



**A TORRENT
GROUP COMPANY**

May 25, 2026

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot No. C/1,
G-Block, Bandra Kurla Complex,
Bandra (E), Mumbai – 400051.

Stock Symbol: JBCHEPHARM

Dear Sir,

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

In compliance with Regulation 34(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed please find the Business Responsibility and Sustainability Report, including Non-Financial Sustainability Disclosures, for the financial year 2025-26.

We request you to take the above on record.

Thanking you,

Yours faithfully,

For J.B. Chemicals & Pharmaceuticals Limited

**Sandeep Phadnis
Vice President – Secretarial
& Company Secretary**

Registered Office:
J. B. Chemicals & Pharmaceuticals Limited
CIN: L24390GJ1976PLC173077
302, Iscon Mall, Star India Bazar Building,
Opp. Jodhpur BRTS Satellite,
Ahmedabad- 380015, Gujarat, India
Email: secretarial@jbpharma.com

Corporate Office:
J. B. Chemicals & Pharmaceuticals Limited
CIN: L24390GJ1976PLC173077
Cnergy IT Park, Unit A, 3rd Floor, Appa Saheb Marathe Marg,
Prabhadevi, Mumbai 400 025.
Tel.:+91 22 2439 5200/5500

www.jbpharma.com

Business Responsibility and Sustainability Report



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Section C

Principle wise Performance Disclosure



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Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable

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Principle 2

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

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Principle 3

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

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Principle 4

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

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Principle 6

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

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

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

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Business Responsibility and Sustainability Report

Section A: General Disclosures



I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L24390GJ1976PLC173077
2.	Name of the Company	J B Chemicals and Pharmaceuticals Limited
3.	Year of Incorporation	18-12-1976
4.	Registered office address	302, Iscon Mall, Star India Bazar Building, Opp. Jodhpur BRTS Satellite, Ahmedabad – 380015, Gujarat, India.
5.	Corporate office address	Cnergy IT Park, Unit A2, 3 rd floor, Appa Saheb Marathe Marg, Prabhadevi, Mumbai 400 025.
6.	E-mail	secretarial@jbpharma.com
7.	Telephone	022 2439 5200/5500
8.	Website	www.jbpharma.com
9.	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up Capital	As of March 31, 2026, Paid up share capital is Rs.160,558,706 divided into 160558706 equity shares of face value Re. 1 each
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Sandeep Phadnis Tel: (022) 2439 5200 / 5500 E-mail: secretarial@jbpharma.com
13.	Reporting boundary	Standalone
14.	Name of assurance provider	DNV Business Assurance India Private Limited
15.	Type of assurance obtained	Reasonable assurance for 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 & Chemical Products, pharmaceuticals, medicinal chemical & botanical products	79%
2	Trade	Whole Sale trading	21%

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

S. No.	Product/Services	NIC Code	% of total turnover contributed
1	Oral Solids (tabs + capsules)	2100	58%
2	Injectables	2100	18%
3	Liquids	2100	8%
4	Lozenges	2100	6%

III. Operations

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

S. No.	Location	Number of plants	Number of offices (Including R&D sites)	Total
1.	National	8	1 Corporate office, 1 Registered office, 5 Regional offices, 26 C&F locations, 5 Warehouses, 1 R&D Centre	47
2.	International	0	4 (Russia, South Africa, Dubai and Philippines)	4

19. Markets served by the entity

a. Number of locations

S. No.	Locations	Number
1.	National (Number of states)	28
2.	International (Number of countries)	40+

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

35 %

c. A brief on types of customers:

JB Pharma is among the fastest-growing pharmaceutical companies in India and a prominent leader in the cardiology segment. Domestically, the company serves over 150 million patients each year. While India remains its primary market and key revenue driver, JB Pharma also considers Russia and South Africa as its home markets. Within India, five of its brands are ranked among the top 150 in the Indian Pharmaceutical Market (IPM). The company exports finished formulations to more than 40 countries, including the United States. In addition to its strong presence in branded generics, JB Pharma is a global leader in the production of medicated and herbal lozenges, ranking among the top five manufacturers worldwide. It operates eight advanced manufacturing facilities across India, including a dedicated unit for lozenges, all certified by major international regulatory authorities.

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)	5324	4779	89.76%	545	10.24%
2.	Other than permanent (E)	146	124	84.93%	22	15.07%
3.	Total employees (D+E)	5470	4903	89.63%	567	10.37%
Workers						
4.	Permanent (F)	278	197	70.86%	81	29.14%
5.	Other than permanent (G)	2158	1577	73.08%	581	26.92%
6.	Total workers (F+G)	2436	1774	72.82%	662	27.18%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	2	2	100%	0	0
2.	Other than permanent (E)	0	0	0	0	0
3.	Total Differently abled employees (D+E)	2	2	100%	0	0
Workers						
4.	Permanent (F)	7	5	71.43	2	28.57
5.	Other than permanent (G)	7	6	85.71	1	14.29
6.	Total Differently abled workers (F+G)	14	11	78.57	3	21.43

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel	2	0	0

The above information is as on 31st March 2026.

22. Turnover rate for permanent employees and workers

Category	FY 2025			FY 2024			FY 2023		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	22.61%	23.04%	22.65%	25.03%	18.92%	24.42%	29.43%	17.12%	28.25%
Permanent workers	6.83%	10.43%	7.78%	3.90%	4.49%	4.03%	4.58%	3.24%	4.27%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Torrent Pharmaceuticals Limited	Holding company	48.80%	No
2	Unique Pharmaceutical Laboratories FZE	Subsidiary	100.00%	No
3	OOO Unique Pharmaceutical Laboratories	Subsidiary	100.00%	No
4	Biotech Laboratories (Pty.) Ltd	Subsidiary	100.00%	No
5	JBCPL Philippines Inc	Subsidiary	100.00%	No

VI. CSR details

24. 1. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

2. If yes, Turnover – (in ₹)3,88,988.84 (Lakhs)

3. Net worth - (in ₹)4,03,770.67 (Lakhs)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2026			FY 2025		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities		0	0	-	0	0	-
Investors		0	0	-	0	0	-
Shareholders		6	0	-	8	0	-
Employees and workers	Yes, https://jbpharma.com/esg-sustainability-report/	71	8	Manual Redressal mechanism in place	0	0	Manual Redressal mechanism in place
Customers		330	5	-	446	0	-
Value Chain Partners		0	0	-	0	0	-
Other (please specify)		-	-	-	-	-	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water management	Risk	A shortage or water pollution at the source can interfere with operations, result in regulatory violations, affect production, and drive up expenses	Implementing efficient water usage practices such as ZLD, investing in water recycling and treatment systems, installed ETP plant capacity.	Negative
2	Waste management	Risk	Poor waste disposal methods can cause environmental harm, legal consequences, and damage to reputation, whereas proper waste management can lower expenses and improve sustainability	Implement waste management strategies by using proper segregation and disposal techniques, encouraging recycling efforts, and ensuring adherence to waste management regulations	Negative
3	Energy and emissions management	Risk	Inefficient energy use and high emissions contribute to environmental impact and regulatory compliance risks.	Conducting energy audits, investing in energy-efficient technologies and promoting renewable energy sources;	Negative
4	Climate change impact	Risk	Climate change can pose risks such as extreme weather events and supply chain disruptions.	Developing climate adaptation plans, reducing greenhouse gas emissions, and supporting initiatives addressing climate change and sustainability	Negative
5	Employee welfare	Opportunity	Focusing on employee well-being boosts job satisfaction and productivity, lowers turnover, attracts top talent, and strengthens the company's reputation.	N.A	Positive
6	Occupational health and safety	Risk	Inadequate safety measures can lead to accidents, injuries, legal liabilities, and reputational damage.	Develop a thorough safety protocol, offer training and resources to employees, carry out routine safety inspections, and promote a culture centered on safety and employee well being.	Negative
7	Patient health and safety	Opportunity	Patient safety is a fundamental principle in the pharmaceutical industry. Prioritizing health and safety leads to better outcomes and builds trust and a strong reputation.	N.A	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Accessibility and affordability to healthcare	Opportunity	Improving access to affordable healthcare enhances patient outcomes, broaden market reach, support social responsibility, and opens doors for growth and meaningful impact.	N.A	Positive
9	Community development	Opportunity	Supporting community development efforts builds strong relationships, boosts brand image, and promotes the social and economic welfare of local communities.	N.A	Positive
10	Business ethics and governance	Risk	Poor governance can result in legal and financial consequences, reputational damage, and loss of stakeholder trust.	Implementing a comprehensive code of ethics, establish clear policies, and provide regular ethics training to employees.	Negative
11	Product stewardship	Opportunity	Effective product stewardship can improve sustainability, customer trust, and market opportunities.	N.A	Positive
12	Regulatory compliance	Risk	Non-compliance with regulations can lead to legal penalties, reputational damage, and disruptions to operations	Establishing robust compliance procedures and implementing corrective actions to ensure adherence to applicable laws and guidelines.	Negative
13	Data security and privacy	Risk	Data breaches and privacy violations can lead to legal and financial repercussions, along with harm to the company's reputation	Enforce robust data encryption and security protocols, perform regular security audits, educate employees on data privacy best practices, and adhere to data protection laws.	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

S. No.	Principle Description	Reference of Company's Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Board Diversity Policy
P2	Businesses should provide goods and services in a manner that is sustainable and safe	Suppliers Code of Conduct
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	Human Rights Policy
P4	Businesses should respect the interests of and be responsive to all its stakeholders	Human Rights Policy
P5	Businesses should respect and promote human rights	Human Rights Policy, Suppliers Code of Conduct
P6	Businesses should respect and make efforts to protect and restore the environment	Environment, Health & Safety Policy
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	Business Responsibility policy
P8	Businesses should promote inclusive growth and equitable development	CSR Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	Business Responsibility Policy, Information Security Policy

Policy and Management processes:

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. (a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
(b) Has the policy been approved by the Board? (Yes/No)					Yes				
(c) Web Link of the Policies, if available					https://jbpharma.com/governance/ JB Pharma's all policies are available in above link				
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, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P1; National Guidelines on Responsible Business Conduct (NGRBC), United Nations Global Compact (UNGC), USFDA, P2; Extended Producer Responsibility (EPR) regulations, NGRBC P3; NGRBC, UNGC P4; NGRBC P5; United Nations Guiding Principles on Business and Human Rights (UNGP), NGRBC, UNGC P6; NGRBC, UNGC P7; NGRBC P8; NGRBC P9; Product Quality – ISO 9001: 2015, NGRBC								

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.								
	1.	To meet 40% of power demand from renewable energy by FY 2026-27 and 100% by FY 2032-33.							
	2.	Carbon neutral in direct operations (Scope 1 and 2 emissions) by FY 2032-33.							
	3.	Zero Liquid discharge (ZLD) for all plant location.							
	4.	To achieve Zero waste to Landfill by FY 2032-33.							
	5.	To achieve water positivity by FY 2032-33.							
	6.	To continue Zero Fatality at all plants and locations.							
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.								
	1.	Substituted >43% of total energy consumption by renewable energy compared to previous year 37%.							
	2.	Scope 1 emissions decreased by >7% compared to the previous fiscal year.							
	3.	All manufacturing sites are ZLD							
	4.	Zero fatalities for current reporting year.							

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)**

It gives us great pleasure to present the third edition of our Business Responsibility & Sustainability Report, encapsulating the progress and performance of JB Pharma during the financial year 2025-26. This report serves as a reflection of our enduring commitment to responsible business practices and our continued efforts to create long-term value across the pillars of Environment, Social, and Governance (ESG).

With a legacy of 50 years in the pharmaceutical industry, JB Pharma has remained unwavering in its purpose “to improve the quality of life for patients and contribute meaningfully to global healthcare.” Through the consistent delivery of high-quality, reliable products, we strive not only to meet the needs of today but also to build a sustainable and resilient future.

