. Rajnish Sarna Joint Managing Director								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rajnish Sarna, Joint Managing Director under the guidance of the Board								
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 defined governance structure for sustainability-related decision-making, with oversight at the Board level through the Risk Management and ESG Committee of the Board, which reviews ESG-related risks, opportunities and strategic matters. At the management level, the Sustainability Council, chaired by Joint Managing Director, provides direction, drives implementation and monitors progress on sustainability initiatives, Key sustainability matters and progress on ESG metrics are reviewed on a quarterly basis to ensure appropriate governance, alignment with strategic priorities and timely actions.								

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	The Committees of the Board and the Board of Directors periodically review the adequacy and effectiveness of statutory policies. In addition, other policies are reviewed and monitored by the management and internal committees to ensure their compliance with statutory requirements and operational effectiveness									On need basis								
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances										On need 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	Yes, this is supported through a robust Code of Conduct, anti-corruption and anti-bribery policies and governance frameworks, aligned with globally recognized guidelines such as the UN Global Compact principles and key ISO certifications such as ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Occupational Health & Safety), ISO 27001 (Information Security) and ISO 17025 (Testing and Calibration Laboratories). Implementation is reinforced through internal controls, compliance monitoring, whistleblower mechanisms and periodic internal and external audits, ensuring responsible conduct, integrity and transparent decision-making across the organization
P2	Yes, the implementation of the Company's policies is reviewed through an internal audit function as well as by an external third party agency. Governance and compliance mechanisms are also subject to internal and external reviews as part of certification requirements, including ISO 9001, ISO 14001 (Environmental Management), ISO 45001(Occupational Health & Safety), ISO 17025 (Testing and Calibration Laboratories), ISO 27001 (Information Security) and Responsible Care, among others.
P3	Yes, the Company's stakeholder engagement practices and ESG disclosures are subject to independent assurance as part of the annual ESG/Integrated Report assurance process, conducted by an external agency which includes evaluation of stakeholder-related systems, processes and disclosures maintaining ISO 45001, Responsible Care®
P4	Yes, the implementation of the policies of the Company is reviewed through an internal and external audit function. The Company's stakeholder engagement practices and ESG disclosures are subject to independent assurance as part of the annual ESG/Integrated Report assurance process, conducted by an external agency which includes evaluation of stakeholder-related systems, processes and disclosures.

P5	Yes, the implementation of the policies of the Company is reviewed through an internal audit function. The governance and compliance mechanisms are further subject to internal and external audits as part of the certifications processes, including ISO 45001 and as part of the annual reasonable assurance exercise for aspects such as enabling gender diversity in business, etc.
P6	Yes, the implementation of the Company's policies is reviewed through the internal audit function. Governance and compliance mechanisms are further subject to internal and external audits conducted as part of certification processes, including ISO 14001, ISO 50001 and Responsible Care. In addition, selected environmental parameters, such as energy footprint, water footprint, GHG emissions and initiatives relating to circularity, including waste management at the entity level, are covered under the annual reasonable assurance exercise.
P7	Yes, the implementation of the Company's policies is reviewed through the internal audit function. Governance and compliance mechanisms are further subject to internal and external audits conducted as part of certification processes, including ISO 9001, etc.
P8	Yes, the implementation of the Company's policies is reviewed through the internal audit function. Governance and compliance mechanisms are further subject to internal and external audits conducted as part of certification processes, including ISO 9001. In addition, selected areas such as initiatives supporting inclusive development are covered under the annual reasonable assurance exercise.
P9	Yes, the implementation of the Company's policies is reviewed through the internal audit function. Governance and compliance mechanisms are further subject to internal and external audits conducted as part of certification processes, including ISO 9001 and ISO 27001. In addition, selected aspects such as fairness in engagement with customers and suppliers are covered under the annual reasonable assurance exercise.

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be Save in the next financial year (Yes/No)									
Any other reason (please specify)									

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 awareness programmes
Board of Directors	4	Code of Conduct (incl. Anti-Bribery, Corruption, etc.) and POSH	100%
Key Managerial Personnel	12	Code of Conduct (incl. Anti-Bribery, Corruption etc.) and POSH, Well-being, Regulatory Frameworks, ESG, etc..	100%
Employees other than BoD and KMPs	25	Code of Conduct, (incl. Anti-Bribery, Corruption, Gifts Policy) POSH, Sustainability Framework	100%
Workers	28	Code of Conduct and POSH, Chemical Handling, Autonomous Maintenance, General Safety,	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, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Monetary													
	NGRBC Principle									Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
	P1	P2	P3	P4	P5	P6	P7	P8	P9				
Compounding fee	-	-	-	-	-	-	-	-	-	NA	-	NA	No
Settlement	-	-	-	-	-	-	-	-	-	NA	-	NA	No
Penalty/Fine	1	-	-	-	-	-	-	-	-	Office of the Excise and Taxation Officer-cum-State Tax Officer,	30,02,874	During the reporting period a monetary penalty of. ₹30.03 lakhs was imposed under the indirect tax regulations (GST) on account of disallowance of input tax credits availed in relation to legacy matter pertaining to FY 2021-22. The matter is under dispute and is being addressed in accordance with applicable law.	Yes

Non-Monetary												
	NGRBC Principle									Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
	P1	P2	P3	P4	P5	P6	P7	P8	P9			
Imprisonment	Not Applicable											
Punishment												

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1	Appeal filing Date 20-3-2026	Appeal filed with Deputy Commissioner (Appeals)

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

Policy available (Yes / No):

Yes

Web Link:

https://www.piindustries.com/wp-content/uploads/2025/05/Anti-Bribery-and-Anti-Corruption-Policy_2025-1.pdf

Details:

PI has established frameworks to uphold ethical standards across its business operations. The Anti Bribery and Anti Corruption Policy, along with the Whistleblower Policy, provides a governance structure aimed at ensuring transparency, integrity and accountability. These policies are applicable to all individuals associated with the Company, including employees, contractors, consultants, trainees, casual workers, volunteers, interns, agents and third party partners. Oversight of the Whistleblower Policy rests with the Chairman of the Audit Committee of the Board and the Vigilance and Ethics Officer, ensuring independence in reporting and review. The Company reinforces ethical conduct through mandatory annual training on the PI Industries Code of Conduct, which covers fair competition requirements and principles of ethical business conduct.

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

Designation	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regard to conflict of interest

	FY 2026 (Current Financial Year)		FY 2025 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Numbers of Complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

Not Applicable

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Number of days of accounts payables	64.81	75.18

Assurance has been carried out by an external agency (Yes / No)	Yes, Reasonable Assurance has been undertaken on the indicators in the table above.
Name of external agency	Price Waterhouse Chartered Accountants LLP

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

Parameter	Metrics	FY 2026 Current	FY 2025 Previous
Concentration of Purchases*	a. Purchase from trading houses as % of total purchases	19.73%	9.24%
	b. Number of trading houses where purchases are made from	433	397
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	47.22%	39.29%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	12.89%	12.43%
	b. Number of dealers / distributors to whom sales are made	3,269	3,308
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	9.35%	7.21%
Share of RPTs in**	a. Purchases (purchases with related parties / Total Purchases)	3.27%	2.60%
	b. Sales (Sales to related parties / Total Sales)	3.01%	1.92%
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	0.94%	1.44%
	d. Investments^ (Investments in related parties / Total Investments made)	59.24%	54.38%

*For the purpose of classification of vendors as Trading houses, the Company has considered all parties who are categorized as traders in the vendor master.

** For loans and advances and Investments, closing balances disclosed in the audited standalone financial statements for the year ended March 31, 2026, have been considered.

^ Including investment in subsidiaries

Assurance has been carried out by an external agency (Yes / No)	Yes, Reasonable Assurance has been undertaken on the indicators in the table above.
Name of external agency	Price Waterhouse Chartered Accountants LLP

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
01	Promotion of all NGBRC Principles across value chains	53%

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of Board? If Yes, provide details of the same

Have Process: Yes / No:

Yes

Details:

PI has a separate Code of Conduct applicable to Directors and Senior Management, setting standards for personal and professional integrity and ethical leadership. The Code provides a framework for transparency, accountability and responsible decision making at the senior leadership level.

Directors and Senior Management are required to disclose any personal or external business interests that may result in actual or potential conflicts of interest. In such instances, Directors recuse themselves from related discussions at Board meetings. Directors are also required to disclose existing directorships or external leadership roles and obtain prior approval before accepting new appointments.

The Code further requires annual disclosure of related party transactions, along with prompt reporting of any changes, to ensure ongoing compliance with corporate governance requirements.

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

Essential Indicators

1. Percentage of value 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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	14.69%	13.93%	Development and adoption of advanced technologies focused on improving process efficiency, reducing waste and emissions, enhancing water treatment and reuse and enabling safer, more sustainable product formulations. Investments in renewable energy, green chemistry and biological research have further supported the transition towards lower environmental impact and improved occupational safety outcomes.
Capex	2.85%	2.28%	This year, efforts focused on improving energy efficiency through advanced technologies and renewable energy adoption, alongside strengthening recycling, resource recovery and waste management systems. Investments in ESG infrastructure were enhanced to support sustainability and compliance, while OHS infrastructure was upgraded with smart systems and proactive measures to improve safety and mitigate risks.

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?

Entity has procedures (Yes / No) Yes

Percentage of inputs 99%

PI has undertaken a comprehensive sustainable sourcing assessment across its AgChem and CSM businesses, indicating that approximately 99% of total procurement spend is sourced from suppliers meeting defined sustainability criteria, including recognized certifications such as ISO, OHSAS/ISO 45001, FSC, or SA standards, along with adherence to PI’s ethical, social and environmental requirements governed by the policies. The company continues to strengthen this approach in FY’26, maintaining 99% key supplier declaration coverage to promote responsible sourcing practices, with a firm commitment to ensuring 100% procurement from sources free from Child Labour and Forced Labour, in alignment with national regulations and international labour standards.

PI’s sustainable sourcing philosophy is anchored in the belief that environmental stewardship, social responsibility and ethical governance must extend beyond its direct operations into its value chain. Accordingly, PI is strengthening and advancing its Supplier ESG Program, which serves as the cornerstone of its sustainable procurement strategy and integrates ESG considerations into supplier onboarding, evaluation and engagement processes.

Supplier ESG Program Framework

PI’s Supplier ESG Program is structured around the following three pillars:

Environment

- Management and reduction of greenhouse gas (GHG) emissions
- Resource efficiency, including energy, water and material usage
- Waste minimisation through efficient processes and through adoption of environmentally sound practices
- Encouragement of sustainable and conservation oriented operations

Social

- Protection of human rights across the supply chain
- Elimination of forced labour and child labour
- Promotion of safe, fair and healthy working conditions
- Respect for freedom of association and support for diversity, equity and inclusion

Governance

- Adherence to ethical business conduct
- Prevention of bribery and corruption
- Management of conflicts of interest
- Compliance with applicable laws, regulations and PI’s ethical standards

Implementation Mechanisms

To operationalise its sustainable sourcing commitments, PI has implemented the following processes and initiatives through well-defined policies and framework:

- **Supplier ESG Assessments:**
ESG related parameters are embedded into vendor registration forms and supplier evaluation processes. ESG criteria carry defined weightage in supplier selection, onboarding and contract awarding, wherever applicable.
- **Supplier Code of Conduct:**
PI has established and communicated a Supplier Code of Conduct outlining expected standards of behaviour, compliance and ESG performance. Acceptance and alignment with the Code is a prerequisite for supplier engagement.
- **Ongoing Supplier Engagement:**
The Supply Chain Management (SCM) team engages with suppliers on a continuous basis through periodic reviews, awareness programs, capacity building initiatives and technical guidance to strengthen ESG performance across the supply base.

● **Monitoring and Risk Based Evaluation:**

Suppliers are screened and prioritised based on country, sector and commodity specific risk profiling. Sustainability assessments including onsite audits, ESG risk mapping, vulnerability assessments and targeted evaluations are conducted for identified high risk suppliers.

● **Recognition and Performance Improvement:**

Suppliers demonstrating strong ESG performance or successful implementation of corrective and improvement action plans are encouraged and recognised as part of PI’s supplier engagement approach.

● **Internal Capacity Building:**

PI continues to build internal awareness by training relevant employees and embedding sustainable sourcing principles within procurement and related functions.