Grounded in strong ethical values, collaborative spirit, and an unwavering focus on patient well-being, JB Pharma has emerged as the fastest-growing Indian pharmaceutical company in the domestic market. Our growth is supported by a solid governance framework and a rigorous pharmacovigilance system that spans every stage of our operations. Working in tandem with our robust Quality Management System, the pharmacovigilance team plays a pivotal role in ensuring that patient safety remains integral to every aspect of our business practices.

Building on the materiality assessment conducted last year in collaboration with our senior leadership, we have continued to refine our focus on the ESG topics most critical to our stakeholders and long-term strategy. Goals and targets have been defined around key ESG performance indicators, and we are pleased to share that we have completed our first human rights assessment across all plants and offices under our operational control, reinforcing our commitment to ethical and responsible operations.

Our dedication to environmental sustainability remains strong. During the year, we sourced 36580599.53 kWh of electricity from renewable sources, an important milestone in our efforts to reduce our carbon footprint. Additionally, we procured 44,603 tons of steam from a third-party supplier, a step that not only supports operational efficiency but also aligns with our broader goal of moving away from non-renewable energy.

At the core of JB Pharma’s success is a strong organizational culture and a committed workforce that drives our vision forward. Anchored in our “People First” philosophy, we place great emphasis on nurturing the personal and professional growth of our workforce. Our approach is built on four foundational pillars: continuous learning and development, health and safety, work-life balance, and family well-being. True to our belief in “Good People for Good Health,” we remain deeply engaged in community-focused initiatives across education, healthcare access, child empowerment, hunger alleviation, and poverty reduction. These efforts are a reflection of our responsibility to create a lasting impact beyond business.

As we look ahead, we remain committed to strengthening our organization with a forward-looking, growth-oriented mindset always guided by the enduring values of integrity, trust, and dependability. With this foundation, we are confident in our journey toward continued progress and meaningful contributions to both the healthcare industry and society at large.

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Nikhil Chopra Chief Executive Officer (upto March 31, 2026) & Whole-Time Director (upto January 21, 2026) DIN Number : 07220097</p> <p>Aman Mehta (w.e.f. January 21, 2026) Managing Director DIN Number: 08174906</p>								
9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>JB Pharma's Board of Directors has established five committees that are crucial in shaping the company's strategy, vision, and governance practices. These committees ensure the implementation of robust mechanisms and policies across various areas, including risk management, compliance, sustainability, and reporting. The CSR (Corporate Social Responsibility) committee focuses explicitly on responsibly operating socially, environmentally, and ethically. It sets guidelines for the company to contribute to social welfare, support environmental initiatives, and extend assistance to needy people, embodying JB Pharma's commitment to positively impacting society and promoting responsible business practices.</p>								

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
1 Performance against above policies and follow up action	Yes																	
2 Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	<p>All policies are reviewed yearly by the Board. We prioritize compliance with all applicable laws and regulations. Adhering to legal requirements is an integral part of our business operations, and we proactively work to ensure compliance across all aspects of our operations. By maintaining high ethical standards, promoting fair competition, and adhering to legal obligations, JB Pharma demonstrates its commitment to responsible and compliant business practices.</p>																	

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	<ol style="list-style-type: none"> DNV Business Assurance India Private Limited has been engaged to provide assurance on JB Pharma Business Responsibility & Sustainability Report for FY 2025-26. As part of the assurance process, DNV has reviewed implementation of ESG related policies at operational level. The procedures and compliances pertaining to the working of Company's policies are also evaluated by the internal auditors of the Company from time to time. 								

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)									
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)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: Principle-wise performance disclosure

Principle 1

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



ESSENTIAL INDICATORS

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

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	14	The Company conducts familiarisation programmes for its Board of Directors at regular intervals which covers topics such as ESG parameters and targets, corporate governance practices, various other industry, business and regulatory updates.	100%
Key Managerial Personnel	20		100%
Employees other than BoD and KMPs	750	The employees / workers undergo various trainings / awareness sessions such as induction training at the time of joining and leadership, policy, technical and compliance training during the course of employment.	98.97%
Workers	144		100.00%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2024

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/Fine Settlement Compounding fee	For FY25-26, there were no cases pending pertaining to unfair trade practices, irresponsible advertising, and/or anti-competitive behavior. There were no fines/penalties/punishment/ award/ compounding fees/ settlement amounts paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in FY 2025-26.				

Non – Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Imprisonment Punishment	None				

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
N.A	N.A

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

JB Pharma has an independent Anti-Corruption and Bribery Policy that outlines clear guidelines to ensure transparent and ethical conduct in all interactions. The policy can be accessed here: [Anti-Bribery and Anti-Corruption Policy](#).

Web-link of ABAC policy: <https://jbpharma.com/wp-content/uploads/2024/04/ABAC-Signed-Policy.pdf>

The policy applies to all employees, members of the Board of Directors, subsidiaries, and Business Associates (including suppliers, contractors, and other key partners), and enforces a zero-tolerance stance on all forms of bribery and corruption. It prohibits employees, Directors, and Company representatives from offering or accepting bribes, whether in the form of gifts, cash, services, or other benefits, either directly or indirectly.

Monitoring and Redressal of Corruption cases the Company has provided a whistleblowing mechanism to all employees and third parties to report any genuine concerns associated with unethical business practices, including corruption and bribery.

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

Segment	FY 2026	FY 2025
Directors	0	0
Key Managerial Personnel	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

Segment	FY 2026		FY 2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not Applicable

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

Segment	FY 2026	FY 2025
Number of days of accounts payables	114	104

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

Parameter	Metrics	FY 2026	FY 2025
Concentration of Purchases	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	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	7908	5952
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	9.27%	8.89%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	2.87%	3.63%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

LEADERSHIP INDICATORS

1. Awareness programmes conducted for 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
3	BRSR 9 principles, Business Responsibility & Human Rights	100%

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

Yes. The Company has framed a Code of Conduct for the Board of Directors and Senior Management Personnel (SMPs), which lays down the process for avoidance of conflict of interest by any Board member or SMPs. A disclosure of interest is obtained from the SMPs on quarterly basis and is placed before the Board of Directors for noting. Further, an annual affirmation of compliance of the said code is also obtained from such persons.

Weblink: <https://jbpharma.com/wp-content/uploads/2024/04/Code-of-conduct.pdf>

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



ESSENTIAL INDICATORS

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

Segment	FY 2026 (%)	FY 2025 (%)	Details of improvements in environmental and social impacts
R&D	1.35%	1.19%	R&D investments are directed toward projects aimed at enhancing the environmental and social impact of our products and processes. Capital expenditure projects focus on reducing our environmental footprint through initiatives such as energy and water conservation, and increased adoption of renewable energy sources.
Capex	0.18%	0.21%	

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

We are in the business of manufacturing, distributing, and selling pharmaceutical & related products, which are meant for human consumption, & the needs of our patients. We lay great emphasis on quality & ensure the sourcing of all raw & packaged materials is of exemplary standards.

JB PHARMA is committed to partnering with suppliers who share our commitment to environmental sustainability. Suppliers must comply with applicable environmental laws and regulations and actively work towards minimizing their environmental impact.

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

Sustainability parameters are integrated into our overall supply chain having a Sustainable Supply Chain Policy and Supplier Code of Conduct. The Company also carries out assessment of suppliers based on ESG parameters and organizes capacity building workshops for critical suppliers, who are selected based on value, volume and dependency.

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

- (a) Plastics (including packaging) :** 100% equivalent amount of plastic waste is collected through waste management agency and co-processed, recycled and/or converted to energy.
- (b) E-waste :** 100% e-waste is sold to authorized vendors.
- (c) Hazardous waste:** We channelized 76.24% of hazardous waste for recycling, co-processing and disposed 10.32 % to secured landfill.
- (d) other waste:** Non-hazardous waste such as glass, MS scrap, wood waste, boiler ash etc. is sent to authorised recyclers or to brick manufacturers.

As a pharmaceutical company, we do not engage in reclaiming or recycling products at the end of their lifecycle. However, all our manufacturing sites and warehouses are equipped with robust waste management systems. For products that remain unused in the market for any reason, we follow defined procedures to return them to a central warehouse, where they are safely disposed of through incineration by a government-authorized destruction agency.

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

Yes, we work in compliance with India's Plastic Waste Management Rules, 2016 (subsequent abatements) and the Extended Producer Responsibility (EPR) guidelines. Our waste collection plan is in line with the EPR plan submitted to Pollution Control Board (PCB). During the year FY2025, we fulfilled the target by recycling and end of life as per the EPR requirements.

LEADERSHIP INDICATORS

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

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

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
-	-	-

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	FY 2025
Not applicable. As in the pharmaceutical industry, we can't use recycled or reused input materials in the manufacturing process due to contamination issues as well as its nature of products. However, in some of our operations, we recover the spent solvent through solvent recovery system and reuse the same in our operations.		

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:**

Category	FY 2026			FY 2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste – expired drug	0	0	0	0	0	0
Other Waste	-	-	-	-	-	-

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

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

Principle 3

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



ESSENTIAL INDICATORS

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

Category	Total (A)	% Of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	4779	4779	100	4779	100	0	0	4779	100	4779	100
Female	545	545	100	545	100	545	100%	0	0	545	100
Total	5324	5324	100	5324	100	545	10.24	4779	89.76	5324	100
Other than Permanent Employees											
Male	124	103	83.06	102	82.26	0	0	0	0	0	0
Female	22	22	100.00	22	100.00	22	100	0	0	0	0
Total	146	125	85.62	124	84.93	22	15.07	0	0	0	0

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

Category	Total (A)	% Of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	197	197	100	197	100	0	0	197	100	197	100
Female	81	81	100	81	100	81	100	0	0	81	100
Total	278	278	100	278	100	81	29.14	197	70.86	278	100
Other than Permanent Employees											
Male	1577	135	8.56	1517	96.20	0	0	0	0	1517	96.20
Female	581	117	20.14	576	99.14	581	100	0	0	576	99.14
Total	2158	252	11.68	2093	96.99	581	26.92	0	0	2093	96.99

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

Segment	FY 2026	FY 2025
Cost incurred on wellbeing measures as a % of total revenue of the company	0.24%	0.21%

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

Benefits	FY 2026			FY 2025		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	45.29*	2.61*	Y	8.00*	23.00*	Y
Others – Superannuations	0.04	0	Y	0.04	0	Y
Others – NPS	2.30	0	Y	100%	100%	Y

Note: * ESIC - As per new Wage Code, only Basic is considered for calculation of ESIC. Daman Plant employees and Workers are also included for ESIC consideration.

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

The company has made provisions for the differently abled employees in the organization including all manufacturing sites.

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

We are dedicated to cultivating a workplace that embraces inclusivity and diversity, where every individual is treated with respect and provided with equal opportunities for personal and professional growth. We firmly believe in offering equal employment and advancement prospects to all employees and applicants, regardless of their race, gender, ethnicity, religion, sexual orientation, caste, creed, color, or disability. Our commitment to equal opportunity governs our practices related to recruitment, hiring, training, promotion, and compensation, ensuring a fair and equitable environment for all. We are resolute in fostering a workplace that celebrates diversity and nurtures a culture of inclusion, where each person's unique talents and perspectives are valued and nurtured. Our aim is to create an environment that embraces and promotes the richness of diversity.

Web-link of the policy: <https://jbpharma.com/wp-content/uploads/2024/03/Human-Rights-policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	98%	44%	0	0
Female	79%	67%	0	0
Total	88.5%	55%	0	0

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent employees and workers	JB Pharma encourages an amicable and fair resolution of grievances.
Other than permanent employees and workers	Employees are encouraged to first discuss the grievance with their immediate reporting authority and attempt to arrive at a resolution before invoking a formal grievance redressal mechanism.

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

Category	FY 2026			FY 2025		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / Workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	5324	0	0	5126	0	0
Male	4779	0	0	4610	0	0
Female	545	0	0	516	0	0
Total Permanent Workers	278	0	0	391	0	0
Male	197	0	0	304	0	0
Female	81	0	0	87	0	0

8. Details of training given to employees and workers

Category	FY 2026					FY 2025				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation ¹	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	4779	807	16.89	3525	73.76	4610	396	8.59	2923	63.41
Female	545	224	41.10	430	78.90	516	253	49.03	451	87.40
Total	5324	1031	19.37	3955	74.29	5126	649	12.66	3374	65.82
Workers										
Male	197	83	42.13	70	35.53	304	22	7.24	135	44.41
Female	81	64	79.01	28	34.57	87	14	16.09	83	95.40
Total	278	147	52.88	98	35.25	391	36	9.21	218	55.75

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

Category	FY 2026			FY 2025		
	Total (A)	No (B)	% (B / A)	Total (C)	No (D)	% (D / C)
Employees						
Male	4779	4779	100%	4610	4610	100%
Female	545	545	100%	516	516	100%
Total	5324	5324	100%	5126	5126	100%
Workers						
Male	197	197	100%	304	304	100%
Female	81	81	100%	87	87	100%
Total	278	278	100%	391	391	100%

10. Health and Safety Management System

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

Yes, JB Pharma has an occupational health and safety management system that encompasses all of its operations. Each plant is guided by an Environment, Health, and Safety (EHS) Policy, which drives efforts toward creating a safe and secure work environment by outlining our EHS standards and practices. The Health and Safety Management system ensures the implementation of top-tier health and safety practices aligned with global standards through ongoing risk identification, assessment, and mitigation, with active workforce involvement. JB Pharma is committed to upholding the highest safety standards across its facilities. To support this, the company conducts job safety analyses based on a work permit system, which governs both routine and non-routine activities. While the work permit system manages non-routine control processes, standard operating procedures (SOPs) ensure safe operations for routine tasks.

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

To maintain the highest safety standards across all facilities, the Company conducts job safety analyses in accordance with the work permit system, which covers both routine and non-routine activities. Additionally, JB Pharma carries out an annual workplace risk assessment to identify potential chemical, biological, or physical hazards that may pose a threat to human health and lead to exposure risks. Risk assessments are conducted to pinpoint potential dangers, and a range of control measures, such as substitution, engineering, and administrative controls, are implemented to improve safety practices. JB Pharma's committees are responsible for overseeing and enhancing the Health and Safety Management system. Standard Operating Procedures (SOPs) support incident reporting, investigations, and the application of corrective actions. The Company fosters an open and transparent culture, encouraging employees to report unsafe conditions, actions, and near-miss events, which are addressed by the safety department and management. Ongoing conversations with the safety department and supervisors promote continuous improvement and help prevent illness or injuries among the workforce. Safety infrastructure and electrical audits are conducted at the plants every six months.

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

Yes, the Company has established comprehensive Standard Operating Procedures (SOPs) for the timely identification and mitigation of work-related hazards and risks. All workers receive occupational health and safety training, which includes methods for identifying workplace hazards, assessing the associated risks, and implementing appropriate measures to mitigate them. Employees are also trained on how to use emergency equipment such as fire hydrants, fire-fighting systems, spill and leak control methods, and safety alarms during safety drills and emergency evacuation exercises. Furthermore, the staff's ability to manage emergencies is regularly evaluated. Practical training and online safety modules are provided to educate employees on how to report and respond to work-related hazards.

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

Yes, the Company offers non-occupational medical and healthcare services to its employees and workers. Additionally, it ensures that all employees and workers have access to medical insurance. The Company also implements comprehensive health programs that encourage healthy lifestyle habits to improve both physical and mental well-being for all employees and workers.

Examples of health programmes and services provided to employees include:

- Nutrition awareness camp
- Eye, dental, and heart screenings
- Stress management session
- Lifestyle counselling session
- Monthly sessions on Health topics with renowned Doctors
- Counselling sessions on mental health

11. Details of Safety related incidents:

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

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

- Conduct HAZOP (Hazard and Operability Study) during the project implementation stage to identify potential hazards early, ensuring safer design and operation, and reducing the risk of accidents and operational disruptions.
- Carry out HIRA (Hazard Identification and Risk Assessment) for each activity to systematically assess risks, enhance safety measures, and minimize workplace hazards.
- Report unsafe acts, unsafe conditions, and near misses to proactively address potential safety issues, fostering a safer work environment and preventing accidents.
- Ensure compliance with legal licenses and regulatory requirements for plant operation to avoid legal penalties, ensure smooth operation, and maintain corporate reputation and community trust.
- Maintain procedures for incident investigation and corrective and preventive actions to enable quick response to incidents, prevent recurrence, and continuously improve safety protocols.
- Hold regular meetings with employees to promote open communication, increase employee engagement, and promptly address safety and operational issues.
- Maintain an On-Site Emergency Plan to handle emergencies, available 24X7, to ensure readiness to respond effectively, minimizing potential harm to personnel and property.

- Ensure the presence of a full-time firefighting team and a comprehensive fire-fighting system, including fire extinguishers throughout the plant, to provide immediate response capabilities and reduce fire-related risks and damage.
- Conduct regular mock drills to assess the preparedness of the On-Site Emergency Plan to enhance emergency response skills, identify areas for improvement, and ensure the plan's effectiveness.

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

	FY 2026			FY 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	71	8	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year

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

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

There have been no adverse findings from the assessments undertaken for the reporting year and hence no corrective actions undertaken.

LEADERSHIP INDICATORS

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

Employees: Yes (B) Workers: Yes

Yes, as a responsible organization, we provide life insurance / compensatory package in the event of death of employees and workers

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

The Company requires its value chain partners to abide by the principles of the Company's Supplier Code of Conduct and implement responsible business conduct principles in its operating practices and in line with contractual obligations.

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

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

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

Yes, Throughout their employment, all employees receive skill-upgradation training from the Company on a regular basis. The training programmes address the specific needs of the cadre and key function areas, allowing employees to continue working after retirement or termination based on the acquired 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	100%

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

There were no significant risks / concerns arising from the assessments of health and safety practices and working conditions of value chain partners.

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.

J B Chemicals and Pharmaceuticals actively engages with stakeholders to identify key material issues and is dedicated to meeting their expectations. As a responsible organization, we are committed to building strong and meaningful relationships with our stakeholders. Our stakeholder engagement process, rooted in inclusivity, accountability, and responsibility, helps us recognize the relevant stakeholder groups. During the stakeholder engagement and materiality assessment exercise conducted in FY 2021-22, we identified the important groups based on those who are directly impacted and those who significantly influence the business. The primary internal and external stakeholders defined by the Company include investors/shareholders, regulators, suppliers/vendors/third-party manufacturers, non-governmental organizations (NGOs), the community, B2B customers, employees, and senior management.

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	<ol style="list-style-type: none"> Employee focused web portal E-mail Employee engagement surveys Town-halls 	Ongoing	<p>Employee well-being and satisfaction is an integral part of the Company's growth strategy. Employee engagement through various means of communication provides an insight into the key action areas for employee well-being and growth. The key areas of interest for employees are:</p> <ol style="list-style-type: none"> Learning and Development Professional Growth Well-being initiatives Employee recognition Fair remuneration Work-life balance
Senior Management	No	<ul style="list-style-type: none"> In-person meetings Virtual modes such as e-mail, telephonically 	Ongoing	<p>Senior leadership are the key drivers of the Company's sustainable value creation strategy. Senior leadership engagement facilitates the interlinkage of business and sustainable value creation. The key areas of interest for senior leadership are:</p> <ol style="list-style-type: none"> Sustainable and resilient business operations R&D and innovation Overall company performance

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
Government and Regulators	No	<ul style="list-style-type: none"> In-person meetings E-mail 	Need – based	<p>Transparent communication with the regulators is critical from the compliance perspective. The key areas of interests for the regulators are:</p> <ol style="list-style-type: none"> Regulatory compliance Community engagement Rural market penetration Supply chain continuity <p>Product responsibility</p>
Communities	Yes	<ul style="list-style-type: none"> In-person meetings Engagement through NGO partners 	Ongoing	<p>Community development programs initiated by the Company helps in driving a positive impact on the community members. The key areas of interest for community are:</p> <ul style="list-style-type: none"> Community development programs with a focus on health, education, sanitation and infrastructure development
Investors & Shareholders	No	<ul style="list-style-type: none"> Annual/ quarterly reports and earning calls Attending investor conferences Issuing specific event based press releases. Investor presentations 	Quarterly/ need based	<p>Investors/ Shareholders form an integral part of the stakeholder. group, influencing the decisions of the Company. The key areas of interest for the investors/ shareholders are:</p> <ol style="list-style-type: none"> Corporate governance ESG Regulatory compliance Responsible supply chain management Product responsibility Cost competitiveness Overall company performance
Customers	No	<ul style="list-style-type: none"> In-person meetings E-mail Customer Feedback Sessions 	Ongoing	<p>Customers form a vital part of the Company's stakeholder engagement group. The key areas of interest for Customer B2B are:</p> <ul style="list-style-type: none"> Product quality, timely supply and pricing
Suppliers	No	<ul style="list-style-type: none"> Safety Week Safety meeting and trainings Team Meetings Governance with measured KPIs 	<ul style="list-style-type: none"> Weekly Monthly Quarterly 	<ul style="list-style-type: none"> Enhancing supplier engagement across ESG parameters

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.

At JB Pharma, we recognize the critical role of targeted stakeholder engagement in identifying environmental, social, and governance (ESG) issues that are important to the Company. Through an extensive stakeholder engagement process conducted in FY 2021-22, key material issues were identified and presented to the highest governing body and the Board for consideration to inform strategy and decision-making. This engagement process is regularly reviewed as part of our ongoing efforts to interact with both internal and external stakeholders, ensuring we stay attuned to the significant material issues affecting them.

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, based on stakeholder engagement and materiality assessment, the company has identified the key social and environmental aspects that are most relevant to its operations and stakeholders. JB Pharma acknowledges the critical role these assessments play in shaping responsible business practices. Feedback received from stakeholders through these processes is actively incorporated into our policies and initiatives. Below are some examples illustrating how stakeholder insights have been integrated into our actions:

- a. **Materiality Assessment:** We actively seek stakeholder input to determine the most important social and environmental issues impacting our business. Feedback from a diverse group of stakeholders, including employees, customers, investors, NGOs, and local communities, is thoroughly evaluated. The material topics identified through this process are prioritized and integrated into our sustainability strategy, reporting frameworks, and overall decision-making.
 - b. **Policy Development:** Stakeholder input plays a key role in shaping the content, goals, and execution of our existing ESG policies. This approach ensures our policies remain aligned with stakeholder expectations and focus on the most pertinent issues.
 - c. **Stakeholder Collaboration:** Stakeholder input is taken into account when designing and executing initiatives to tackle social and environmental challenges. Working together with stakeholders allows us to co-develop solutions, ensuring that our actions are aligned with their needs and concerns. This collaborative approach enhances the impact and credibility of our efforts.
 - d. **Reporting and Transparency:** Stakeholder feedback is considered when sharing social and environmental performance in our sustainability report and other communication platforms. The insights gathered help enhance the quality and relevance of the information, making it more impactful and valuable to stakeholders. By actively engaging with stakeholders and incorporating their feedback into our policies, initiatives, and reporting, JB Pharma fosters a more inclusive and informed approach to sustainability, driving stakeholder satisfaction and long-term value creation.
3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

The Company has designated community members as a vulnerable/marginalised stakeholder group. The Company conducts a community needs assessment as part of the Corporate Social Responsibility (CSR) programs to determine and prioritise the focus areas for community development. The Company has implemented a number of such CSR projects in six priority areas, including disaster assistance, rural development, sanitation, and drinking water projects. Refer to the Annual Report and the Company's Annual CSR report for more information.