● **Sustainable Procurement Beyond Suppliers:**

In addition to supplier engagement, PI integrates sustainability considerations into the procurement of capital assets, office equipment and consumables, prioritising criteria such as resource efficiency, eco label certifications, safe design and reduced environmental impact. As part of its transparency and accountability commitments, PI publicly discloses its Sustainable Sourcing Policy on its corporate website and expects suppliers to implement appropriate monitoring, compliance and reporting mechanisms across their own operations and extended supply chains.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life

	Process Description
(a) Plastics (including packaging)	The organization complies with Extended Producer Responsibility (EPR) requirements and has systems in place for the collection, recycling and disposal of plastic waste generated from sold products. A closed loop waste management approach has been adopted in line with circular economy principles. Plastic waste collection and recycling targets have been met consistently, as reflected on the Central Pollution Control Board portal.
(b) E-waste	E-waste is segregated at the designated waste management area within PI’s manufacturing facilities. The segregated e waste is subsequently handed over to an authorised third party E-waste recycler for processing and disposal.
(c) Hazardous waste	Hazardous waste generated at PI’s owned facilities is segregated at source and managed through structured collection and storage systems. The majority of this waste is directed towards recycling through authorised recyclers and resource recovery from waste is channelised through authorised preprocessing and co-processing facilities. The remaining waste are disposed to approved Common Hazardous Waste Treatment Storage & Disposal Facilities (CHWTSDF). All waste streams are tracked in detail from generation to final disposal.

	Process Description
(d) other waste	Waste streams such as biomedical waste and battery waste are managed in accordance with applicable statutory requirements; wherein biomedical waste is disposed through authorized common biomedical waste management facilities, battery waste is channelized to authorized recyclers, construction and demolition (C&D) waste, comprising largely of soil, is utilized within the premises to the extent feasible and remaining C&D waste, other non-hazardous waste like paper, wood, metal, glass, etc. is routed through respective authorized recyclers. Expired products received through the depot network are channelled to manufacturing plants for appropriate handling in accordance with approved waste management procedures.

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.

Extended Producer Responsibility (EPR) applicable (Yes / No)	Yes
Describe	Yes, Extended Producer Responsibility (EPR) is applicable for plastic waste management. Waste collection and management practices are aligned with the EPR Obligations. Compliance submitted to the Central Pollution Control Board (CPCB) through the designated EPR portal, in accordance with the Plastic Waste Management Rules, 2016 and subsequent amendments from time to time.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	If results communicated in public domain, provide the web-link.
2021	LCA of 11 Agro-Chemicals*	4.04%	Cradle to Gate	Yes	No	NA
2021	Product Carbon Footprint of 15 Agro-Chemicals*	67.10%	Gate to Gate	No	No	NA

**Disclosures relating to specific products covered under LCA/PCF assessments have been restricted in view of confidentiality obligations. For further details please reach out to investor relations team.*

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

Name of Product / Service	Description of the risk / concern	Action Taken
No		

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
-	-	-

Prior reporting used reuse mass % for internal recycled solvent; we have updated the methodology to aligned with the reporting requirement.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled and safely disposed, as per the following format:

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	607	645
E-waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-

The organization complies with Extended Producer Responsibility (EPR) requirements and has systems in place for the collection, recycling and disposal of plastic waste generated from sold products. For FY 25-26 PI is yet to receive the EPR mandate from regulatory bodies.

Note: Prior reporting was done for waste treated which was not part of end of life of products, therefore revised in this report.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	-

This is not applicable to PI Industries product as it is hazardous in nature. However for plastics procured, the Company complies with EPR requirements and ensures recovery and recycling of applicable packaging materials through authorised channels.

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	3,425	3,425	100%	3,425	100%	NA	NA	3,425	100%	3,425	100%
Female	269	269	100%	269	100%	269	100%	NA	NA	269	100%
Total	3,694	3,694	100%	3,694	100%	269	100%	3,425	100%	3,694	100%
Other Than Permanent employees											
Male	31	31	100%	31	100%	NA	NA	31	100%	31	100%
Female	1	1	100%	1	100%	1	100%	NA	NA	1	100%
Total	32	32	100%	32	100%	1	100%	31	100%	32	100%

Day care facilities have been extended to permanent and other than permanent employees

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

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 workers											
Male	21	21	100%	21	100%	NA	NA	21	100%	21	100%
Female	-	-	-	-	-	-	-	NA	NA	-	NA
Total	21	21	100%	21	100%	-	-	21	100%	21	100%
Other Than Permanent workers											
Male	2,595	2,595	100%	2,595	100%	NA	NA	-	-	2,595	100%
Female	11	11	100%	11	100%	11	100%	NA	NA	11	100%
Total	2,606	2,606	100%	2,606	100%	11	100%	-	-	2,606	100%

Day care facilities have been extended to permanent and other than permanent workers.

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company*	0.14	0.09
Assurance has been carried out by an external agency (Yes / No)	Yes, Reasonable Assurance has been undertaken on the indicators in the table above.	
Name of external agency	Price Waterhouse Chartered Accountants LLP	

**For the purpose of calculating the spending on measures towards well-being of employees and workers, the Company has considered the expense incurred towards employees/workers Health Insurance, Accidental Insurance, Employee Deposit Link Insurance, Parental Leaves and other medical expenses net of any recoveries made from the employees/workers.*

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	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.)
PF	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y

Accessibility of workplaces

3. Are the premises / offices of the entity accessible to differently abled employees and workers? (Yes/No) If not, whether any steps are being taken by the entity in this regard

Entity accessible to differently abled employees and workers(Yes / No)	Yes
--	-----

Any steps are being taken

Yes, the Company is progressively enhancing accessibility across its premises and offices in line with the requirements of the Rights of Persons with Disabilities Act, 2016. Currently, 6 differently abled are employed at the manufacturing facility in Gujarat.

To support a barrier free work environment, measures such as ramps, modified washrooms and reserved seating in common areas, including the canteen, have been implemented. Transportation support is also provided to facilitate ease of commute. In addition to physical infrastructure, appropriate tools and support systems are made available to enable employees with disabilities to effectively perform their duties.

Accessibility enhancements are being rolled out across facilities on a phased basis, with a continued focus on regulatory compliance and strengthening inclusive workplace practices.

Accessibility of workplaces

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 (Yes / No). If so, provide a web-link to the policy.

Entity has an equal opportunity policy (Yes / No)

Yes

Web-Link

<https://www.piindustries.com/wp-content/uploads/2025/05/Equal-Employment-Opportunity-Policy-new-1.pdf>

<https://www.piindustries.com/wp-content/uploads/2025/06/Human-Rights-Commitment-Revised.pdf>

PI Industries Limited has an Equal Opportunity Policy in accordance with the Rights of Persons with Disabilities Act, 2016. The Company is committed to fostering a fair, inclusive and respectful workplace and does not discriminate on the basis of disability, gender, caste, religion, age (within legal limits), marital status, nationality, ethnicity, geographic origin, sexual orientation, or any other protected characteristic.

This commitment applies across all stages of employment, including recruitment, role assignment, compensation and benefits, promotions, transfers and professional development. All hiring and career advancement decisions are based on merit, qualifications, role-fit and performance, ensuring equal opportunity for all employees.

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

	Permanent employees		Permanent Workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	77%	NA	NA
Female	100%	100%	NA	NA
Total	100%	77%	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, PI has a structured grievance redressal mechanism in place covering all categories of employees and workers, including permanent, contractual and third party personnel. A Grievance Redressal Committee, comprising representatives from management and workers, including contractual and third party staff, oversees the resolution process. The committee engages regularly with employees through structured interactions and one on one discussions to address workplace issues. The process for lodging, escalating and resolving grievances is clearly defined and communicated through HR policies and framework to ensure consistent and equitable treatment. The grievance redressal framework is designed to support timely, fair and transparent resolution of workplace concerns. Employees have access to the mechanism through defined formal channels, as well as through skip level interactions, performance appraisals and quarterly town hall meetings that enable open communication with leadership. Grievance and feedback mechanisms are also extended to the value chain. Issues identified through audits or engagements are shared with suppliers for corrective action and annual supplier meets are conducted to communicate expectations and address concerns.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	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	3,694	232	6.28%	3,543	213	6.01%
- Male	3,425	208	6.07%	3,322	187	5.63%
- Female	269	24	8.92%	221	26	11.76%
Total permanent Workers	21	4	19.04%	23	4	17.39%
- Male	21	4	19.04%	23	4	17.39%
- Female	0	0	-	0	0	-

8. Details of training given to employees and workers:

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / A)	Number (F)	% (F / A)
Employees										
Male	3,456	3,443	99.62%	3,440	99.53%	3,355	3,342	99.61%	3,348	99.79%
Female	270	265	98.15%	264	97.78%	221	219	99.10%	219	99.10%
Total	3,726	3,708	99.51%	3,704	99.40%	3,576	3,561	99.58%	3,567	99.75%
Workers										
Male	2,616	2,616	100%	2,616	100%	2,752	23	0.84%	23	0.84%
Female	11	11	100%	11	100%	10	0	0 %	0	0%
Total	2,627	2,627	100%	2,627	100%	2,762	23	0.83%	23	0.83%

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

Category	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees*						
Male	3,456	3,181	92.04%	3,355	2,996	89.30%
Female	270	244	90.37%	221	163	73.76%
Total	3,726	3,425	91.92%	3,576	3,159	88.34%
Workers*						
Male	2,616	21	0.80%	2,752	23	0.84%
Female	11	0	0%	10	0	0%
Total	2,627	21	0.80%	2,762	23	0.83%

All the Eligible employees and workers got the performance and career development reviews.

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

Health and safety management system implemented by the entity(Yes / No) Yes

Coverage system Yes. PI Industries has implemented an Occupational Health and Safety Management System (OHSMS aligned with ISO 45001) across all five manufacturing sites and the R&D facility. The system provides a structured framework for identifying, managing and mitigating health and safety risks and applies to employees, contract workers, visitors and other relevant stakeholders.

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

PI has a structured approach to hazard identification and risk assessment as part of its safety and business continuity framework. Key elements include:

- **HAZOP and What If studies** undertaken prior to commencement of operations to identify and assess process related risks.
- **Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA)** carried out for routine and non routine activities to evaluate operational risks.
- **Pre Startup Safety Reviews (PSSR)** conducted to confirm closure of HAZOP recommendations before commissioning of facilities.
- **LOTO** (Lockout Tagout): A safety procedure used to ensure that equipment is properly isolated from energy sources and cannot be started unexpectedly during maintenance or servicing.
- **Work Permit System** implemented to ensure appropriate control measures for routine and non routine work activities.

- **Management of Change (MOC) procedures** to assess risks arising from changes in processes, equipment, or materials, including updates to Piping and Instrumentation Diagrams (P&ID).
- **Safety GEMBA walks** conducted regularly by area managers and leadership to identify unsafe acts and conditions at the workplace.
- **Safety Circle** is a structured safety initiative that involves cross-functional teams to proactively identify and eliminate high-risk hazards through weekly shopfloor-driven reviews, campaign-based survey and safety observation with mitigation plan.

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

Yes

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

Yes. PI Industries provides non occupational medical and wellness benefits to employees and workers, aimed at supporting overall health and well being. Key provisions include:

- **Group medical insurance coverage** for employees and their eligible dependents.
- **Partnerships with reputed hospitals** at operational locations to facilitate access to healthcare services.
- **Wellness programmes** routine health check-up and counselling covering awareness regarding chronic disease, weight management and blood donation drives.
- **On site medical infrastructure**, including full time medical officers, a functional Occupational Health Centre and ambulance facilities, to provide timely medical care and first aid support.

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

Safety Incident/Number	Category	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.29	0
	Workers	0	0
Total recordable work-related injuries	Employees	2	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	0
	Workers	0	0

*Including in the contract workforce

As per the industry standards released by SEBI, number of permanent disabilities is disclosed under High Consequence Work Related Injuries/ Ill health by the company. During the year, there was no permanent disabilities, and 1 high consequence work-related injury is reported as per BRSR guidance.

Assurance has been carried out by an external agency (Yes / No)	Yes, Reasonable Assurance has been undertaken on the indicators in the table above.
Name of external agency	Price Waterhouse Chartered Accountants LLP

Note: LTIFR for all employees and workers (including contractual) is 0.10

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

PI Industries has implemented a comprehensive and structured health and safety management framework across its facilities, with a focus on prevention, risk mitigation and continual improvement. Health and safety are embedded within operational practices through the following key measures:

- **Induction and Awareness:** Mandatory safety induction training for all personnel visiting the manufacturing sites, supported by competency assessments to ensure understanding of safety requirements.
- **Training and Capability Building:** Structured, role-specific training programs to address operational and emerging risks based on Training Needs Identification (TNI).
- **Process Safety Management:** A risk-based approach focusing on preventive controls, maintenance and mitigation of high-consequence hazards.
- **Permit-to-Work System:** Robust permit system with mandatory risk assessments governing both routine and non-routine activities.
- **Employee Engagement:** Continuous engagement initiatives to strengthen safety awareness and ownership across all levels.
- **Incident Management:** Structured reporting, investigation and dissemination of learnings to enhance preventive controls and reduce recurrence.
- **Reinforcement Mechanisms:** Promotion of safe behaviours and proactive hazard reporting through formal recognition and reward systems.
- **Workplace Organisation:** Maintenance of high housekeeping standards supported by effective visual management practices.
- **Audits and Certifications:** Regular third-party audits and ISO certifications to benchmark performance against recognised standards.
- **Technology Integration:** Adoption of appropriate technologies to enhance safety performance and risk control.
- **Policy Governance:** Strict enforcement of safety policies, including PPE compliance and mobile restrictions in high-risk areas, with periodic reviews to ensure alignment with regulatory and industry standards.

This integrated framework ensures consistent safety performance and cultivates a strong, proactive safety culture across the organisation.

Further information is available in the Human Capital section of the Integrated Annual Report.

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

Assessment Type	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	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	–	–		–	–	
Health & Safety	–	–		–	–	

14. Assessments for the year:

Assessment Type	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety	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.

The Company has implemented a well defined and structured framework for managing health, safety and environmental risks across its operations. This framework is supported by formal systems, defined roles and periodic assessments, with a focus on prevention, risk control and continuous improvement. Health and safety controls are integrated into operational processes to safeguard employees, contract workers and visitors.

Key elements of the framework include:

- An integrated Health, Safety and Environment Management System (HSEMS) implemented across operations, supported by an independent Occupational Health and Safety (OHS) function. No reportable safety incidents were recorded during FY 2025—26.
- Critical Risk Identification (CRI) exercises conducted under senior leadership oversight to identify and manage high risk exposures at manufacturing facilities.
- Inter site safety audits to evaluate mechanical integrity and the effectiveness of critical protective systems across process circuits.
- To enhance workplace safety, a Safety Circle initiative is taken that involves cross-functional teams to proactively identify and eliminate high-risk hazards through weekly shopfloor-driven reviews, campaign-based survey and safety observation with mitigation plan.
- Third party Quantitative Risk Assessments (QRA) covering chemical storage, employee exposure and operational hazards, with findings incorporated into on site emergency response plans and validated through mock and fire drills.
- Engineering and exposure based controls implemented across storage, operations, testing, waste handling and transport activities, supported by gas leak detection systems and regular fire network adequacy checks.
- Localised safety communication through work instructions and signage in regional languages, along with audio visual tools to enhance training effectiveness.
- Manufacturing facilities operated through Distributed Control Systems (DCS) with layered instrumentation and control safeguards, complemented by behavioural safety initiatives.
- Continued focus on proactive hazard identification, strong governance, ongoing training and strengthening of safety practices across operations.
- AI based surveillance CCTV cameras to capture safety violation and communication mechanism to take corrective measures.

Leadership Indicators

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

(A) Employees (Y/N) — Y

(B) Workers (Y/N) - Y

In order to provide financial protection in the event of unforeseen circumstances, life and accident insurance coverage has been extended to all employees and workers. Coverage is provided through the following mechanisms:

- **Accidental insurance** to provide compensation in case of accidental injury or death.
- **Group term insurance linked with gratuity**, offering life cover during the term of employment.
- **Employees’ Deposit Linked Insurance (EDLI)** linked with Provident Fund membership, in accordance with statutory requirements.

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

PI Industries conducts periodic compliance assessments of its value chain partners to monitor adherence to applicable statutory requirements. These assessments cover key labour legislations, including the Employees’ Provident Funds and Miscellaneous Provisions Act, 1952, along with related schemes such as the Employees’ Provident Fund Scheme, 1952, the Employees’ Pension Scheme, 1995 and the Employees’ Deposit Linked Insurance Scheme, 1976.

Compliance oversight is supported through a structured compliance dashboard that is reviewed at the leadership level. In addition, annual audits are undertaken to verify timely deduction and remittance of statutory dues, supporting transparency and accountability across the value chain.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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 26 Current Financial Year	FY 25 Previous Financial Year	FY 26 Current Financial Year	FY 25 Previous Financial Year
Employees	1	0	1	0
Workers	0	0	0	0

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

No. While PI Industries does not currently have a formal transition assistance program, retired employees may be re-engaged on a case-to-case basis as advisor-consultants, based on business requirements and the relevance of their expertise.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	21.98%

Note: The supplier ESG assessment coverage is attributable to an expanded scope in FY26, which now includes Agrochem suppliers in addition to the previously assessed CSM suppliers; the Company is strengthening its approach to progressively enhance coverage going forward.

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

Periodic QHSE audits are conducted for value chain partners with a focus on health, safety and working conditions. Audit observations and recommendations are shared with partners to support corrective actions and continuous improvement. During the current year’s assessments, no material risks or significant concerns were identified in relation to health and safety practices or working conditions among the value chain partners assessed. The corrective actions are implemented against the observations through Corrective and Preventive Action Plan (CAPA).

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.

PI Industries follows a structured approach to stakeholder identification and engagement, recognizing its importance in responsible business conduct and long term value creation. Stakeholder engagement processes are embedded within the Company’s materiality and governance frameworks and are periodically reviewed to reflect evolving business and regulatory expectations.

Key elements of the Company’s stakeholder engagement approach include:

- Stakeholder identification and mapping:**

Stakeholders are identified based on their influence on the business and the degree to which they are impacted by operations. This includes internal stakeholders such as employees, management and the Board, as well as external stakeholders including customers, suppliers, investors, regulators, local communities, industry bodies, academia and civil society organisations. Stakeholders are prioritised using structured tools to enable appropriate and differentiated engagement.
- Consideration of impact and financial relevance (Double Materiality):**

Stakeholder concerns are assessed through a double materiality lens, incorporating both an impact perspective (effects of operations on society, environment and the economy) and a financial perspective (potential influence on business performance and long-term sustainability). A comprehensive materiality assessment was conducted involving stakeholder inputs through interviews, surveys and workshops. The outcomes were used to prioritise ESG topics and align them with key business risks and opportunities. This process will continue to be refined to capture emerging themes and evolving stakeholder expectations.
- Multiple engagement channels:**

Engagement is undertaken through a mix of formal and informal channels, including employee town halls and surveys, customer and supplier feedback mechanisms, community consultations, investor interactions and participation in regulatory and industry forums.
- Ongoing monitoring:**

Stakeholder expectations and external developments are monitored through periodic reviews, media tracking, peer benchmarking and ESG trend analysis to ensure responsiveness to evolving social, environmental and regulatory contexts.
- Collaboration and partnerships:**

Engagement is complemented by participation in industry initiatives and multi stakeholder platforms, particularly in areas such as sustainable agriculture, decarbonisation and responsible value chains.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	- Regular employee engagement initiatives - Annual performance appraisal - Annual employee satisfaction survey - Internal Portal - Townhalls - E-mail communications	Ongoing	Employee satisfaction - Talent retention - Remuneration and other employee benefits - Grievance resolution - Diversity and equal opportunity - Safety, health and well-being
Investors and shareh- olders	No	- Annual General Meeting - Investors meet and periodic correspondence - E-mail communications - Company Website - Investor presentations	Ongoing	Shareholding pattern - Disclosures in the public domain - Sustainable growth of business and profitability - Timely receipt of dividends - New business strategies - Business plans - Sound corporate governance mechanisms
Customers and partners, including farmers	No	- Regular meetings with sales associates - Website, product brochures, newsletter, social media - Forums, seminars and conferences - Customer satisfaction survey - Field demonstrations and trainings - E-mail communications	Ongoing	- Customer satisfaction - Product innovation and new product development - Market competition - Investment opportunities - Communication to the customer and partners - Customer health and safety - Productivity
Suppliers	No	- supplier audits - Regular meetings - Tendering process - Supplier survey - Meetings by purchase department - E-mail communications	Ongoing	- Suppliers’ assessment and training - Supplier ESG program - Sharing business plans - Safety, Sustainability objectives, Training - Annual supplier meet
Community	Yes	Community meetings, field visits, trainings, household interactions, feedback sessions	Ongoing	To understand community needs, assess relevance of interventions, monitor progress, track the outcomes & impact created in the society and gather direct beneficiary feedback in various across the following themes - Sustainable agriculture - Environment stewardship - Skilling & Livelihood enhancement - Women empowerment - Primary Healthcare - Rural development

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulatory bodies	No	- Compliance reports - Corporate website - Annual reports	Ongoing	- Statutory compliance - Product safety - Corporate governance mechanisms - Environment impact of our operations

Leadership Indicators

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

PI Industries recognises the importance of stakeholder consultation in aligning business practices with evolving economic, environmental and social priorities. While day to day engagement with stakeholder groups is undertaken by relevant business functions and ESG teams, defined processes are in place

Key processes include:

Stakeholder mapping and materiality assessments:

Stakeholder inputs are gathered through structured mechanisms such as surveys, focus group discussions, one on one interactions and public consultations. These inputs inform periodic materiality and double materiality assessments used to identify priority ESG issues and guide strategic focus.

Board level ESG oversight:

The Board, supported by the Sustainability Council, oversees ESG priorities and reviews progress on defined targets through regular updates from executive management. These updates include relevant stakeholder feedback and emerging ESG risks and opportunities.

Integrated reporting and disclosure:

The Integrated Annual Report, including sections on stakeholder engagement and materiality assessment, reflects how stakeholder inputs are considered in strategy formulation and decision making, enabling transparency at the Board level.

Ongoing communication and monitoring:

Stakeholder insights on ESG matters are periodically consolidated and presented to the Board and its committees through dashboards, thematic reviews and management briefings.

This approach supports informed oversight by the Board and promotes transparency, accountability and responsiveness in sustainability related decision making.

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

Yes, stakeholder consultation plays an important role in the identification, prioritisation and management of key environmental and social issues.

A structured double materiality assessment was undertaken involving engagement with a broad range of stakeholders, including employees, customers, regulators, suppliers, local communities, investors and non governmental organisations. Inputs from these consultations were used to identify and prioritise material topics, including:

- Water consumption
- Safe discharge of wastewater
- Water withdrawals
- Health and safety of workers in the value chain
- Gender equality and equal pay for work of equal value in the workforce

Stakeholder feedback has informed specific policies and actions, including:

Climate and decarbonisation initiatives:

Inputs from investors and customers on climate related disclosures contributed to refinement of the decarbonisation roadmap, including increased focus on renewable energy adoption and pilot initiatives related to carbon management.

Water stewardship:

Engagement with communities in around our operations highlighted expectations on responsible water use, leading to initiatives aimed at reducing freshwater consumption and supporting local water conservation efforts.

Occupational health and safety:

Feedback from employees and worker representatives influenced enhancements to safety training programmes and upgrades to safety infrastructure, systemic improvements such as procedures, risk controls, monitoring, incident learning mechanisms, protective equipment and engineering controls.

This approach ensures that stakeholder perspectives are systematically considered and integrated into sustainability planning and operational decision making.

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

PI Industries undertakes social responsibility initiatives with a focus on inclusion and engagement of vulnerable and marginalized groups. Programmes are designed based on local needs assessments and stakeholder consultations to ensure relevance and effectiveness.

Key elements of the approach include:

Needs Assessment:

Conducted through baseline surveys and stakeholder consultations (including communities, NGOs and Panchayats) to identify priority socio-economic, livelihood and healthcare needs of vulnerable groups and design relevant CSR interventions.

Targeted CSR initiatives:

Community programmes are aimed at addressing priority needs of disadvantaged groups (small & marginal farmers, women, youth, children, low income households.) Key focus areas include sustainable agriculture and skilling & livelihood, primary healthcare (including health camps in underserved locations) and rural development initiatives to improve the socio- economic status of the communities.