Principle 5

Businesses should respect and promote human rights



ESSENTIAL INDICATORS

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

Category	FY 2026			FY 2025		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	5324	5080	95.42%	5126	4,437	86.56%
Other than permanent	146	34	23.29%	178	0	0
Total employees	5470	5114	93.49%	5304	4437	83.65%
Workers						
Permanent	278	278	100.00%	391	387	98.98%
Other than permanent	2158	1755	81.33%	1956	0	0
Total workers	2436	2033	83.46%	2347	387	16.49%

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

Category	FY 2026					FY 2025				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent										
Male	4779	-	-	4779	100%	4610	-	-	4610	100%
Female	545	-	-	545	100%	516	-	-	516	100%
Other than permanent										
Male	124	-	-	124	100%	150	-	-	150	100%
Female	22	-	-	22	100%	28	-	-	28	100%
Workers										
Permanent										
Male	197	-	-	197	100%	304	-	-	304	100%
Female	81	-	-	81	100%	87	-	-	87	100%
Other than permanent										
Male	1577	1577	100%	-	-	1444	1444	100%	-	-
Female	581	581	100%	-	-	512	512	100%	-	-

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	8	120 lakhs	2	74.165 lakhs
Key Managerial Personnel **	2	15158222	0	0
Employees other than BoD and KMP	4779	521640	545	549996
Workers	197	455988	81	457740

Note: *includes remuneration paid to directors who ceased to be directors during the financial year 2025-26.

**only CS and CFO have been considered. MD/WTD appointed /ceased during the financial year 2025-26 are already included under Board of Directors.

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

Segment	FY 2026	FY 2025
Gross wages paid to females as % of total wages	10.28%	8.76%

Note; * Considered Total CTC

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

Yes, the Company's Head of Human Resources is responsible for monitoring and addressing human rights impacts and issues. As part of its Human Rights Policy, the Company expects all key stakeholders to respect and comply with the policy principles, as well as all applicable laws and regulations, in all of its operating regions.

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

At J.B. Pharma, we understand the importance of strong grievance redressal systems in strengthening stakeholder relationships, building trust, and supporting effective business operations. These systems reflect our dedication to operating in a secure, responsible, and sustainable manner.

We have established a Prevention of Sexual Harassment (POSH) policy that empowers individuals to report unethical conduct. Our Internal Complaints Committee (ICC) is responsible for ensuring the safety and protection of employees against any form of sexual harassment. In addition, our Whistleblower Policy allows directors, employees, and stakeholders to report suspected misconduct or unethical practices to the redressal committee.

In collaboration with the audit committee, the redressal committee investigates escalated concerns and ensures appropriate action is taken. These initiatives highlight our commitment to resolving grievances promptly, fostering a positive and respectful work culture, and upholding the highest ethical standards. Employees are encouraged to approach their HR representative for support or to raise concerns.

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

Category	FY 2026			FY 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	2	2	Done
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

	FY 2026	FY 2025
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	2
Complaints on POSH as a % of female employees / workers	0	0.4%
Complaints on POSH upheld	0	0

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

We are dedicated to fostering a workplace that is free from discrimination and harassment, maintaining a strict zero-tolerance stance against such conduct. Employees are encouraged to report any instances of harassment, and we are committed to addressing all complaints promptly and effectively. To support this commitment, we have established committees at multiple locations to thoroughly investigate cases of sexual harassment and recommend appropriate action.

JB Pharma has implemented several key policies, including the Anti-Discrimination and Harassment Policy, the Prevention of Sexual Harassment (POSH) Policy, and the Human Rights Policy. In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, we have also constituted an Internal Complaints Committee to provide employees with a reliable platform to raise concerns and seek redressal for any human rights violations.

Our objective is to create a safe, inclusive, and respectful work environment where every individual is valued and treated with dignity.

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

Yes, JB Pharma's 'Code of Conduct for Suppliers' mandates that suppliers adhere to all relevant laws, labor standards, environmental regulations, and uphold human rights and ethical principles.

10. Assessments for the year

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

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

No significant risks / concerns were identified.

LEADERSHIP INDICATORS

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

There were no human rights grievances or complaints currently impacting our business processes. Consequently, there are no modifications or introductions of new processes related to addressing human rights concerns. We remain committed to upholding human rights standards and will continue to monitor and address any issues should they arise in the future.

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

We have established a due diligence process focused on conducting human rights assessments to identify potential concerns within our internal operations. These assessments cover critical areas such as child labor, forced labor, discrimination, harassment, fair wages, health and safety, and freedom of association. This process is implemented across our locations in Panoli, Ankleshwar, Daman, and our Head Office.

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?

The Company's premises and offices, including the registered and corporate offices, are equipped with ramps, elevators, and other necessary infrastructure to accommodate differently abled individuals. Additionally, wheelchair-accessible restrooms are available at certain locations.

4. Details on assessment of value chain partners:

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

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

Not Applicable

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

ESSENTIAL INDICATORS

1. Details of total energy consumption (in GJ) and energy intensity:

Parameter	FY 2026	FY 2025
From renewable sources		
Total electricity consumption (A) (GJ)	1,31,690.16	52,571.91
Total fuel consumption (B) (GJ)	145837	120,612.69
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumed from renewable sources (A+B+C) (GJ)	2,77,526.67	173,185
Total electricity consumption (D) (GJ)	2,49,771.38	193,044.60
Total fuel consumption (E)	59,497.75	59,124.68
Energy consumption through other sources (F)	48,323.79	39,965.73
Total energy consumed from non-renewable sources (D+E+F) (GJ)	3,57,592.92	292,135.01
Total energy consumed (A+B+C+D+E+F)	6,35,119.60	465,319.61

Parameter	FY 2026	FY 2025
Energy intensity per rupee of turnover (Total energy consumed in GJ/ Revenue from operations)	0.000016544	0.0000124988
Energy intensity per rupee of turnover (Total energy consumed in GJ/ Revenue from operations INR in crores)	163.27	124.988
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in GJ / Revenue from operations adjusted for PPP)	0.0003321	0.000258
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

Yes, DNV Business Assurance India Private Limited (DNV)

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

No. The company is not identified as a designated consumers under the performance, Achieve and Trade (PAT) scheme of the government of India

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

Parameter	FY 2026	FY 2025
Water withdrawal by source (in kiloliters)		
(i) Surface water	549.9*	1,825.00*
(ii) Groundwater	25005.63	26,160.22
(iii) Third party water	2,86,297.9	2,97,607.66
(iv) Seawater / desalinated water	0	0
(v) Others (water bottle)	0	34.88
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	3,11,853.43	3,25,627.76
Total volume of water consumption (in kiloliters)	3,07,507.00	3,20,648.13
Water intensity per rupee of turnover (Total water consumption in KL/ Revenue from operations)	0.0000086	0.00000861281
Water Consumption Intensity (Total water consumption in KL / Revenue from operations in INR Crore)	79.05	86.120
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption in KL / Revenue from operations adjusted for PPP)	0.000163	0.000178
Water intensity in terms of physical output	N.A	N.A
Water intensity (optional) – the relevant metric may be selected by the entity	N.A	N.A

Note; 1. *Surface water includes Rainwater harvested at Daman Plant. 2) 45 Liters of water consumed at the office location per person per day.

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.

Yes, DNV Business Assurance India Private Limited (DNV)

4. **Provide the following details related to water discharged:**

Parameter	FY 2026	FY 2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	4346*	4,980 *
- With treatment – please specify level of treatment	0	0

Parameter	FY 2026	FY 2025
(v) Others		
- No treatment	0	0
- With treatment	0	0
Total water discharged (in kilolitres)	4346	4980

Note; *80% of water withdrawn is considered as discharged at the office location & treated as per municipal requirement:

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.

Yes, DNV Business Assurance India Private Limited (DNV)

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

At JB Pharma, we have adopted Zero Liquid Discharge (ZLD) systems across all our facilities, ensuring that no liquid waste is released into the environment. Instead, all wastewater generated during manufacturing is treated and recycled on-site. This initiative significantly reduces our environmental footprint by conserving water and preventing pollution of natural water bodies. Our approach is guided by the principles of "Reduce, Recover, and Recycle" to minimize freshwater usage. Treated effluent is reused for utility operations and irrigation through advanced technologies like RO (Reverse Osmosis), MEE (Multiple Effect Evaporator), and Scaleaban. By implementing ZLD, we reaffirm our commitment to sustainability and responsible water resource management.

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

Parameter	Please specify unit	FY 2026	FY 2025
NOx	mg/nm3	4.90	4.99
SOx	mg/nm3	3.44	2.49
Particulate matter (PM)	mg/nm3	6.92	3.17
Persistent organic pollutants (POP)	NA	N.A	N.A
Volatile organic compounds (VOC)	NA	N.A	N.A
Hazardous air pollutants (HAP)	NA	N.A	N.A
Others – please specify	NA	N.A	N.A

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

Yes, DNV Business Assurance India Private Limited (DNV)

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

Parameter	Unit	FY 2026	FY 2025
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	5,238.92	5,651.98
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	54,647.26	48,756.48
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions in metric tonnes / Revenue from operations)		0.000001560	0.000001461
GHG Emission intensity per rupee of turnover (Total GHG emission in metric tonnes / Revenue from operations in crores INR)		15.40	14.61
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 in metric tonnes / Revenue from operations adjusted for PPP)		0.0000317	0.00003019
Total Scope 1 and Scope 2 emission intensity in terms of physical output		N.A	N.A
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		N.A	N.A

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

Yes, DNV Business Assurance India Private Limited (DNV)

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

- Use of High efficiency equipments (Boilers, Heat Pumps, Chilling plants, AHU cum Dehumidifier etc.)
- Improvement of Power factor by installing PLC based SVG (Static Voltage Generator) in capacitor panel.
- Provided VFD in motors where ever necessary.
- Use of automatic temperature control valves in AHUs to improve chilling plant consumption.
- Use of ETP treated water for Utilities like boiler / cooling tower etc.
- Use of In-house installed 200 kW solar plant.
- Use of Express feeder from substation for plant electrical requirement to reduce electrical failure & planned shutdowns which saves lot of fuel due to DG set running & Planned production activity.
- Replace AHU motors with high efficiency EC motors. Total 34 Nos. of EC motors installed in 24 nos. AHUs. – resulting in reduction in electricity consumption 25-40%
- Operation of heat pump for hot water requirement. Total approx. 684 KL of fuel saved in operation of boiler.
- Replace existing DX coils of AHU to chilled water coil – resulting in reduction of electricity consumption by eliminate operation of outdoor unit/compressor and eliminates its maintenance.

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

Parameter	Total Waste generated (in MT)	
	FY 2026	FY 2025
Plastic waste (A)	452.597	272.97
E-waste (B)	0	2.70
Bio-medical waste (C)	7.23	10.21
Construction and demolition waste (D)	0	0
Battery waste (E)	0.71	1.51
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2,088.57	2064.42
Other Non-hazardous waste generated (H). Please specify, if any.	726.992	1166.35
Total (A+B + C + D + E + F + G + H)	3276.092	3518.16
Waste intensity per rupee of turnover (Total waste generated in metric tonnes / Revenue from operations)	0.0000000853	0.0000000945
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in metric tonnes / Revenue from operations adjusted for PPP)	0.000001736	0.000001952
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated metric tonnes / Revenue from operations adjusted for PPP) in crores of US dollars	17.13	19.52
Waste intensity in terms of physical output	N.A	N.A
Waste intensity (optional) – the relevant metric may be selected by the entity	N.A	N.A

Note: Waste data presented in this report pertains to the Company's 8 manufacturing plants.

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

Category of waste	Total Waste generated (in MT)	
	FY 2026	FY 2025
(i) Recycled	1898.444	2420.32
(ii) Re-used	0	0.02
(iii) Other recovery operations	599.311	299.24
Total	2497.755	2719.58

Note: Waste data presented in this report pertains to the Company's 8 manufacturing plants.

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

Category of waste	Total Waste generated (in MT)	
	FY 2026	FY 2025
(i) Incineration	242.7062	249.38
(ii) Landfilling	338.165	476.74
(iii) Other disposal operations	0	52.36
Total	580.8712	778.47

Note: Waste data presented in this report pertains to the Company's 8 manufacturing plants.