Community engagement:

Regular interactions are conducted with community representatives, local NGOs and Panchayat bodies to identify key issues and co develop context specific interventions. Insights and feedback from these engagements form the basis for CSR programme design, implementation and ongoing monitoring

Grievance redressal:

Mechanisms are in place to receive and address grievances from community members, including marginalized communities, enabling concerns to be raised and addressed in a structured manner.

Impact Assessment and Monitoring:

Monitored through defined KPIs, field reviews and beneficiary feedback, with periodic third-party evaluations to assess outcomes, ensure effectiveness and integrate learnings into future programmes.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees*						
Permanent	3,694	3,694	100%	3,543	3,543	100%
Other than permanent	32	32	100%	33	33	100%
Total Employees	3,726	3,726	100%	3,576	3,576	100%
Workers						
Permanent	21	21	100%	23	23	100%
Other than permanent	2,606	2,606	100%	2,739	0	0%
Total Workers	2,627	2,627	100%	2,762	23	0.83%

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

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	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	3,694	–	–	3,694	100%	3,543	–	–	3,543	100%
Male	3,425	–	–	3,425	100%	3,322	–	–	3,322	100%
Female	269	–	–	269	100%	221	–	–	221	100%
Other than Permanent	32	–	–	32	100%	33	–	–	33	100%
Male	31	–	–	31	100%	33	–	–	33	100%
Female	1	–	–	1	100%	–	–	–	–	–
Workers										
Permanent	21	–	–	21	100%	23	–	–	23	100%
Male	21	–	–	21	100%	23	–	–	23	100%
Female	–	–	–	–	–	–	–	–	–	–
Other than Permanent	2,606	–	–	2,606	100%	2,739	–	–	2,739	100%
Male	2,595	–	–	2,595	100%	2,729	–	–	2,729	100%
Female	11	–	–	11	100%	10	–	–	10	100%

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹ Lakhs)	Number	Median remuneration/ salary/ wages of respective category (in ₹ Lakhs)
Board of Directors (BoD)	2	1800	0	NA
Key Managerial Personnel	1	636	1	133.9
Employees other than BoD and KMP	3,422	9.9	268	7.4
Workers	21	6.3	0	NA

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

	FY 26 Current Financial Year	FY 25 Previous Financial Year
Gross wages paid to females* as % of total wages	4.58%	4.37%
Assurance has been carried out (Yes / No)	Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 25-26	
Name of external agency	Price Waterhouse Chartered Accountants LLP	

**For the purpose of calculation of gross wages paid to females, expenses such as annual benefits payable, vehicle lease staff rent, trainees stipend and bonus have been distributed in the ratio of salary as per salary register between male and female employees.*

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. The Company has appointed a dedicated Vigilance and Ethics Officer responsible for overseeing and addressing any human rights impacts or concerns arising from its operations. The Officer serves as the focal point for ensuring adherence to the Company's human rights commitments and ethical standards across the organization, including monitoring, reporting and timely resolution of related issues.

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

The organisation has established formal mechanisms to enable effective reporting and redressal of grievances related to human rights concerns. These mechanisms are designed to ensure accessibility, confidentiality and protection for individuals raising concerns.

Key grievance redressal mechanisms include:

● Vigil / Whistleblower Mechanism:

A formal vigilance mechanism is in place to facilitate reporting of ethical, compliance and human rights related concerns. The mechanism is publicly accessible through the Company's website and allows complaints to be raised confidentially or anonymously, in accordance with the Whistleblower Policy.

● Employee engagement forums:

Regular monthly meetings involving regional, territory and zonal managers, along with HR Business Partners, provide employees with structured opportunities to raise concerns and discuss workplace issues in an open and supportive setting.

● Grievance Management Portal:

A digital Grievance Management Portal has been implemented to enable employees to register grievances and track their status through the resolution process. The scope of the portal is being progressively expanded to cover additional departments and functions.

Further details on the Company's approach to human rights are available in the Human Rights Commitment document published on the Company website.

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

Complaint type	Permanent employees		Permanent Workers			
	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	-	-		-	-	
Discrimination at Workplace	-	-		-	-	
Child Labour	-	-		-	-	
Forced Labour/ Involuntary Labour	-	-		-	-	
Wages	-	-		1	-	
Other human rights related issues	2	-		3	-	

The above number of complaints includes complaints filed by employees and workers

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

	FY 26 Current Financial Year	FY 25 Previous Financial Year
Total Complaints reported under the Sexual Harassment on of Women at Workplace (Prevention, prohibition and Redressal) Act,2013(POSH)	0	0
Complaints on POSH as a % of female employees / workers	Not Applicable	Not Applicable
Complaints on POSH upheld	0	0
Assurance has been carried out by an external agency (Yes / No)	Yes, Reasonable Assurance has been undertaken on the indicators in the table above.	
Name of external agency	Price Waterhouse Chartered Accountants LLP	

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

The Company has established formal procedures to address concerns and grievances related to discrimination, harassment and unethical conduct. These mechanisms are designed to ensure confidentiality, impartial handling and protection against retaliation for individuals raising concerns.

Key elements of the framework include:

● Prevention of Sexual Harassment (POSH) Policy:

The POSH Policy includes explicit provisions to safeguard the confidentiality of the complainant’s identity and ensure that all complaints are handled with due sensitivity and discretion. Complaints under the policy are addressed through defined processes in line with applicable legal requirements.

● Whistleblower Policy:

The Whistleblower Policy enables reporting of unethical practices, including human rights related concerns, with provisions for confidential or anonymous reporting. The policy provides safeguards against retaliation for individuals making protected disclosures.

● Code of Conduct and Human Rights Commitment:

These policies reinforce the principles of fair, impartial and transparent handling of all complaints. Any form of retaliation against individuals who raise concerns in good faith is prohibited and disciplinary action is taken where violations are established.

● Training and awareness:

Regular training programmes on the Code of Conduct and related policies are conducted for employees to reinforce acceptable workplace behaviour and awareness of reporting mechanisms

Employees are encouraged to raise concerns through appropriate channels, including line managers or HR representatives, without fear of retaliation. All complaints are managed in a confidential manner in accordance with policy requirements.

Further details are available in the following policy documents published on the Company website:

- POSH Policy: https://www.piindustries.com/esg_documents/pi-policy-on-prevention-of-sexual-harassment-posh-policy/
- Whistleblower Policy: <https://www.piindustries.com/wp-content/uploads/2025/05/Whistle-Blower-Policy-1.pdf>

9. Do human rights requirements form part of your business agreements and contracts?.

Yes, mandatory evaluations of human rights are conducted for all vendors, covering compliance with key sustainability and social requirements. Vendors are required to submit formal declarations confirming compliance with statutory wage payments, occupational health and safety standards, non discrimination across gender, caste, creed, religion and other protected characteristics and prohibition of child labour.

These requirements are also incorporated into agreements with institutional customers to ensure alignment with responsible business practices across the value chain

10. Assessments for the year:

Assessment Type	% of Plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others	NA

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

There were no significant risks / concerns arising from the assessments.

Leadership Indicators

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

Not applicable, as the Company has not received any human rights related grievance or complaint in FY 2025-26.

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

The Company has articulated its commitment to respecting and promoting human rights across its own operations including permanent employees and contractual workers and upstream and downstream value chain partners. Policies and practices are designed to prevent and address potential human rights risks, including those related to forced labour, child labour, human trafficking, discrimination, freedom of association, collective bargaining and fair remuneration.

The Company’s approach emphasises equal employment opportunities and fairness across organisational processes, interactions and decision making. Measures are in place to support a safe and respectful workplace and to address concerns related to harassment or discrimination in a structured manner. Discrimination on any grounds is not permitted, in line with applicable laws and internal policies.

Further details on the Company’s human rights principles and commitments are set out in the Human Rights Commitment Statement available on the Company’s website: <https://www.piindustries.com/wp-content/uploads/2025/06/Human-Rights-Commitment.pdf>

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

Yes, the majority of the Company’s premises are accessible to differently abled visitors. As part of ongoing efforts to support inclusion, accessibility measures have been implemented across facilities. These include disabled friendly washrooms, handrails along staircases, caution markings on steps, skid proof mats and sensor based taps. Where feasible, Diversity, Equity and Inclusion (DE&I) considerations have also been incorporated into washroom facilities to enhance accessibility and usability.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	21.98%
Discrimination at workplace	21.98%
Child Labour	21.98%
Forced Labour/Involuntary Labour	21.98%
Wages	21.98%
Others — please specify	21.98%

Note: The supplier ESG assessment coverage is attributable to an expanded scope in FY26, which now includes Agrochem suppliers in addition to the previously assessed CSM suppliers; the Company is strengthening its approach to progressively enhance coverage going forward.

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

There were no significant risks / concerns arising from the assessments.

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, in the following format:

Parameter*	FY 26 Current Financial Year	FY 25 Previous Financial Year
From renewable sources (in Gigajoules)		
Total electricity consumption (A)	64,721.99	39,488.00
Total fuel consumption (B)	–	–
Energy consumption through other sources (C)	2,61,892.20	2,20,567.20
Total energy consumed from renewable sources (A+B+C)	3,26,614.19	2,60,055.20
From non-renewable sources (in Gigajoules)		
Total electricity consumption (D)	5,78,675.68	5,59,153.00
Total fuel consumption (E)	6,32,163.80	6,61,371.70
Energy consumption through other sources (F)	–	–
Total energy consumed from non-renewable sources (D+E+F)	12,10,839.48	12,20,524.70
Total energy consumed (A+B+C+D+E+F)	15,37,453.67	14,80,579.90
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000249	0.00001956
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (In GJ/USD Million)	513.26	404.02
Energy intensity in terms of physical output (In Giga Joules/Metric tonnes)	68.92	62.25
Energy intensity (optional) — (Total energy consumed/Revenue from operations in ₹ million)	24.90	19.56

* Energy consumption within the organisation

Notes

1. Percentage of energy consumed through renewable sources (Energy consumed through renewable sources / total energy consumed) for the FY 25-26 is 21.24%.
2. For the purpose of the calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @₹ 20.64 /USD as on March 31,2026, as per the IMF has been considered for FY 2025-26 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>)
3. There are certain number of company-owned and leased vehicles which are used in operations. During the reporting year, the consumption of high-speed diesel and petrol in these vehicles was estimated by calculating the actual fuel expenditure attributable to these diesel/petrol vehicles, divided by the average price of diesel/petrol for FY 25-26. The Company is in the process of putting in place a mechanism to capture the actual numbers of all these locations/sources in the upcoming years.
4. Sources of energy are

Renewable Solar, Hybrid and Steam (from biomass)

Non-Renewable Electricity from Grid, High Speed Diesel, LPG, Low Sulphur Heavy Stock, Light Diesel Oil, Petrol, LNG and Natural Gas.
5. For GRI indicator 302-1, the company is disclosing the part a, b, & e as per the GRI standards, in the table and notes above, which represents total fuel consumption within the organisation from non-renewable sources in joules or multiples and including fuel types used, total fuel consumption within the organisation from renewables in joules or multiple and including fuel types and total energy consumption within the organisations, in joules or multiples.
6. For GRI indicator 302-3, the company is disclosing part a, b, c & d, as per the GRI standards, in the table and notes above, which represents energy intensity ratio for the organisation, organisation specific metric chosen to calculate the ratio (i.e revenue and physical output), type of energy included in the intensity ratio and whether the ratio uses energy consumption within the organisation.

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.

Assurance has been carried out (Yes / No)	Yes, Reasonable Assurance has been undertaken on the indicators in the table above, other than the Optional energy intensity indicator for FY 25-26.
Name of external agency	Price Waterhouse Chartered Accountants LLP

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.

Have sites? (Yes / No):	No
Targets achieved?(Yes / No)	Not applicable for PI Industries Limited as the organization does not fall in the category of industries mandated under PAT scheme as per BEE
In case targets have not been achieved, provide the remedial action taken, if any:	Not applicable

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

Parameter*	FY 26 Current Financial Year	FY 25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	29,067.47	24,644.28
(iii) Third party water	7,99,557.10	8,55,766.92
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	8,28,624.57	8,80,411.20
Total volume of water consumption (in kilolitres)	6,13,558.53	6,22,805.65
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	0.000009924	0.000008226
Water intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)(Total water consumption / Revenue from operations adjusted for PPP) (In KL/USD Million)	204.83	169.95
Water intensity in terms of physical output (In Kilolitres/ Metric Tonnes)	27.50	26.18
Water intensity (optional) — (Total water consumption/ Revenue from operations in ₹ million)	9.92	8.23

Water withdrawn is estimated based on the document by the Central Ground Water Authority (CGWA), which specifies that an office employee consumes 45 litres per day per head. This amount is recorded as water withdrawn from third party source. Further the untreated water discharged is considered as 80% of the water withdrawn from source based on Central Pollution Control Board (CPCB) database report dated December 24, 2009. Therefore, it is assumed that of the total water withdrawal, only 20% is consumed for certain locations other than manufacturing units and Udaipur R&D Centre.

For the purpose of the calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @₹ 20.64 /

USD as on March 31,2026 as per the IMF has been considered for FY 2025-26 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>)

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.

Has been carried out by an external agency(Yes / No)	Yes, Reasonable Assurance has been undertaken on Total volume of water consumption, Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) and Water intensity in terms of physical output in the table above for FY 25-26
Name of external agency	Price Waterhouse Chartered Accountants LLP

4. Provide the following details related to water discharged:

Parameter*	FY 26 Current Financial Year	FY 25 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water	-	-
No treatment		
With treatment — please specify level of treatment		
(ii) To Groundwater	-	-
No treatment		
With treatment — please specify level of treatment		
(iii) To Seawater	-	-
No treatment		
With treatment — please specify level of treatment		
(iv) Sent to third-parties	2,15,066.04	2,57,605.55
No Treatment	1,05,729.04	1,18,581.55
With treatment — Tertiary Treatment	1,09,337.00	1,39,024.00
(v) Others	-	-
No treatment		
With treatment — please specify level of treatment		
Total water discharged (in kilolitres)	2,15,066.04	2,57,605.55

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.

Assurance has been carried out by an external agency(Yes / No)	Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 25-26
Name of external agency	Price Waterhouse Chartered Accountants LLP

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

Mechanism implemented?(Yes / No):	Yes
Details	Two of the company’s sites; R&D facility at Udaipur and Formulation facility at Panoli are Zero Liquid Discharge units.

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

Parameter	Please specify unit	FY 26 Current Financial Year	FY 25 Previous Financial Year
NOx	MT	70.77	76.77
SOx	MT	33.04	25.60
Particulate matter (PM)	MT	57.76	59.98
Persistent organic pollutants matter (POP)	MT	NA	NA
Volatile organic compounds (VOC)	MT	NA	NA
Hazardous air pollutants (HAP)	MT	NA	NA
Others — please specify	MT	NA	NA

Note 1 - For the GRI Indicator 305-7, the company is disclosing part a (i),(ii) & (vi) as per the GRI standards in the table above, which includes - the emissions of NOx, SOx and Particulate Matter (PM).

Note 2 - Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Assurance has been carried out by an external agency(Yes / No)	Yes, Limited Assurance has been undertaken on NOx, SOx and PM for FY 25-26.
Name of external agency	Price Waterhouse Chartered Accountants LLP

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

Parameter	Unit	FY 26 Current Financial Year	FY 25 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	37,331.95	37,199.79
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,14,401.92	1,13,143.76
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO2e/₹	0.00000245	0.00000199

Parameter	Unit	FY 26 Current Financial Year	FY 25 Previous Financial Year
Total Scope 1 and Scope 2 emission 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)	MTCO2e/USD Million	50.65	41.03
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MTCO2e/MT	6.80	6.32
Total Scope 1 and Scope 2 emission intensity (optional) — (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations in ₹ million)	MTCO2e /₹ Mn	2.45	1.99

Notes

1. For the purpose of the calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @₹ 20.64 / USD as per the IMF has been considered for FY 2025-26 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>)
2. There are certain number of company-owned and leased vehicles which are used in operations. During the reporting year, the consumption of high-speed diesel and petrol in these vehicles was estimated by calculating the actual fuel expenditure attributable to these diesel/petrol vehicles, divided by the average price of diesel/petrol for FY 25-26. The Company is in the process of putting in place a mechanism to capture the actual numbers of all these locations/sources in the upcoming years.
3. For GRI indicator 305-1, the company is disclosing part a as per GRI standards in the table above, which represents - Gross Direct (scope 1) GHG emissions in metric tons of Co2 equivalent.
4. For GRI indicator 305-2, the company is disclosing part a as per the GRI standards in the table above which represents - Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.
5. For GRI indicator 305-4, the company is disclosing part a, b & c as per GRI standards in the table above, which represents GHG emission intensity ratio for the organisation, organisation specific metric chosen to calculate the ratio and types of GHG emissions included in the intensity ratio.

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.

Assurance has been carried out by an external agency(Yes / No)	Yes, Reasonable Assurance has been undertaken on the indicators in the table above, other than optional emission intensity indicator, for FY 25-26.
Name of external agency	Price Waterhouse Chartered Accountants LLP

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

Have project?(Yes / No):

Yes

Details:

Purchased Biomass based steam for Panoli cluster has resulted in substantial 14,178 MTCO₂e emissions reduction, strengthening the transition toward low carbon operations. In addition, fuel switching initiative implemented at plant sites during the previous financial year have contributed to a significant reduction in air emissions.

Renewable energy adoption has been implemented in a phased manner across operations through multiple pathways, including sourcing of solar power, deployment of hybrid renewable energy from third party provider and installation of roof-top solar system under the BOOT (Build Own Operate Transfer) model

New energy-efficient screw chillers at Panoli reduced power consumption by 10%, Variable Frequency Drive (VFD) installations on air compressors contributed a further 3% reduction and replacement of legacy compressors with advanced technology delivered 7.2% energy savings

Dry vacuum pumps replaced steam jet ejectors at both Panoli and Jambusar, reducing steam consumption by 6% and 5.2% respectively.

Optimisation of dry air generation plant settings at Jambusar achieved an 11% reduction in specific power consumption, instrument air compressor controls delivered a 9% improvement and a heat pump installation reduced steam consumption for hot water generation by 120 KL per month while generating 7,376 TR per month of chilled water.

232kWp rooftop solar plant commissioned at Udaipur R&D under Phase 3 generates an estimated 2,05,732 KWh per year; automation of chiller pumps and return line circuits saved 105,169 kWh per year; and steam consumption reduction through process optimisation delivered fuel savings of 36,521 litres per year.

In addition, a hydro turbine—based energy recovery initiative for the Cooling Tower fan and expanded VFD coverage resulted in Reduce SPC of Pump from 0.48 KW/KL to 0.28 KW/KL are part of the broader continuous improvement roadmap to enhance energy productivity and operational resilience under strategic objectives

The Company is engaging with suppliers to strengthen Scope 3 emissions management This includes collection of fuel, energy and Product Carbon Footprint (PCF) data from suppliers.

The initiatives are focused on achieving long term emissions reduction across the value chain.

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

Parameter*	FY 26 Current Financial Year	FY 25 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	282.65	587.80
E-waste (B)	5.57	4.27
Bio-medical Waste (C)	0.02	0.03
Construction and demolition waste (D)	18,226.41	6,183.57

Parameter*	FY 26 Current Financial Year	FY 25 Previous Financial Year
Battery Waste (E)	13.61	4.18
Radioactive Waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1,10,304.54	1,08,721.05
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4,015.06	2,529.66
Wooden Scrap	413.67	93.71
Metal Scrap	2,717.10	2,074.43
Paper	444.43	263.65
Glass Bottle	6.50	0
Mix Scrap	433.36	97.87
Total (A + B + C + D + E + F + G + H)	1,32,847.86	1,18,030.56
Waste intensity per rupee of turnover (Total Waste generated / Revenue from operations)	0.00000215	0.00000156
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated / Revenue from operations adjusted for PPP in USD million)** (In Metric Tonnes/USD Million)	44.35	32.21
Waste intensity in terms of physical output (In Metric Tonnes/Metric Tonnes)	5.95	4.96
Waste intensity (optional) — (Total waste generated/Revenue from operations in ₹ million)	2.15	1.56
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	80,628.30	76,429.33
(ii) Re-Used	18,055.43	6,183.57
(iii) Other recovery operations	22,612.53	3.66
Total	1,21,296.26	82,616.56
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	3,865.56	4261.21
(ii) Landfilling	7,686.04	5,521.91
(iii) Other disposal operations	0.00	25,630.88
Total	11,551.60	35,414.00

Waste Intensities (MT of Waste Recovered /Total Waste generated) and (MT of Waste Disposed /Total Waste generated) are 0.91 and 0.09 respectively.

**For the purpose of the calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @₹ 20.64 / USD as on March 31,2026 as per the IMF has been considered for FY 2025-26 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>)

*Waste is accounted for at the time of disposal and therefore waste disposed has been considered as waste generated.

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.

Assurance has been carried out by an external agency (Yes / No)	Yes, Reasonable Assurance has been undertaken on the indicators in the table above, other than Waste intensity per rupees of turnover and optional waste intensity indicator, for FY 25-26
Name of external agency	Price Waterhouse Chartered Accountants LLP

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Plastic	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Recycled	282.65	587.80
(ii) Re-Used	-	-
(iii) Other recovery operations	-	-
Total	282.65	587.80
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Plastic	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Incineration	-	-
(ii) Landfilling		
(iii) Other disposal operations		
Total		

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: E-waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Recycled	5.57	4.27
(ii) Re-Used	-	-
(iii) Other recovery operations	-	-
Total	5.57	4.27
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: E-waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Incineration	-	-
(ii) Landfilling		
(iii) Other disposal operations		
Total		

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Bio-medical Waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Recycled	-	
(ii) Re-Used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Bio-medical Waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Incineration	0.02	0.03
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	0.02	0.03

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Construction and demolition waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Recycled	170.98	-
(ii) Re-Used	18,055.43	6,183.57
(iii) Other recovery operations	-	-
Total	18,226.41	6,183.57
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Construction and demolition waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Incineration	-	-
(ii) Landfilling		
(iii) Other disposal operations		
Total		

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Battery Waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Recycled	13.61	4.18
(ii) Re-Used	-	-
(iii) Other recovery operations	-	-
Total	13.61	4.18
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Battery Waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Incineration	-	-
(ii) Landfilling		
(iii) Other disposal operations		
Total		

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Other Hazardous waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Recycled	76,140.43	73,303.43
(ii) Re-Used	-	-
(iii) Other recovery operations	22,612.53	3.66
Total	98,752.96	73,307.09
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Other Hazardous waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Incineration	3,865.54	4,261.18
(ii) Landfilling	7,686.04	5,521.91
(iii) Other disposal operations	-	25,630.88
Total	11,551.58	35,413.97

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Other Non-hazardous waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Recycled	4,015.06	2,529.66
(ii) Re-Used	-	-
(iii) Other recovery operations	-	-
Total	4,015.06	2,529.66
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Other Non-hazardous waste	FY 26 Current Financial Year	FY 25 Previous Financial Year
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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 follows a product life cycle—based approach, integrating sustainability and responsible innovation across all stages, from product development and manufacturing through use and end of life management. Life cycle considerations and E factor optimisation - the ratio of waste mass to product mass which PI actively works to minimise when designing synthesis routes and processes. are embedded in product and process design to minimise waste generation and improve recyclability at the design stage, supporting sustainable disposal and reduced environmental impact.