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.

Yes, DNV Business Assurance India Private Limited (DNV)

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.

Our waste management strategy centers on minimizing waste through careful planning, adopting environmentally sustainable and cost-effective processes, and optimizing resource use. We prioritize preventing waste and pollution at the source by implementing proactive waste reduction and pollution prevention measures.

Our practices to mitigate waste and promote resource recovery include:

- Our waste management practice includes disposing of waste to authorized Treatment, Storage, and Disposal Facilities (TSDF), co-processing/pre-processing, incineration, and recycling waste as per the Hazardous Waste Management Rules, 2016 through the online GPCB manifest system.
- Recovering and selling solvent waste and by-products to authorized end-users for reuse.
- Using hazardous waste with high calorific value as Refuse Derived Fuel (RDF) in cement industries, reducing the need for conventional fuels like coal.
- Conserving natural resources like coal by sending them for co-processing and optimizing their use in production processes.
- Implementing measures to prevent leaks, spills, and emissions to reduce raw material and product loss.
- Allowing for reprocessing of off-spec materials and providing adequate intermediate storage for efficient material utilization.
- Consolidating equipment and chemicals, and segregating waste by type to facilitate resource recovery and proper disposal.
- Participating in waste exchange programs to promote resource recovery and minimize waste generation.
- Installing closed-loop systems to facilitate in-process recycling and promote resource efficiency.
- Developing processes for reclaiming and processing waste materials to extract valuable resources.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable				

LEADERSHIP INDICATORS

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

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

- (i) Name of the area: Daman, Panoli and Ankaleshwar
- (ii) Nature of operations: Manufacturing unit
- (iii) Water withdrawal, consumption, and discharge:

Parameter	FY 2026	FY 2025
Water withdrawal by source (in kiloliters)		
(i) To Surface water	0	0
(ii) Groundwater	25,005.63	26,160.22
(iii) Third party water	2,80,865.00	2,91,418.00
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	3,11,853.43	3,17,578.22
Total volume of water consumption (in kiloliters)	3,07,507.11	3,17,578.22
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000791	0.000000853
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	0	0
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	4,346	4,980

**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 -**

Yes, DNV Business Assurance India Private Limited (DNV) has provided with Limited level of assurance

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

Parameter	Unit	FY 2026	FY 2025
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO2 equivalent	2,64,762	2,19,076
Total Scope 3 emissions per rupee of turnover		0.0000068	0.00000588
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	N.A

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

Yes, DNV Business Assurance India Private Limited (DNV)

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. JB Pharma's operations are not located in or around any ecologically sensitive areas

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative

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

Yes, JB Pharma has implemented a comprehensive Business Continuity Plan (BCP) and on-site emergency plans across all its locations. These plans equip us to effectively respond to and recover from disruptions caused by natural disasters or unforeseen events that may impact business operations. We continuously refine our BCP by integrating learnings from past incidents. Additionally, our risk management framework helps minimize losses related to such events by evaluating potential disruptions and associated risks, and by outlining suitable mitigation strategies.

Web link for Risk management policy: <https://jbpharma.com/wp-content/uploads/2024/06/Risk-management-policy-Dec2021.pdf>

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?

Our Code of Conduct for Suppliers embodies the Company's steadfast commitment to fair treatment, human rights, good labor practices, environmental conservation, and health and safety. This code is shared with, and accepted by, all our supply chain partners and service providers.

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

0%

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

By the listed entity: - Not applicable

By the top ten (in terms of value of purchases and sales, respectively) Value chain partners: Not applicable

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. Number of affiliations with trade and industry chambers / associations:

JB Pharma is a member of seven associations. Details are mentioned in the question below.

2. 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.	Indian Drugs Manufacturers Association	National
2.	Pharmaceuticals Export Promotion Council	National
3.	Ayurvedic Drug Manufacturers Association	National
4.	Federation of Indian Chambers of Commerce and Industry	National
5.	Federation of Indian Export Organisation (FIEO)	National
6.	Ayush Export Promotion Council (AYUSHEXCIL)	National
7.	Shellac & Forest Product Export Promotion Council (SHEFEXCIL)	National

3. 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

LEADERSHIP INDICATORS

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

JB Pharma is committed to sustainability and actively engages in various initiatives and programs, working towards the advancement of the chemical industry as a whole, while promoting policies that prioritize inclusive development and benefit the environment.

Principle 8

Businesses should promote inclusive growth and equitable development



ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in FY 25

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No formal social impact assessment was undertaken.					

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

S. No.	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY 24 (in INR)
Not Applicable						

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

At JB Pharma, we recognize the value of robust grievance redressal systems in fostering strong stakeholder relationships, building trust, and supporting our overall business operations. These systems reflect our commitment to operating in a secure, responsible, and sustainable manner.

Our redressal committee, in collaboration with the audit committee, thoroughly investigates escalated issues and takes appropriate action. These mechanisms reinforce our dedication to resolving concerns effectively, promoting a healthy work environment, and upholding ethical practices across the organization. Additionally, our CSR and HR heads at the plant level are well-equipped to address grievances from the local community.

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

	FY 2026	FY 2025
Directly sourced from MSMEs/ small producers	24%	20%
Directly from within India	76%	80%

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

Location	FY 2026	FY 2025
Rural	0.37%	0.03%
Semi-urban	0.65%	4.50%
Urban	33.80%	34.07%
Metropolitan	65.18%	61.39%

Note: Median remuneration/wages have been calculated based on the CTC considered for the respective category.

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (in INR)
1.	MadyaPradesh	Barwani	9094571
2.	Rajasthan	Sirohi	4796000
3.	MadyaPradesh	Khandwa	3750000

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No
- b. From which marginalized /vulnerable groups do you procure?
N.A
- c. What percentage of total procurement (by value) does it constitute?
N.A
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Owned	Yes	Yes	No

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

Name of authority	Brief of the Case	Corrective action taken
For the reporting year, no disputes were reported with respect to intellectual property		

6. Details of beneficiaries of CSR Projects:

S. No.	State	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Treatment of poor and needy children suffering from Growth Hormone Deficiency (GHD), at All India Institute of Medical Sciences (AIIMS), New Delhi.	750	100%
2	Diagnosis and treatment of children born with clubfoot	200	100%
3	Medical treatment of critically ill under-privileged children suffering from congenital heart defects	20	100%
4	Support for creation of various infrastructural facilities at Jayaben Mody Hospital, Ankleshwar run by Ankleshwar Industrial Development Society.	500	100%
5	Reduction in child malnutrition through improved access to quality health and nutrition among women and children through a community-based intervention in 50 villages of Sirohi district of Rajasthan.	2500	100%
6	Health improvement of local residents at Dori Kadaiya suffering from anaemia, tuberculosis, leprosy, HIV and malnutrition through distribution of nutrition kit under public health initiative of the Department of Health & Family Welfare, Dadra & Nagar Haveli and Daman & Diu.	80	100%
7	Provision of medicines, supplementary nutrition and educational aids for children in crèches run by Daman Administration	500	100%
8	Contribution to King George V Memorial Trust for provision of palliative care services to adult patients with cancer, chronic renal, cardiac, respiratory and neurological and other diseases.	300	100%
9	Primary education of girls from economically and socially disadvantaged communities of Uttar Pradesh, West Bengal and Rajasthan.	1000	100%
10	Hands-on practical science education for children studying in class 6 to 10 at 40 Government run schools in Bharuch District (Gujarat) through Mobile Science Labs, with aim to transform thinking of underprivileged children and teachers.	2500	100%

S. No.	State	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
11	Hands-on practical science education for children studying in class 6 to 10 at 20 Government run schools in Daman (UT) through Mobile Science Labs, with aim to transform thinking of underprivileged children and teachers.	2500	100%
12	Educational support to socially and economically disadvantaged tribal girls studying at Vanchetna Kanya Chhtralaya at Dabkhal village in Valsad district (Gujarat).	250	100%
13	Provision of Education and nutrition to tribal children in Khandwa district of Madhya Pradesh.	300	100%
14	Provision of Mid-day meals to students in public schools in Silvassa.	280	100%
15	Provision of Mid-day meals to students in unaided schools in Wada Taluka of Palghar District.	190	100%
16	To provide sustainable access to safe drinking water for marginalised communities in Kalyani, Nadia district, with a special focus on reducing arsenic contamination and improving water quality in 5 Gram Panchayats (GPs) and schools & anganwadi centres in the same GPs	4000	100%
17	Vocational training to needy women at Daman	450	100%
18	Construction of check dams at Shiyali village in Bharuch District (Gujarat) and Temla village in Barwani District (MP) and construction of a pond at Padavani village in Bharuch District (Gujarat)	5000	100%
19	Construction of check dams at Shiyali village in Bharuch District (Gujarat) and Temla village in Barwani District (MP) and construction of a pond at Padavani village in Bharuch District (Gujarat) [MP Project]	6000	100%
20	Grant to Sadvichar Parivar, Ahmedabad, for free/subsidized treatment of elderly patients from marginalized families taking treatment at its Recovery and Rehabilitation Centre.	600	100%
21	Contribution to Katakhalhi Swapnopuron Welfare Society, Kolkata, for supporting the education of disadvantaged children living in remote villages in islands of Sunderbans.	100	100%
22	Medical Treatment and other treatment support children suffering from cancer and taking treatment at hospital in West Bengal and Uttar Pradesh.	80	100%
23	Provision of medical equipment to Department of Neonatology of Lokmanaya Tilak Municipal General Hospital, Sion Mumbai (aka Sion Hospital).	5000	100%
24	Provision of medicines to Shrimad Rajchandra Hospital and Research Centre, (run by Shrimad Rajchandra Sarvamangal Trust) for subsidized/free treatment of economically backward community.	4000	100%
25	Contribution to Shrimad Rajchandra Jivadaya Trust for purchase of equipment for its upcoming multi-specialty Animal Hospital at Dharampur, South Gujarat.	2000	100%
26	Provision of Furniture, fixtures, electronic items, uniforms, etc. to Shri Sardar Patel Primary School, Nikora, Dist: Bharuch, Gujarat.	500	100%
27	Support for setting up 15 bed state-of-the art ICU at Jayaben Mody Hospital, Ankleshwar run by Ankleshwar Industrial Development Society.	2500	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

Market Complaints are handled as per CQA-SOP-011 (current version). All received complaints are directed to the relevant manufacturing site for thorough investigation. This process aims to identify the root cause and implement any necessary Corrective and Preventive Actions (CAPA) to prevent recurrence. A timely response is then provided to the complainant based on the investigation findings.

Anyone can report an adverse event or raise a safety-related complaint by using the Adverse Event Reporting Form available on our website or by emailing pharmavigil@jbpharma.com. We maintain a dedicated drug safety mailbox to handle such communications, and a Pharmacovigilance contact number is also listed on our website to encourage the reporting of any product-related concerns.

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

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

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

	FY 2026			FY 2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Others (customer complaints)	330	5	-	446	0	-

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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.

At JB Pharma, we consider information a critical asset and are dedicated to preserving its confidentiality, integrity, and availability. Our Information Security Policy outlines our commitment to protecting sensitive data and upholding privacy standards. We implement robust measures to prevent unauthorized access and data breaches, ensuring the reliability and security of our information.

Web-link: https://jbpharma.com/wp-content/uploads/2024/03/Information-Security-System-Cyber-Security_compressed.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

To prevent product recalls, JB Pharma has taken the following corrective and preventive actions:

- Implemented a color-coding system to easily identify different types of FOS generated through SAP.

- Revised the standard operating procedure (SOP) for line clearance on the packaging line to include clear instructions for verifying packaging material specimens.
- Conducted alertness training for all personnel involved in approving and verifying packaging material specimens, emphasizing the importance of specimen approval, precautions to be taken, and the need to carefully verify every character. The training also highlighted the seriousness of the issue and the importance of remaining vigilant during routine activities and quality checks.