Key elements of the approach include

- Green chemistry principles are applied to promote safer chemical alternatives, optimise reactions and reduce the use of hazardous substances. E factor optimisation is embedded at the product and process design stage to minimise waste generation and enhance recyclability before manufacturing commences. In addition, solvent recovery and solvent replacement strategies are actively implemented to reduce consumption of virgin solvents and lower hazardous waste generation.
- Hazardous waste management focuses on maximising recycling and resource recovery, with 98,772 MT recovered in FY26 (a 36% increase from 73,324 MT in FY25). Hazardous waste generated at PI's owned facilities is segregated at source and managed through structured collection and storage systems. The majority of the waste is directed towards recycling through authorised recyclers and resource recovery via pre-processing and co-processing in authorised facilities, particularly in the cement and fertilizer industries, while non-recoverable waste (such as landfillable and incinerable fractions) is sent to SPCB/ CPCB-approved Common Hazardous Waste Treatment, Storage and Disposal Facilities (CHWTSDF). All of the waste streams are tracked from generation to final disposal.
- Waste streams such as biomedical waste and battery waste are managed in accordance with applicable requirements; wherein biomedical waste is disposed through authorized incineration facilities, battery waste is channelized to authorized recyclers, construction and demolition (C&D) waste, comprising largely of soil, is utilized within the premises to the extent feasible and non-hazardous waste is routed through authorized traders and further to recyclers for processing.
- The Company also maintains compliance with Extended Producer Responsibility (EPR) requirements under the Plastic Waste Management Rules, 2016. During FY 26, 283.7 MT of plastic waste was recycled through authorised recyclers in line with regulatory obligations.
- Wastewater management, advanced treatment and resource recovery: Process optimization through improved chemical formulations, enhanced production practices and source segregation of effluent streams is an integral part of the system, supported by an effluent treatment philosophy based on stream characteristics. Advanced treatment technologies such as Multi-Effect Evaporators (MEE) have been integrated at manufacturing facilities to enable efficient wastewater treatment and resource recovery, thereby reducing environmental footprint. Additionally, reverse osmosis systems at Jambusar and Udaipur further enhance water recovery. As a result, discharged water consistently meets the norms stipulated by the State Pollution Control Board.
- Monitoring and compliance: Effluent quality and treatment performance is monitored through regular sampling and testing. Periodic inspections and audits support strict discharge controls and regulatory compliance. Continuous online effluent monitoring system is provided for real time monitoring of critical parameters like COD, BOD, TSS, Ammonia & pH and corrective action.
- Zero Liquid Discharge (ZLD): The R&D facility at Udaipur and the formulation facility at Panoli operate as Zero Liquid Discharge units.

This integrated approach supports responsible product life cycle management while strengthening environmental performance across operations

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

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			

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
Not applicable					

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

Yes

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

(i) Name of the area-,	Gangavathi, Gurugram, Udaipur, Ahmedabad, Delhi & Hyderabad
(ii) Nature of operations	R&D depots and corporate office location

Parameter	FY 26 Current Financial Year	FY 25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	29,067.47	24,644.28
(iii) Third party water	39,350.00	42,192.00
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	68,417.07	66,836.44
Total volume of water consumption (in kilolitres)	67,398.19	66,204.31
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000109	0.000000874423
Water intensity (optional) — the relevant metric may be selected by the entity (Water consumed/ turnover in millions)	1.09	0.874422958

Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water		-	-
(ii) Into Groundwater		-	-
(iii) Into Seawater	No Treatment	-	-
(iv) Sent to third-parties	No Treatment	1,018.87	632.12
(iv) Sent to third-parties	Tertiary	-	-
(v) Others		-	-
Total water discharged (in kilolitres)		1,018.87	632.12

Additional Notes: Water withdrawn is estimated based on the document by the Central Ground Water Authority (CGWA), which specifies that an office employee consumes 45 litres per day per head. This amount is recorded as water withdrawn from third party source.

Further the untreated water discharged is considered as 80% of the water withdrawn from source based on Central Pollution Control Board (CPCB) database report dated December 24, 2009.

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.

Has been carried out by an external agency (Yes / No)	No
Name of external agency	No independent assurance has been carried out on these indicators.

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

Parameter	Unit	FY 26 Current Financial Year	FY 25 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	7,27,236	6,89,055
Total Scope 3 emissions per rupee of turnover	MTCO2e/INR	0.0000117	0.0000091
Total Scope 3 emission intensity (optional) — the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent per MT of Production	32.60	28.97

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.

Has been carried out by an external agency(Yes / No)	No
Name of external agency	-

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. The Company’s operations are not located in or adjacent to any ecologically sensitive areas as reported under Question 11. Accordingly, there are no significant direct or indirect impacts on biodiversity in such areas. The same was also established on the basis of biodiversity assessment conducted.

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, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	EcoScale tool	The EcoScale tool enables structured assessment of chemical reactions using an E factor based approach that considers cost efficiency, safety, environmental impact and resource utilisation. It supports informed decision making during process and product design, facilitating identification of more sustainable and cost effective chemical pathways.	Improved recyclability and waste reduction at the product design stage
2	Renewable Electricity Mix	Purchased renewable electricity includes a mix of wind and solar sources, complemented by the installation of solar plants (more than 3500 KW capacity) across locations.	Renewable electricity contribution increased to 10.1% from 6.6% last year.
3	Boiler water preheater installation	Installation of Water preheater in Boiler exhaust to recover waste heat	Reduction of fuel consumption by 0.1% for all boilers at Jambusar plant
4	Dry air receiver optimisation	Reduction in specific power consumption of Dry air generation Plant by optimizing dew point temperature settings	11% reduction in Sp. Power
5	VFD installation on raw water pump	Installation of VFD in Raw water supply pump to Reduce SPC of Pump	Reduced SPC of Pump from 0.48 KW/KL to 0.28 KW/KL.
6	Flow controller installation	Installed microprocessor-based flow controller between instrument air receiver and distribution network	reduction in power consumption by 4.1%
7	Pump system optimisation	Replaced existing steam jet ejectors with dry vacuum pumps (09 Nos)	Reduced steam consumption by 5.2%.

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

The Disaster Management Plan covers a wide range of scenarios, including natural disasters such as floods, earthquakes and cyclones; fire and explosion events; chemical release incidents; major environmental emergencies; and critical utility failures involving power, water, or steam, ensuring comprehensive preparedness across the organisation

The Company has a structured Business Continuity Plan (BCP) that ensures continuity of critical operations, with defined recovery priorities and backup arrangements for essential utilities, equipment and IT systems.

Business continuity measures include redundant systems, data backups, cyber incident preparedness and protection of critical digital infrastructure.

The plan also incorporates supply chain continuity strategies, including alternate sourcing arrangements for critical raw materials and essential services.

The Company works in coordination with local authorities, emergency services and the District Disaster Management Authority, with mutual aid support mechanisms in place for large scale scenarios.

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.

At present, the Company has not identified any significant adverse environmental impacts arising from its value chain that warrant formal disclosure. However, the Company recognises the importance of proactively identifying and managing potential environmental risks across both upstream and downstream operations.

The Company has implemented a Supplier Code of Conduct, mandating adherence to environmental and sustainability standards. Key suppliers are being evaluated on environmental parameters, supported by ongoing training and capacity-building initiatives to enhance awareness and strengthen environmental management practices.

The Company has already undertaken an environmental risk assessment covering approximately 21% (based on business value) of its value chain partners to identify potential environmental risks. Based on this initial assessment, no material adverse impacts have been observed. Going forward, the Company is committed to progressively increasing the scope and coverage of these assessments to achieve broader value chain visibility.

In parallel, efforts are underway to enhance environmental due diligence processes, deepen supplier engagement on sustainability expectations and improve transparency across the value chain. The Company also plans to strengthen mitigation and adaptation measures by supporting value chain partners through awareness initiatives, promoting resource efficiency and advancing a Scope 3 emissions reduction roadmap.

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

21.98%

8 a. Green credits generated or procured by the entity

As of this reporting period, PI Industries Limited has not generated or procured any green credits.

8 b. Green credits generated or procured by top ten value chain partners (in terms of value of purchases and sales respectively)

The Company intends to initiate monitoring of the procurement and generation of green credits across its value chain partners. Given that the green credits ecosystem in India is still at a nascent stage and continues to evolve, this effort will focus on building visibility, understanding emerging mechanisms and aligning with future regulatory and market developments.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

The Company is affiliated with 35 (thirty-five) trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	PHD Chamber of Commerce and Industry	National
3	Indian Chemical Council (ICC)	National
4	National Safety Council	National
5	CropLife India	National
6	Asia Business Council	International
7	Indo-Australian Chamber of Commerce	International
8	Agro Chem Federation of India	National
9	Biological Agri Solutions	National
10	British Safety Council (India) LLP	International

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

Name of authority	Brief of the case	Corrective action taken
Not applicable		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Role of corporate sector for economic development: Legal Challenges and Opportunities	Participation in round tables discussions and consultations organized by industry associations such CII, FICCI, etc.	Yes	As and when required	-
2	Catalysing Inclusive Growth: Accountability, Empowerment and Skills for a Sustainable India	Participation in round tables discussions and consultations organized by industry associations such ACFI, CSRBox, etc.	Yes	As and when required	-

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.

Project Name	SIA Notification	Date Notification	Conducted by independent	Result Communicated	Web link
Not applicable					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not applicable						

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

The Company recognises the importance of local communities as key stakeholders and has established structured mechanisms to seek feedback and address concerns in a fair, transparent and timely manner. A defined grievance redressal process is in place to receive and resolve community related concerns.

Community grievances are addressed at the site level through a committee comprising representatives from administration, CSR and operations. The committee undertakes appropriate review and investigation of concerns and works towards timely resolution. In parallel, the Company engages proactively with communities as part of its ongoing development and CSR initiatives through regular interactions with key local stakeholders.

Summary of community and stakeholder engagements is provided below:

Stakeholder Group	Periodicity of Communication	Type of Interaction
Local community and local Gram Panchayat, along with Community Based Organizations (CBOs) such as Self-Help Groups (SHGs)	Continuous activity by implementation partners and quarterly by PI Foundation	General community meetings with CBOs and one to one interactions with Gram Panchayat representatives, including Sarpanch, to seek feedback and review progress
Non-Governmental Organizations (NGOs)	Quarterly	General meetings to seek feedback and discuss progress on ongoing initiatives
Government authorities (Collector, District Development Officer, Sub Divisional Magistrate), elected representatives (MLA), opinion leaders and regulatory bodies (Prant and District level committees)	As per the requirement	One-to-one interactions with district authorities and participation in Block and District level CSR meeting

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

	FY 26 Current Financial Year	FY 25 Previous Financial Year
Directly sourced from MSMEs/ small producers	10.25%	7.99%
Directly from within India	79.74%	72.16%

Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 25-26. Name of the external agency is Price Waterhouse Chartered Accountants LLP

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 26 Current Financial Year	FY 25 Previous Financial Year
Rural	45.73%	48.49%
Semi-urban	0.76%	0.79%
Urban	30.66%	31.77%
Metropolitan	22.85%	18.95%

The locations have been categorized as per RBI Classification System - rural/semi-urban/urban/Metropolitan.

For the purpose of calculation of rural/semi-urban/urban/metropolitan salary/wages, expenses such as annual benefits payable, vehicle lease staff rent, trainees’ stipend and bonus have been distributed in the ratio of salary as per the pay register.

Reasonable Assurance has been undertaken on the indicators in the table above for FY 25-26. Name of the external agency is Price Waterhouse Chartered Accountants LLP

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Negative social impact	Corrective action
Not applicable since during FY 2025-26, we have not undertaken any projects that require Social Impact Assessments (SIA).	

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

S. No.	State	Aspirational District	Amount spent (In ₹)*
1	Telangana	Khammam, Nalgonda, Surapet	1,00,00,000
2	Haryana, Punjab, UP, Uttarakhand	Moga, Udham Singh Nagar	3,00,00,000

*The amount indicated reflects the overall programme-level expenditure, with aspirational districts included as key focus areas within the broader initiative.

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

No. The Company does not have a preferential procurement policy that provides preference to any specific category of suppliers. Procurement decisions are made based on objective parameters such as cost, quality, sustainability considerations, delivery capability and compliance with applicable requirements.