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 the data breaches

- Not Applicable

LEADERSHIP INDICATORS

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

The company's website (<https://jbpharma.com/our-therapies/>) is a comprehensive resource where information on all their products and services can be found. Additionally, the company leverages social media and digital platforms to share information with patients on various health topics, keeping them informed and engaged.

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

Information to consumers on safe and usage of product is available on packaging and labelling and in the form of Package Inserts/PIL/SmPC and it has been updated as and when warning or risk identified from regulatory agencies of respective country. JB Pharma provides important information through various channels to ensure consumers use products and services safely and responsibly. This includes:

- Packaging Instructions: Packaging and labelling with clear instructions, package inserts, patient information leaflets, and summary of product characteristics (SPC)
- Dosage Instructions: The company clearly indicates the dosage for all solid forms of medication, except for prescriptions, in units to help users understand the correct amount to take for safe and effective use.
- Usage Directions: Users are provided with clear instructions on how to administer the medication, including dosage frequency, timing, and any specific instructions like taking with or without food.
- Cautionary Warning: For large-volume injections, a warning statement is included to advise users not to use the injection if the drug is unclear or if there is damage or leakage in the bottle. This precaution is in place to ensure the safety of the medication.

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

We continuously assess the risk-benefit profile of all our products and take swift corrective and communication measures to uphold patient safety. To help patients feel confident and comfortable using our products, we've set up multiple channels to contact our pharmacovigilance team in case of any adverse events. This ensures timely access to appropriate support. Adverse events can be reported by emailing pharmavigil@jbpharma.com or by filling out a form on our website.

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)

JB Pharma display product information on the product over and above as per the local laws. Which includes the following:

- The dosage amount for all solid dosage forms, excluding prescription drugs, measured in the relevant units.
- Instructions on how to use the drug.
- A cautionary note for large-volume injections, warning against using the injection if it is not clear or if the container is damaged or leaking.



INDEPENDENT ASSURANCE STATEMENT to the Management of J B Chemicals and Pharmaceuticals Limited

J B Chemicals and Pharmaceuticals Limited (Corporate Identity Number L24390GJ1976PLC173077, hereafter referred to as 'JB Pharma' or 'the Company') commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred to as 'BRSR') for Financial Year (FY) 2025-26. The disclosures include BRSR Core as per Annexure 17A of SEBI's Master Circular for BRSR (Master Circular No. HO/49/14/14(7)2025-CFD-POD2/1/3762/2026, dated January 30, 2026).



Our Conclusion:

Based on our review and procedures followed for reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in Annexure I of this statement) for FY 2025-26 are reported in accordance with reporting requirements outlined in Industry Standard on Reporting of BRSR Core.

Scope of Work and Boundary

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

Boundary covers the performance of JB Pharma's operations that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of JB Pharma across all locations in India which includes 8 manufacturing plants, 1 Corporate office, 1 Registered office, 5 Regional offices, 1 R&D Centre, 26 C&F locations, and 5 Warehouses, unless otherwise stated in the table below,

BRSR Core Attribute	Boundary for Reasonable Assurance
Attribute 2: Water footprint	8 Manufacturing plants, 1 Corporate office, 1 Registered office, 1 R&D Centre, 5 Warehouses
Attribute 4: Embracing circularity - details related to waste management by the entity	8 Manufacturing plants, 5 Warehouses

Reporting Criteria and Standards

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

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

Assurance Methodology/Standard

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

Basis of our conclusion

As part of our independent assurance engagement, we have evaluated the reported environmental, social, and governance (ESG) information against the agreed criteria. Throughout the engagement, we exercised rigorous professional judgment and maintained a high level of professional skepticism to ensure the integrity and reliability of our conclusions.

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

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The Industry Standard on Reporting of BRSR Core used a basis of reasonable level of assurance.

Our competence and Independence

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

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



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- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators. Assessment of operational control and reporting boundaries
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.
- DNV audit team conducted on-site audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annexure II.
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for reasonable level of assurance for the disclosures.

Inherent Limitations

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

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

Responsibility of the Company

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

DNV's Responsibility

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

Use and distribution of Assurance Statement

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

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



Annexure I - BRSR Core Verified Data

Stipulated as per BRSR Core provided by the company.

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2025-26	
1	Green-house gas (GHG) footprint*	Total Scope 1 emissions	MT of CO ₂ e	5,238.92	
		Total Scope 2 emissions (Market-based)	MT of CO ₂ e	54,647.26	
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover	MT of CO ₂ e/ Revenue from operations in INR Crore	15.40	
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT of CO ₂ e/ Revenue from operations adjusted to PPP in USD terms	0.000031	
		Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT of CO ₂ e/ physical output	-	
2	Water footprint	Total water consumption	KL	307,507.11	
		Water consumption intensity	KL/ Revenue from operations in INR Crore	79.05	
			KL / Revenue from operations adjusted for PPP in USD terms	0.00016	
		Water intensity in terms of physical output	KL/ physical output	-	
3	Energy footprint	Total energy consumed	Giga Joules (GJ)	635,119.6	
		% of energy consumed from renewable sources	In % terms	43.70%	
		Energy intensity	GJ/ Revenue from operations in INR Crore	163.27	
			GJ / Revenue from operations adjusted for PPP in USD terms	0.00033	
			GJ / physical output	-	
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	452.60	
		E-waste (B)	MT	0.00	
		Bio-medical waste (C)	MT	7.23	
		Construction and demolition waste (D)	MT	0.00	
		Battery waste (E)	MT	0.71	
		Radioactive waste (F)	MT	0.00	
		Other Hazardous Waste (G)	MT	2,088.57	
		Other Non-Hazardous Waste (H)	MT	726.99	
		Total (A + B + C + D + E + F + G+ H)	MT	3,276.09	
		Waste intensity per rupee of turnover from operations	MT/ Revenue from operations in INR Crore	17.13	
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT / Revenue from operations adjusted for PPP in USD terms	0.0000017	
		Waste intensity in terms of physical output	MT/ product produced	-	
		Total waste recovered through recycling, re-using or other recovery operations			
		(i) Recycled	MT	1,898.44	
		(ii) Re-used	MT	0.00	
		(iii) Other recovery operations	MT	599.31	
		Total	MT	2,497.76	
		Intensity (Waste Recycled Recovered /Total Waste generated)	%	76.24%	
		Total waste disposed by nature of disposal method			
		(i) Incineration	MT	242.71	
(ii) Landfilling	MT	338.17			
(iii) Other disposal options	MT	0.00			
Total	MT	580.87			
Intensity (Waste Disposed /Total Waste generated)	%	17.73%			
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company (Excluding Workers)	In % terms	0.24%	
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Number of Permanent Disabilities	0	
			Total recordable work-related injuries	0	
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	10.28%	
		Complaints on PoSH	Total Complaints on Sexual Harassment (POSH) reported	0	
			Complaints on PoSH as a % of female employees / workers	0	
			Complaints on PoSH upheld	0	
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases and from within India	Directly sourced from MSMEs/ small producers	24%	
			Sourced directly from within India	76%	
		Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location		
			Rural	0.37%	
			Semi-urban	0.65%	
Urban	33.80%				



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8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	Metropolitan In % terms	65.18% 0
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	114
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	0.00%
			Number of trading houses where purchases are made from	0
			Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%
			Sales to dealers / distributors as % of total sales	100%
			Number of dealers / distributors to whom sales are made	7908
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	9.27%
			Share of RPTs (as respective %age) in	
			Purchases	0.00%
			Sales	2.87%
			Loans & advances	0.00%
Investments	0.00%			

* Calculation of Scope 1 GHG emissions are based on conversion factors, emission factors considered in 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC sixth assessment report and GHG protocol cross sector emission factors. Scope 2 GHG emissions for Indian operations are calculated based on emission factors in Central Electricity Authority, Govt. of India (CEA Version_21.0) which is 0.710 tCO₂ per MWh.

Annexure II - Sites selected for audits

S.no	Site	Location
1.	Corporate Office (remote)	Cynergy, Mumbai
2.	Manufacturing plants (onsite)	Ankleshwar, Daman, Panoli
3.	India Office (remote)	R&D Centre, Thane

For DNV Business Assurance India Private Limited

Place : Bengaluru
Date : May 18, 2026

Jas Sahib Singh Chadha
Lead Verifier

Anjana Sharma
Assurance Reviewer

Assurance Team: Tapan Kumar Panda, Poornachander Maratha, Suraiya Rahman

Non-Financial Sustainability Disclosures

ESG: Goals & Targets

Environment

1. We aim to achieve carbon neutrality in our direct operations (Scope 1 and 2 emissions) by FY 2032-33.
2. Our goal is to meet 40% of our total power needs through renewable energy by FY 2026-27 and reach 100% by FY 2032-33.
3. We aim to become water positive by FY 2032-33.
4. All our plant locations are targeted to operate with Zero Liquid Discharge (ZLD).
5. We are committed to achieve zero waste to landfill by FY 2032-33.

Social

1. We aim to increase the representation of women in our total workforce to 15% by FY 2026-27, and across all levels to 25% by FY 2032-33.
2. Our target is to provide an average of 25 learning hours per employee annually by FY 2026-27.
3. We are committed to maintain zero fatalities across all our plants and locations.

Governance

1. We remain focused on upholding the highest standards of compliance and ethics, supported by strong corporate governance practices.
2. We continue to deliver high-quality, affordable products to patients around the world.
3. Our goal is to be in the top quartile for ESG disclosures by FY 2026-27. This includes publishing key policies on our website, issuing comprehensive BRSR and Sustainability Reports, undergoing independent assurance, and enhancing our overall ESG transparency.

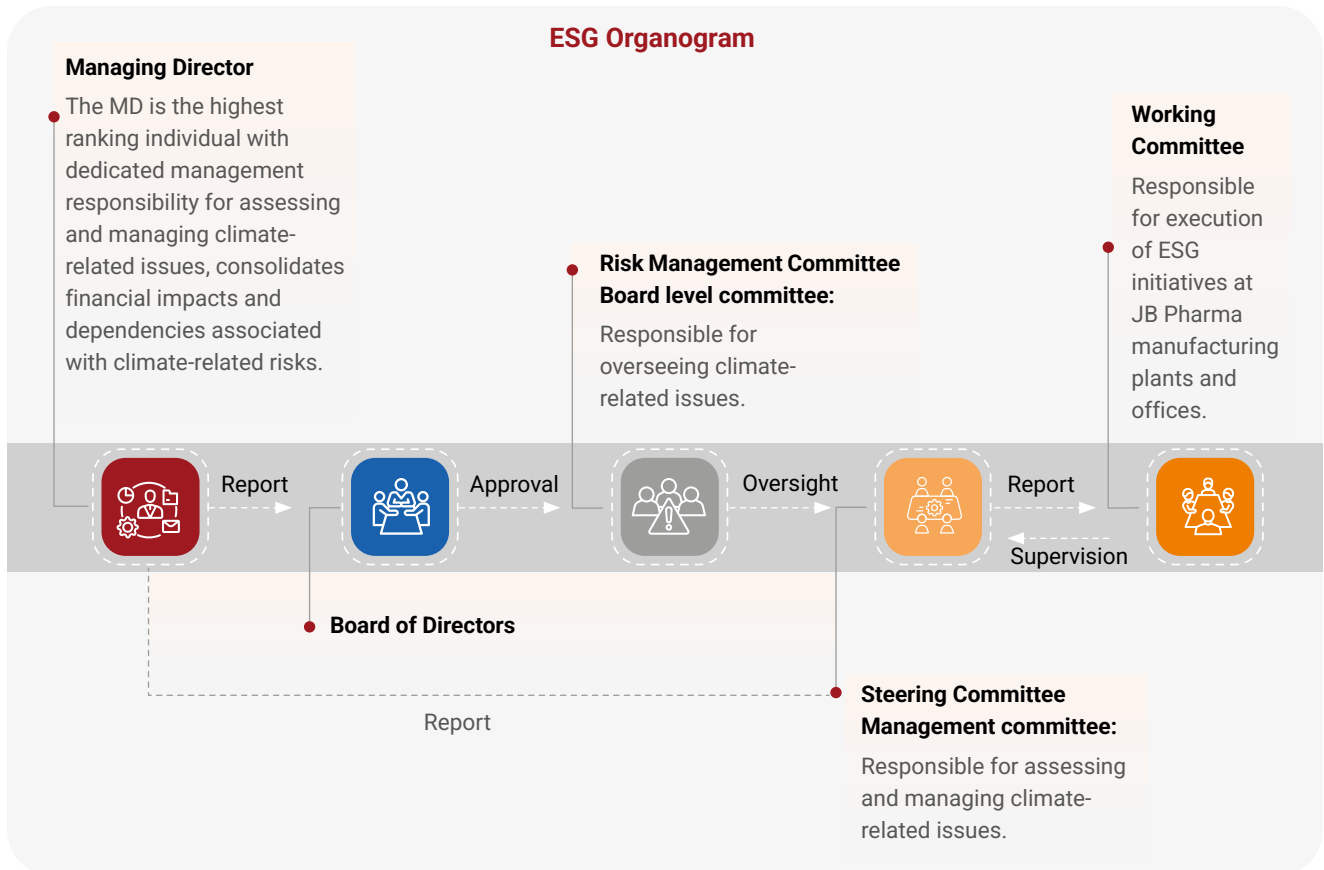
Sustainability Governance Structure

Our governance framework plays a key role in ensuring effective ESG oversight, supporting long-term growth. With a focus on purpose-driven leadership, we have built a strong governance system that helps embed responsible practices across all levels of the organization. This structure promotes accountability across functions, reinforcing our commitment to sustainable progress and stakeholder value.

At the leadership level, our MD drives the ESG agenda by integrating sustainability into the Company's overall strategy, systems, and governance. As the Board's representative, the MD ensures that ESG principles are reflected in our vision, mission, and long-term planning.

To support this direction, a dedicated ESG Steering Committee has been established. This committee sets strategic priorities, monitors ESG performance, and oversees key areas such as disclosures, policy development, stakeholder engagement, and risk identification. It also plays a vital role in implementing systems to track ESG metrics and progress.

Our ESG Working Committee includes crossfunctional members from HR, Legal, Compliance, Operations, and Supply Chain. This team ensures alignment with national and global ESG standards, supports data analysis, and keeps track and review the progress. The committee's insights help guide the Steering Committee's decisions, with a focus on improving social impact, resource use, and operational efficiency.



Double Materiality

We carried out a Double Materiality Assessment across our operations in FY 2023-24, where we examined the company's key ESG focus areas from two perspectives: the impact on the environment and society, and the potential effect on the company's financial performance.

Our assessment followed guidelines from the European Financial Reporting Advisory Group (EFRAG) and the Global Reporting Initiative (GRI). This method also helped us identify top risks for inclusion in our Enterprise Risk Management (ERM) process. We gathered feedback from internal and external stakeholders and obtained board approval. The entire process was reviewed and confirmed by an external assurance provider, DNV Business Assurance India Pvt. Ltd.

How We Define Materiality

Double materiality includes two parts: impact materiality and financial materiality.

1. Impact Materiality:

We evaluate how our operations, products, and business relationships affect people and the environment across short, medium, and long-term horizons. This includes actual or potential positive and negative impacts that we cause, contribute to, or are directly linked to through our value chain.

2. Financial Materiality:

We also assess how sustainability-related risks or opportunities may influence our financial performance. This includes potential impacts on our cash flow, growth, profitability, cost of capital, and access to funding over time. Objectives of Double Materiality

Objectives of Double Materiality

Our success depends on working together and focusing on ESG factors that create business value while positively influencing patients, employees, communities, and the environment. Embracing double materiality helps us understand and address the complex impacts of our actions. Our goals in this process are to;

1. Understand Stakeholder Views

We value the perspectives of those we engage with. Listening and responding to their concerns helps us build trust and focus on areas that matter most.

2. Inform Business Priorities and ESG Strategy

The assessment enables us to align our ESG focus with our broader business goals, supporting informed decision-making at both leadership and operational levels.

3. Identify Emerging Opportunities

Insights gained through engagement highlight shifts in societal needs and help us plan for future developments in healthcare access, product relevance, and patient outcomes.

4. Enhance Risk Management

Understanding ESG-related risks allows us to take proactive steps to protect our reputation, maintain operational continuity, and support long-term resilience.

5. Increase Transparency

Sharing the process and findings of our materiality assessment helps clarify how we make decisions and demonstrates our commitment to responsible and open governance.

6. Improve Resource Allocation

The results guide how we direct time, talent, and capital toward the most impactful areas, helping us stay focused and deliver on our ESG objectives effectively.

Approach

Our success depends on working together and focusing on ESG factors that create business value while positively influencing patients, employees, communities, and the environment. Embracing double materiality helps us understand and address the complex impacts of our actions. Our goals in this process are to:

1. Identifying Sustainability Topics

We began by compiling a list of key topics using both internal and external sources. This included reviewing past materiality assessments, risk registers, and Enterprise Risk Management (ERM) documents. We also considered the impacts arising from our varied operations across different locations. External reporting standards, sector insights, and industry-specific issues were important reference points.

2. Senior Management Discussions

We held several discussions with senior leaders from different departments. These sessions helped confirm and refine the list of Impacts, Risks, and Opportunities (IROs) by considering their operational areas, processes, locations, and the effects on external stakeholders, especially those most affected.

3. Focus on the Value Chain

We engaged with senior staff involved with upstream and downstream partners to better understand the organization's context. This helped us evaluate IROs throughout the entire value chain.

4. Topic Assessment

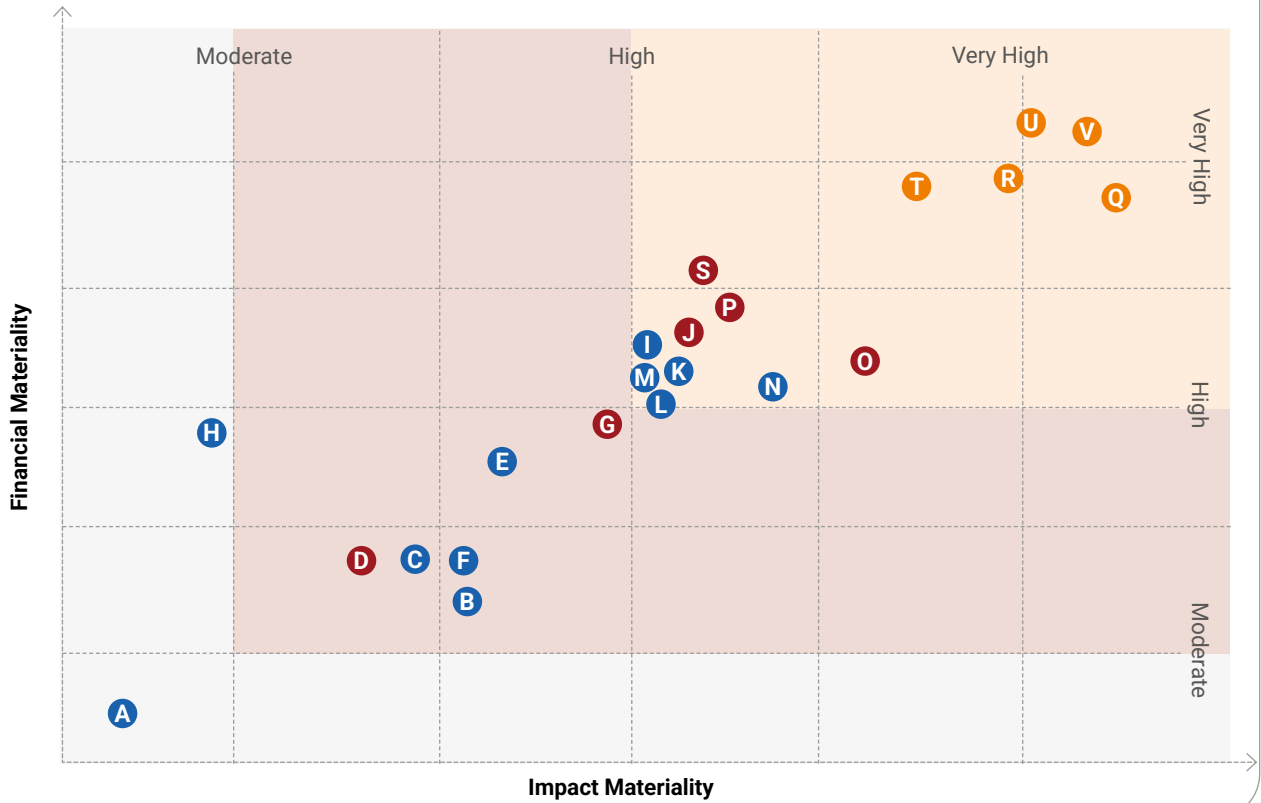
We classified the identified impacts as positive or negative, and as actual or potential. Clear criteria were applied using both qualitative and quantitative measures, to determine the most significant material issues along with related risks and opportunities, from both impact and financial perspectives.

The severity of impacts was measured by scale, scope, and whether they could be addressed. For potential impacts, we also considered the likelihood. These assessments were carried out through surveys and individual discussions with internal teams and external stakeholders.

5. Board Approval

The final list of material topics, related impacts, and risks were reviewed and approved by the board members.

Materiality Matrix



- A. Selling Practices & Product Labeling
- B. Affordability to Healthcare
- C. Biodiversity and Habitat Protection
- D. Data Security and Privacy
- E. Supply Chain Management
- F. Human Rights
- G. Business Continuity and Planning
- H. Employee Welfare
- I. Community Development
- J. Product Stewardship
- K. Accessibility to Healthcare
- L. Human Capital Development
- M. OHS Management

- N. Diversity, Equity, and Inclusivity
- O. Business Ethics and Governance
- P. Regulatory Compliance
- Q. Waste Management
- R. Energy Management
- S. Patient Health and Safety
- T. Water Management
- U. Emissions Management
- V. Climate Change

Environment - Very High
 Social - High
 Governance - Moderate

Material Topics:

Environment	Social	Governance
1. Climate Change	1. Occupational Health and Safety	1. Business ethics and governance
2. Emissions management	2. Product Stewardship	2. Regulatory compliance
3. Energy management	3. Human Capital Development	
4. Water management	4. Diversity, Equity and Inclusion	
5. Waste management	5. Patient Safety	
	6. Access to Healthcare	
	7. Community Development	

GRI Table as follows;**Environment: GRI 302-1, GRI 302-3**

Energy	FY 25-26 (GJ)	FY 24-25 (GJ)	FY 23-24 (GJ)
Renewable	2,77,527.16	1,73,184.60	46,340.77
Non-renewable	3,57,848.26	3,57,848.26	3,38,036.76
Total Energy consumption	6,35,375.42	5,31,032.86	3,84,377.53
Energy intensity per crore rupee of turnover	153.18	118.82	110.32

* Consolidated Data

Environment: GRI 303-3, GRI 304, 303-5

Water withdrawal/ consumption	FY 25-26 (KL)	FY 24-25 (KL)	FY 23-24 (KL)
To Surface water*	549.901	1,859.88	-
Ground Water	25005.63	26,160.22	27,954.42
Third Party Water	288828.43	2,98,850.11	2,96,982.21
Total Water Withdrawal	3,14,383.96	3,26,870.21	3,24,936.63
Total Water Consumption	308013.537	3,20,896.62	3,19,107.42
Water intensity per crore rupee of turnover	74.26	81.90	93.26

	FY 25-26 (KL)	FY 24-25 (KL)	FY 23-24 (KL)
Water Discharge	6370.424	5,973.60	5,829.21

GHG emissions - Scope 1 and Scope 2 (GRI 305-1, GRI 305-2, GRI 305-4)