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

NA

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

NA

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

Intellectual property	Owned / Acquired	Benefit shared	How benefit share was calculated
Not applicable			

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

Authority name	Brief case	Corrective action
Not applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Support to school children by providing science kits & study material, bench desk etc.	6600	100%
2	Vocational Training on Chemical, QA, QC Operations -DDU	100	100%
3	Employability linked skill development training in Advanced excel, electrician, Banking, financial services and insurance (BFSI), Business Process Outsourcing (BPO)	480	100%
4	Capacity building program on Chemical/ Industrial Disaster Risk Management in collaboration with GIDM (COE_ ISRM)	927	Nil
5	Supporting Research Scholars and though leadership for policy research- CSEP	23	Nil
6	Supporting differently abled children in their education Society for Education of Differently Abled (SEDA))	238	100%
7	Project Swasthya Seva - Preventive Health Care through 3 Mobile Medical Vans in 64 villages of Bharuch district	87001	100%
8	Upkeeping and maintenance of school toilets under swacch Bharat Abhiyan	3500	100%
9	Saving Little Hearts	61	100%
10	Project Asmita and Integrated Agriculture and Inclusive Dairy Value chain project	6581	100%
11	Water conservation through accelerating the adoption of Direct Seeding Rice	7926	10%
12	PB Knot-Cotton Initiative	4000	70%
13	Sahyog Project	17000	Nil
14	Jivodaya	10829	50%
15	Sustainable agriculture program towards conservation of soil	500	100%
16	Sustainable agriculture program in millets, pulses & mustard	189	100%
17	Need based projects Skill centre (100) & drainage repair(500), Umarawada, Support to education activities to Varanasi Trust(400)	1000	100%

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 multiple customer support channels to ensure that customer queries and complaints are addressed in an efficient and transparent manner. A dedicated ticket management system is in place to record, track, escalate and resolve complaints within defined timelines based on their nature and complexity.

Customers may reach the Company through the following channels:

• Telephone support:

A toll free number is available during business hours. Upon receipt of a query or complaint, a support ticket is generated and assigned to the relevant team for resolution within prescribed timelines. A predefined escalation matrix is followed where required to ensure timely closure..

• Company website:

Customers can submit queries or complaints through the ‘Contact Us’ section of the Company’s website by providing their contact details. Submissions are reviewed and forwarded to the appropriate department for action and resolution.

Details of all available communication channels are provided on the Company’s website at:

<https://www.piindustries.com/ContactUs.aspx>

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

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

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

Complaint Type	FY 26 Current Financial Year		Remarks	FY 25 Prev Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber Security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive trade practices	-	-		-	-	
Unfair trade Practices	-	-		-	-	
Others	1	17		-	18	

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

	Number	Reasons for recall
Voluntary Recall	None	Not Applicable
Forced Recall	None	Not Applicable

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.

Policy available (Yes / No):	Yes, PI Industries Limited has a robust cybersecurity policy in place to proactively manage risks and safeguard the confidentiality, integrity and availability of its information assets, including personal and sensitive data. As an ISO 27001:2022 certified organization, the Company adheres to stringent information security management standards. Cybersecurity and IT risks are identified as key focus areas within the Company's enterprise risk management framework, with defined processes for risk identification, assessment and monitoring. In addition, PI's data privacy policy provides transparency on the nature of data collected and retained, thereby strengthening stakeholder trust.
Web Link:	https://www.piindustries.com/Privacy-Policy https://www.piindustries.com/Media/Documents/Risk%20Management%20Policy.pdf

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.

No such instance recorded.

7. Provide the 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

Nil

c. Impact, if any, of data breaches

NA

Note: Reasonable Assurance has been undertaken on the indicators in the table above for FY 25-26. Name of the external agency is Price Waterhouse Chartered Accountants LLP.

Leadership Indicators

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

Channels/Platforms available (Yes / No)	Yes
Web Link:	https://www.piindustries.com/

PI Industries makes information on its products and services available to stakeholders through multiple digital platforms. These channels are used to share company updates, product information and key announcements.

Websites and platforms include:

- **Corporate website:**
<https://www.piindustries.com>
- **Social media platforms:**
 - LinkedIn: <https://www.linkedin.com/company/pi-industries-ltd/>
 - Instagram: <https://www.instagram.com/piindltd/>
 - YouTube (PI Industries): https://www.youtube.com/@PI_Industries
 - Facebook: <https://www.facebook.com/PiindustriesLtd>
 - Twitter (X): <https://twitter.com/PIINDLTD>
- **Other digital platforms:**
 - Facebook (PI Mitra): <https://www.facebook.com/PIMitra>
 - YouTube (PI Industries): <https://www.youtube.com/@piindustries1603>
 - YouTube (PI Mitra): <https://www.youtube.com/@PIMitra>
 - PI AgSciences business LinkedIn - <https://www.linkedin.com/company/piagsciences>

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

The Company undertakes regular demonstration programmes and distributes informational brochures to educate consumers on the safe and responsible use of its products with information of toxicity of the products, method of its application with precautionary measures like Use of PPE Clothing and first aid guidance. These efforts are supported by clear and informative product labelling and packaging to facilitate proper understanding and usage.

The Company maintains regular communication with its business partners and promptly informs them of any identified risks or potential discontinuation of essential services through established channels, including email and telephone communication.

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

The Company maintains regular communication with its business partners and proactively informs them of any identified risks or potential discontinuation of essential services through timely notifications, including emails and phone calls.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Product Information Over and Above (Yes / No / Not Applicable)	Yes The Company complies with all applicable local regulations related to product registration and sales. To support transparency and safe use, detailed Material Safety Data Sheets (MSDS) are provided with products, covering information on chemical composition, regulatory requirements, hazard classification, logistics and storage guidelines. MSDS are made available in local languages to ensure accessibility for farmers, distributors, retailers and sellers. Customer feedback is periodically assessed through structured surveys. In the most recent biannual B2B customer satisfaction survey, the Company recorded an overall satisfaction score of 86%. A similar survey conducted among B2C customers reported an average satisfaction score of 8.1 out of 10, with a Net Promoter Score (NPS) of 45
Survey carried out (Yes / No)	Yes

Independent Practitioner’s Reasonable Assurance Report on Identified Sustainability Information in PI Industries Limited’s Integrated Annual Report, which includes the Business Responsibility and Sustainability Report

To the Board of Directors of PI Industries Limited

We have undertaken to perform a reasonable assurance engagement for PI Industries limited (the “Company”) vide our Engagement Letter dated February 26, 2026, in respect of the agreed Sustainability Information referred in “Identified Sustainability Information” paragraph below (the “Identified Sustainability Information”) in accordance with the Criteria stated in the “Criteria” paragraph below. The Identified Sustainability Information is included in the:

- (a) Business Responsibility and Sustainability Report (“BRSR”) section in the Integrated Annual Report of the Company for the financial year ended March 31, 2026, pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the “LODR Regulations”); and
- (b) The “GRI Content Index” section in the Integrated Annual Report of the Company for the financial year ended March 31, 2026. The Reporting Boundary is as disclosed in the “Approach to Reporting” section in the Integrated Annual Report.

This engagement was conducted by a team comprising assurance practitioners and engineer/ environment expert.

Identified Sustainability Information

The Identified Sustainability Information for the financial year ended March 31, 2026, is summarised in Appendix 1 to this report.

Our reasonable assurance engagement was only with respect to the Identified Sustainability Information included in the Integrated Annual Report of the Company for the financial year ended March 31, 2026.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information are as follows:

- (a) for the information summarised in Part A - “BRSR Core indicators” in Appendix 1 to this report, the criteria used is the “BRSR Core”, which is a subset of the BRSR, consisting of a set of Key Performance Indicators (“KPIs”)/ metrics under nine Environmental, Social and Governance (“ESG”) attributes, as per the format of BRSR Core specified in Annexure 17A read with the format of BRSR and the guidance note given in Annexure 16 and 17, respectively, of the Securities and Exchange Board of India (SEBI) Master Circular SEBI/HO/CFD/PoD2/ CIR/P/0155 dated November 11, 2024, and the ‘Industry Standards on Reporting of BRSR Core’ issued by SEBI vide circular SEBI/HO/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024 (collectively referred to as the “SEBI Circulars”); and
- (b) for the information summarised in Part B - “Other Indicators” in Appendix 1 to this report, the criteria used is the Global Reporting Initiative Standards (the “GRI Standards”).

Management’s Responsibilities

The Company’s Management is responsible for determining the Reporting Boundary of the Identified Sustainability Information, and for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations including the SEBI Circulars and the GRI Standards, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, and content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation, and maintenance of internal control relevant to

the preparation of the Integrated Annual Report, which includes the BRSR, and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Company’s compliance with the requirements of LODR Regulations and the SEBI Circulars in relation to the BRSR including BRSR Core and the GRI Standards in relation to the other Identified Sustainability Information.

Inherent Limitations in preparing the Identified Sustainability Information

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, Greenhouse Gas (“GHG”) quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (“ICAI”) and the International Code of Ethics for Professional Accountants (including International Independence Standards) (“IESBA Code”) issued by the International Ethics Standard Board for Accountants, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Price Waterhouse Chartered Accountants LLP (the “Firm”) applies Standard on Quality Control 1, “Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements”, the International Standard on Quality Management (“ISQM”) 1 “Quality Management for Firms that perform Audits or Reviews of Financials Statements, or Other Assurance or Related Services Engagements” and ISQM 2 “Engagement Quality reviews”, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Practitioner’s Responsibilities

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information based on the procedures we have performed and the evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (“SSAE”) 3000, “Assurance Engagements on Sustainability Information” and the Standard on Assurance Engagements (“SAE”) 3410, “Assurance Engagements on Greenhouse Gas Statements”, both issued by the Sustainability Reporting Standards Board of the ICAI, and the International Standard on Assurance Engagement (“ISAE”) 3000 (Revised), “Assurance Engagements other than Audits or Reviews of Historical Financial Information” and the ISAE 3410 “Assurance Engagements on Greenhouse Gas Statements”, both issued by the International Auditing and Assurance Standards Board (collectively referred to as “the Standards”).

These Standards require that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information is prepared, in all material respects, in accordance with the Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Sustainability Information.

The procedures we performed were based on our professional judgement, and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures referred above, we:

- Obtained an understanding of the Identified Sustainability information and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information.
- Made enquiries of Company’s management, including those responsible for Sustainability, Environmental Social Governance (ESG), Corporate Social Responsibility (CSR), Human Resource (HR) etc., and those with responsibility for managing Company’s Integrated Annual Report which includes the BRSR.
- Obtained an understanding and evaluated the design of the key structures, systems, processes and controls for managing, recording and reporting on the Identified Sustainability Information including at the sites and corporate office visited. Further, for select Identified Sustainability Information, in addition to obtaining an understanding and performing evaluation of certain Information Technology General Controls (ITGCs), operating effectiveness of the ITGCs was also tested.
- Based on above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures.
- Checked the consolidation for various sites and offices including corporate office under the standalone Reporting Boundary (as mentioned in the Integrated Annual Report, which includes the BRSR) for ensuring the completeness of data being reported.
- Performed substantive testing on a sample basis of the Identified Sustainability Information within the standalone Reporting Boundary (as mentioned in the Integrated Annual Report) to verify that data had been appropriately measured with underlying documents recorded, collated and reported. This included assessing records and performing testing including recalculation of sample data to establish an assurance trail.
- Assessed the level of adherence to the BRSR Core and GRI Standards by the Company in preparing the Identified Sustainability Information in the Integrated Annual Report, which includes the BRSR.
- Assessed the Integrated Annual Report, which includes the BRSR for detecting, on a test basis, any major anomalies between the information reported in the Integrated Annual Report, which includes the BRSR on performance with respect to Identified Sustainability Information and relevant source data/information.
- Where applicable for the Identified Sustainability Information in the Integrated Annual Report, which includes the BRSR, we have relied on the information in the audited standalone financial statements of the Company for the year ended March 31, 2026 and the underlying books and records.
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the Management in the preparation of the Identified Sustainability Information.
- Obtained written representations from Company’s Management.

Exclusions

Our reasonable assurance scope excludes the following and, therefore, we do not express an opinion on the same:

- Operations of the Company other than the Identified Sustainability Information listed in Appendix 1 to this report.
- Aspects of the Integrated Annual Report and data/ information (qualitative or quantitative) included in the Integrated Annual Report other than the Identified Sustainability Information.
- Data and information outside the defined reporting period, i.e., the financial year ended March 31, 2026.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company and testing or assessing any forward-looking assertions and/ or data.

Opinion

Based on the procedures performed and the evidence obtained, the Company’s Identified Sustainability Information summarised in Appendix 1 to this report and included in the Integrated Annual Report for the financial year ended March 31, 2026, is prepared, in all material respects, in accordance with the Criteria specified in the “Criteria” section of our report.

Restriction on Use

Our obligations in respect of this report are entirely separate from, and our responsibility and liability is in no way changed by, any other role we may have (or may have had) as auditors of the Company or otherwise. Nothing in this report, nor anything said or done in the course of or in connection with the services that are the subject of this report, will extend any duty of care we may have in our capacity as auditor of the Company.

This report has been issued at the request of the Board of Directors of the Company to whom it is addressed, solely to enable them to comply with the requirements of the SEBI Circulars and LODR Regulations, on reporting Company’s sustainability performance and activities, and for publishing the same in the Company’s Integrated Annual Report, which includes the BRSR and will be published on the Company’s website. Our report should not be used for any other purpose or by any person other than the addressee of our report. Price Waterhouse Chartered Accountants LLP does not accept or assume any liability or any duty of care for any other purpose or to any person other than the Company.

For Price Waterhouse Chartered Accountants LLP
Firm Registration Number: 012754N/N500016

Kapil Gupta
Partner
Membership Number: 409660
UDIN: 26409660MUJOP11213
Place: Gurugram
Date: July 16, 2026

Appendix 1

Identified Sustainability Information

A. BRSR Core Indicators

Sr. No.	Principle and indicator reference*	Attribute	Parameters (key performance indicators)
1	Principle 6 — E7	Green-house gas (GHG) footprint	1. Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) 2. Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) 3. GHG Emission Intensity (Scope 1 +2) (a) Total Scope 1 and Scope 2 emissions (MT)/ Total Revenue from operations adjusted for PPP (b) Total Scope 1 and Scope 2 emissions (MT)/ Total output of product or services
2	Principle 6 — E3 and E4	Water footprint	1. Total water consumption 2. Water consumption intensity (a) Water Intensity per rupee of turnover adjusted for PPP (b) Water Intensity in terms of physical output. 3. Water Discharge by destination and levels of Treatment
3	Principle 6 — E1	Energy footprint	1. Total Energy Consumed 2. % of energy consumed from renewable sources (a) Energy intensity (b) Energy Intensity per rupee of turnover adjusted for PPP 3. Energy Intensity in terms of physical output.
4	Principle 6 — E9	Embracing circularity- details related to waste management by the entity	1. Plastic waste (A) 2. E-waste (B) 3. Bio-medical waste (C) 4. Construction and demolition waste (D) 5. Battery waste (E) 6. Radioactive waste (F) 7. Other Hazardous waste. Please specify, if any. (G) 8. Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) 9. Total waste generated ((A+B + C + D + E + F + G + H) 10. Waste intensity (a) Waste Intensity per rupee of turnover adjusted for PPP (b) Waste Intensity in terms of physical output 11. Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 12. For each category of waste generated, total waste disposed by nature of disposal method
5	Principle 3 — E1(C) Principle 3 — E11	Enhancing employee wellbeing and Safety	1. Spending on measures towards well-being of employees and workers- cost incurred as a % of total revenue of the company 2. Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company’s construction sites) (a) Number of Permanent Disabilities (b) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) (c) No of fatalities

Sr. No.	Principle and indicator reference*	Attribute	Parameters (key performance indicators)
6	Principle 5 — E3(b) Principle 5 — E7	Enabling Gender Diversity in Business	1. Gross wages paid to females as a % of wages paid 2. Complaints on POSH) (a) Total Complaints on Sexual Harassment (POSH) reported. (b) Complaints on POSH as a % of female employees / workers (c) Complaints on POSH upheld
7	Principle 8 — E4 Principle 8 — E5	Enabling Inclusive Development	1. Input material sourced from following sources as % of total purchases — Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns- wages paid to people employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost
8	Principle 9 — E7 Principle 1 — E8	Fairness in Engaging with Customers and Suppliers	1. Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9	Principle 1 — E9	Open-ness of business	1. Concentration of purchases & sales done with trading houses, dealers and related parties (a) Purchases from trading houses as % of total purchases (b) Number of trading houses where purchases are made from (c) Purchases from top 10 trading houses as % of total purchases from trading houses (d) Sales to dealers / distributors as % of total sales (e) Number of dealers / distributors to whom sales are made (f) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors 2. Loans and advances & investments with related parties Share of RPTs (as respective %age) in- (a) Purchases (b) Sales (c) Loans & advances (d) Investments

*‘E’ indicates Essential Indicator

B. Other Indicators

Sr. No.	GRI No	GRI Title / Disclosure
1	204-1	Proportion of spending on local suppliers a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organization’s geographical definition of ‘local’. c. The definition used for ‘significant locations of operation’.
2	302-1	Energy consumption within the organization a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. e. Total energy consumption within the organization, in joules or multiples.
3	302-3	Energy Intensity a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.
4	303-3	Water Withdrawal a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water. b. Total water withdrawal from all areas with water stress in megaliters and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water.
5	303-4	Water discharge a. Total water discharge to all areas in megalitres, and a breakdown of this total by the following types of destination, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water and the volume of this total sent for use to other organizations, if applicable.

Sr. No.	GRI No	GRI Title / Disclosure
6	303-5	Water Consumption a. Total water consumption from all areas in mega liters. b. Total water consumption from all areas with water stress in mega liters
7	305-1	Direct (Scope 1) GHG emissions a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.
8	305-2	Energy indirect (Scope 2) GHG emissions a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.
9	305-4	GHG emissions intensity (Basis Scope 1 and Scope 2 emissions) a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2) and,/or other indirect (Scope 3).
10	403-9	Work-related injuries a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked

Independent Practitioner’s Limited Assurance Report on Identified Sustainability Information in PI Industries Limited’s Integrated Annual Report

To the Board of Directors of PI Industries Limited

We have undertaken to perform a limited assurance engagement for PI Industries Limited (the “Company”) vide our Engagement Letter dated February 26, 2026, in respect of the agreed Sustainability Information referred in “Identified Sustainability Information” paragraph below (the “Identified Sustainability Information”) in accordance with the Criteria stated in the “Criteria” paragraph below. The Identified Sustainability Information is included in the “GRI Content Index” section in the Integrated Annual Report (the “Integrated Annual Report”) of the Company for the financial year ended March 31, 2026. The Reporting Boundary is as disclosed in the “Approach to Reporting” section in the Integrated Annual Report.

This engagement was conducted by a team comprising assurance practitioners and engineer/ environment expert.

Identified Sustainability Information

The Identified Sustainability Information for the financial year ended March 31, 2026, is summarised in Appendix 1 to this report.

Our limited assurance engagement was only with respect to the Identified Sustainability Information included in the Integrated Annual Report of the Company for the financial year ended March 31, 2026.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information is the Global Reporting Initiative Standards (“GRI Standards”), as set out under Appendix 1 to this report (the “Criteria”).

Management’s Responsibilities

The Company’s Management is responsible for determining the Reporting Boundary of the Identified Sustainability Information, and for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations including the GRI Standards, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, and content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation, and maintenance of internal control relevant to the preparation of the Integrated Annual Report, and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Company’s compliance with the GRI Standards by the Management of the Company in relation to Identified Sustainability Information.

Inherent Limitations in preparing the Identified Sustainability Information

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (“ICAI”) and the International Code of Ethics for Professional Accountants (including International Independence Standards) (“IESBA Code”) issued by the International Ethics Standard Board for Accountants, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Price Waterhouse Chartered Accountants LLP (the “Firm”) applies Standard on Quality Control 1, “Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related

Services Engagements” , the International Standard on Quality Management (“ISQM”) 1 “Quality Management for Firms that perform Audits or Reviews of Financials Statements, or Other Assurance or Related Services Engagements” and ISQM 2 “Engagement Quality reviews”, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Practitioner’s Responsibilities

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information based on the procedures we have performed and the evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (“SSAE”) 3000, “Assurance Engagement on Sustainability Information” issued by the Sustainability Reporting Standards Board of the ICAI, and the International Standard on Assurance Engagement (“ISAE”) 3000 (Revised), “Assurance Engagements other than Audits or Reviews of Historical Financial Information” issued by the International Auditing and Assurance Standards Board (collectively referred to as “the Standards”).

These Standards require that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement. A limited assurance engagement involves assessing the suitability in the circumstances of the Company’s use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Sustainability Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgement, and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures referred above, we:

- Obtained an understanding of the Identified Sustainability information and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and /or measurements of the Identified Sustainability Information.
- Made enquiries of Company’s management, including those responsible for Sustainability, Environmental Social Governance (ESG), Corporate Social Responsibility (CSR), Human Resource (HR) etc., and those with responsibility for managing Company’s Integrated Annual Report.
- Obtained an understanding and evaluated the design of the key structures, systems, processes and controls for managing, recording and reporting on the Identified Sustainability Information including at the sites and corporate office visited. Further, for select Identified Sustainability Information, in addition to obtaining an understanding and performing evaluation of certain Information Technology General Controls (ITGCs), operating effectiveness of the ITGCs was also tested.
- Based on above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures.
- Checked the consolidation for various sites and offices including corporate office under the standalone Reporting Boundary (as mentioned in the Integrated Annual Report) for ensuring the completeness of data being reported.
- Performed limited substantive testing on a sample basis of the Identified Sustainability Information within the standalone Reporting Boundary (as mentioned in the Integrated Annual Report) to verify that data had been appropriately measured with underlying documents recorded, collated and reported. This included assessing records and performing testing including recalculation of sample data to establish an assurance trail.
- Where applicable for the Identified Sustainability Information in the Integrated Annual Report, we have relied on the information in the audited standalone financial statements of the Company for the year ended March 31, 2026 and the underlying books and records.

- Assessed the level of adherence to GRI Standards, by the Company in preparing the Identified Sustainability Information in the Integrated Annual Report.
- Assessed the Integrated Annual Report for detecting, on a test basis, any major anomalies between the information reported in the Integrated Annual Report on performance, with respect to Identified Sustainability Information and relevant source data/information.
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the Management in the preparation of the Identified Sustainability Information.
- Obtained written representations from Company’s Management.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the Criteria.

Exclusions

Our limited assurance scope excludes the following and, therefore, we do not express a conclusion on the same:

- Operations of the Company other than the Identified Sustainability Information listed in Appendix 1 to this report.
- Aspects of the Integrated Annual Report and data/ information (qualitative or quantitative) included in the Integrated Annual Report other than the Identified Sustainability Information.
- Data and information outside the defined reporting period, i.e., the financial year ended March 31, 2026.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company and testing or assessing any forward-looking assertions and/ or data.

Limited Assurance Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Company’s Identified Sustainability Information summarised in Appendix 1 to this report and included in the Integrated Annual Report, for the financial year ended March 31, 2026, is not prepared, in all material respects, in accordance with the Criteria specified in the “Criteria” section of our report.

Restriction on Use

Our obligations in respect of this report are entirely separate from, and our responsibility and liability is in no way changed by, any other role we may have (or may have had) as auditors of the Company or otherwise. Nothing in this report, nor anything said or done in the course of or in connection with the services that are the subject of this report, will extend any duty of care we may have in our capacity as auditor of the Company.

This report has been issued at the request of the Board of Directors of the Company to whom it is addressed, solely to assist the Company in reporting Company’s sustainability performance and activities as a part of the Company’s Integrated Annual Report which will be published on the Company’s website. Our report should not be used for any other purpose or by any person other than the addressee of our report. Price Waterhouse Chartered Accountants LLP does not accept or assume any liability or any duty of care for any other purpose or to any person other than the Company.

For Price Waterhouse Chartered Accountants LLP
Firm Registration Number: 012754N/N500016

Kapil Gupta
Partner
Membership Number: 409660
UDIN: 26409660ULOUNS4117
Place: Gurugram
Date: July 16, 2026

Appendix 1

Identified Sustainability Information –

Sr. No.	GRI No	GRI Title / Disclosure
1.	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOx ii. SOx vi. Particulate matter (PM)
2.	401-1	New employee hires and employee turnover a. Total number and rate of new employee hires during the reporting period, by age group and gender. b. Total number and rate of employee turnover during the reporting period, by age group and gender.
3.	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for ‘significant locations of operation’.
4.	401 -3	Parental Leave a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.
5	403-8	Workers covered by an occupational health and safety management system a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Sr. No.	GRI No	GRI Title / Disclosure
6	404-1	Average hours of training per year per employee a. Average hours of training that the organization’s employees have undertaken during the reporting period, by: i. gender; ii. employee category.
7	404-2	Programs for upgrading employee skills and transition assistance programs a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment
8	404-3	Percentage of employees receiving regular performance and career development reviews a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.
9.	405-1	Diversity of governance bodies and employees a. Percentage of individuals within the organization’s governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old.
10	405-2	Ratio of basic salary and remuneration of women to men a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for ‘significant locations of operation’.