GHG emission	FY 25-26 (tCO ₂ e)	FY 24-25 (tCO ₂ e)	FY 23-24 (tCO ₂ e)
Scope 1	5238.92	5,651.98	8,690.56
Scope 2	54679.43	48,782.59	38,981.25
GHG Emission intensity per crore rupee of turnover	14.44	13.89	13.68

* Consolidated Data

GHG emissions - Scope 3 (GRI 303-5)

Category	Emissions (tCO ₂ e)
Total Upstream Emission	2,17,089.00
Purchased goods and services	1,10,239.00
Capital goods	21,147.00
Fuel and energy related activities	18,242.00
Upstream transportation and distribution	18,239.00
Waste generated in operations	8.00
Business Travel	47,558.00
Employee commuting	1,656.00
Total Downstream Emission	47,673.00
Downstream transportation and distribution	47,587.00
End-of-life treatment of sold products	86.00
Total Scope 3 Emissions	2,64,762.00

Air Emissions (GRI 305-7)

Air Emission (Unit: Ton)	FY 25-26	FY 24-25	FY 23-24
Nox	4.90	4.99	5.64
Sox	3.44	2.49	2.15
PM	6.92	3.17	4.61

* Note; Manufacturing Plants only

Waste Generation (MT) GRI 306-3

Total Waste Generation (MT)	FY 25-26	FY 24-25	FY 23-24
Hazardous waste	2091.49	2,078.82	2,162.00
Non- Hazardous Waste	726.99	1,458.47	1336.78
Total Waste	2818.48	3,537.29	3,498.78

* Note; Manufacturing Plants only

(GR 306-4) Waste diverted from disposal: Hazardous waste

Category	FY 25-26	FY 24-25	FY 23-24
Recycled	1898.444	1,016.33	1,194.44
Re-used	0	0.02	4.45
Other recovery operations: Co-process	599.311	270.55	354.10

* Note; Manufacturing Plants only

Waste directed to disposal: Hazardous waste (GRI 306-5)

Category	FY 25-26	FY 24-25	FY 23-24
Incineration	242.71	249.38	158.97
Landfilling	338.17	476.74	427.39

* Note; Manufacturing Plants only

Social: GRI 2-7, 2-8

Total Employees FY 2025-26	4938	639
Total Employees	Male	Female
Permanent Employees	4814	617
Temporary/Contractual Employees	124	22
Total workers	1774	662
Total worker	Male	Female
Permanent workers	197	81
Temporary/Contractual Workers	1577	581

* Consolidated data

GRI 401 Employee Composition

Diversity of Governance Bodies (GRI,405-1)

Total Number of Employees						
Employee category	Units	1 st April 2025 - 31 March 2026				
		<30 years	30-50 years	>50 years	Male	Female
Senior Management	Nos	0	26	39	62	3
Middle Management	Nos	0	136	55	165	26
Junior Management	Nos	59	940	67	977	89
Non-management	Nos	1847	2047	108	3575	427
Contractual	Nos	40	78	28	119	22
Total	Nos	1946	3227	297	4898	567

Note; * Including India, SA, Russia, Dubai and Philipines employees

Total Number of governance body members						
Employee category	Units	1 st April 2025 - 31 March 2026				
		<30 years	30-50 years	>50 years	Male	Female
Board of directors	Nos	0	3	4	6	1
Executive level (CXOs)	Nos	0	0	1	1	0

Employee: GRI 401-1

Employee Turnover (Age)	<30 years	30-50 years	>50 years
Total employee turnover (No.)	546	609	30
Employee Turnover (Gender)	Male	Female	>50 years
Total employee turnover (No.)	1063	122	0
Employee New Hire (Age)	<30 years	30-50 years	>50 years
Total new employee hire (No.)	872	378	3
Employee New Hire (Gender)	Male	Female	>50 years
Total new employee hire (No.)	1106	147	

404-1 : Average hours of training per year per employee

Description	UoM	TOTAL
Top Management (Male)	Total training manhours	47
	No. of employees trained	14
Top Management (Female)	Total training manhours	0
	No. of employees trained	0
Senior Management (Male)	Total training manhours	483.00
	No. of employees trained	119
Senior Management (Female)	Total training manhours	119
	No. of employees trained	28
Middle Management (Male)	Total training manhours	3989.05
	No. of employees trained	846
Middle Management (Female)	Total training manhours	1232.483
	No. of employees trained	307
Junior Management (Male)	Total training manhours	15072.78
	No. of employees trained	2879
Junior Management (Female)	Total training manhours	1760.75
	No. of employees trained	545
Associates/ Non-management (Male)	Total training manhours	41530.22
	No. of employees trained	6802
Associates/ Non-management (Female)	Total training manhours	6716.05
	No. of employees trained	2650

*standalone

Parental Leave: GRI 401-3

Parental Leave	Male	Female
Number of employees that took parental leave in FY 2024-25	105	29
Number of employees who returned to work in the reporting period after parental leave ended in FY 2024-25	103	23
Number of employees who returned to work after parental leave ended in FY 2024-25 that were still employed 12 months after their return to work	69	16
Return to Work Rate	98%	79%
Retention Rate	44%	67%

*Standalone data

GRI 201: Economic Performance 2016 – 201-1

During FY 2025-26, J B Chemicals and Pharmaceuticals Limited ("JB Pharma") continued to demonstrate strong financial and operational performance while creating long-term value for stakeholders. The Company reported consolidated revenue from operations of INR 4,14,779 Lakhs for the financial year ended March 31, 2026, compared to INR 3,91,799 Lakhs in FY 2024-25, reflecting steady business growth across domestic and international markets. Total consolidated income for FY 2025-26 stood at INR 4,20,794 Lakhs.

The economic value generated by the Company was distributed among key stakeholders through operating expenses, employee wages and benefits, taxes, finance costs, shareholder returns, and community investments. Employee benefit expenses during FY 2025-26 amounted to INR 77,270 Lakhs, reflecting the organization's continued investment in its workforce and talent development. Finance costs stood at INR 557 Lakhs, while depreciation and amortization expenses amounted to INR 18,250 Lakhs. The Company also contributed significantly toward government revenues through current and deferred tax expenses totaling INR 24,286 Lakhs during the reporting year.

JB Pharma continued to maintain strong profitability, reporting a Profit Before Tax (PBT) of INR 95,233 Lakhs and Net Profit after Tax of INR 70,947 Lakhs during FY 2025-26. The Board of Directors recommended a final dividend of INR 9.30 per equity share for FY 2025-26, demonstrating the Company's commitment toward delivering value to shareholders while maintaining financial stability and sustainable growth.

GRI 205: Anti-Corruption 2016 – 205-1, 205-2, 205-3

JB Pharma maintains a strong governance framework to identify and mitigate corruption-related risks across its operations. Employees received awareness and compliance training on ethical business conduct, anti-corruption practices, and whistleblower mechanisms. During FY 2025-26, JB Pharma reported zero confirmed incidents of corruption across its operations.

GRI 206: Anti-competitive Behavior 2016 – 206-1

During FY 2025-26, no legal actions were initiated against JB Pharma for anti-competitive behavior, anti-trust violations, or monopolistic practices.

GRI 403: Occupational Health and Safety 2018 – 403-1 to 403-10

JB Pharma maintains an Environment, Health and Safety (EHS) management framework across all manufacturing plants and operational locations. Safety governance is supported through defined policies, operational controls, periodic audits, emergency preparedness systems, and compliance with applicable regulatory requirements.

The Company conducts periodic occupational health and safety training programs covering emergency preparedness, safe operational practices, hazard communication, fire safety, use of personal protective equipment (PPE), and incident prevention.

During FY 2025-26, JB Pharma reported zero fatalities across all manufacturing plants and operations. No significant cases of occupational disease were reported during the reporting period.

GRI 406: Non-discrimination 2016 – 406-1

JB Pharma is committed to providing an inclusive and equitable workplace free from discrimination based on gender, race, religion, caste, ethnicity, disability, or background. During FY 2025-26, no incidents of discrimination were reported across the organization.

GRI 408: Child Labor 2016 – 408-1

JB Pharma strictly prohibits child labor across its operations and business relationships. No incidents or significant risks related to child labor were identified during FY 2025-26.

GRI 409: Forced or Compulsory Labor 2016 – 409-1

The Company maintains a zero-tolerance approach toward forced, bonded, or compulsory labor across its operations and supply chain. No incidents of forced or compulsory labor were reported during FY 2025-26.

GRI 411: Rights of Indigenous Peoples 2016 – 411-1

During FY 2025-26, no incidents involving violations of the rights of indigenous peoples were reported across JB Pharma's operations or project locations.

GRI 413: Local Communities 2016 – 413-1

JB Pharma continued to implement community development initiatives through its CSR programs focused on healthcare, water stewardship, education, sanitation, livelihood enhancement, and rural development.

GRI 416: Customer Health and Safety 2016 – 416-1, 416-2

Patient health and safety remain central to JB Pharma's operations. The Company maintains robust quality assurance and pharmacovigilance systems to ensure product safety, efficacy, and regulatory compliance. During FY 2025-26, no significant incidents of non-compliance concerning the health and safety impacts of products and services were reported.

GRI 417: Marketing and Labeling 2016 – 417-1, 417-2, 417-3

JB Pharma complies with applicable regulatory requirements related to product labeling, packaging, and customer information across the markets in which it operates. During FY 2025-26, no significant incidents of non-compliance related to product information, labeling, or marketing communications were reported.

GRI 418: Customer Privacy 2016 – 418-1

JB Pharma is committed to protecting customer and stakeholder privacy and maintaining information security across its operations. During FY 2025-26, no substantiated complaints concerning breaches of customer privacy or loss of customer data were reported.



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INDEPENDENT ASSURANCE STATEMENT to the Management of J B Chemicals and Pharmaceuticals Limited

J B Chemicals and Pharmaceuticals Limited (Corporate Identity Number L24390GJ1976PLC173077, hereafter referred to as 'JB Pharma' or 'the Company') has commissioned DNV Business Assurance India Private Limited ("DNV", "us" or "we") to conduct an independent assurance of its non-financial ESG (Environmental, Social, and Governance) disclosures in its sustainability related section of Annual report for Financial Year (FY) 2025-26 (hereafter referred as 'Report').

Scope of Work and Boundary

The agreed scope of work included a limited Level of assurance for the information on non-financial sustainability disclosures in the Report prepared by JB Pharma based on GRI Topic-specific Standards for the identified material topics for the activities undertaken by the Company during the reporting period 01/04/2025 to 31/03/2026. The reported topic boundaries of non-financial sustainability performance are based on the materiality assessment covering the Company's operations as brought out in the section 'Non-Financial Sustainability Disclosures' of the Report.

The reporting and assurance boundary covers the performance of JB Pharma across all global locations (8 Manufacturing plants, 1 Corporate office, 1 Registered office, 5 Regional offices, 26 C&F locations, 5 Warehouses, 1 R&D Centre and 4 International offices) that fall under the direct operational control of the Company's Legal structure unless otherwise stated in the table below,

GRI Disclosure	Boundary for Assurance
GRI 303: Water and Effluents 2018	8 Manufacturing plants, 1 Corporate office, 1 Registered office, 1 R&D Centre, 5 Warehouses, 4 International offices
GRI 306: Waste 2020	8 Manufacturing plants, 5 Warehouses

Reporting Criteria and Standards

The disclosures have been prepared by JB Pharma:

- With reference to the requirements of Global Reporting Initiative (GRI) standards 2021
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard

Assurance Methodology/ Standard

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

Basis of our conclusion

As part of our independent assurance engagement, we have evaluated the reported environmental, social, and governance (ESG) information against the agreed criteria. Throughout the engagement, we exercised rigorous professional judgment and maintained a high level of professional skepticism to ensure the integrity and reliability of our conclusions.

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

- We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders.
- Reviewed the disclosures in the report. Our focus included general disclosures, GRI topic specific disclosures and any other key metrics specified under the reporting framework.
- Understanding the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in report.

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Our competence and Independence

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

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



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- Walk-through of key data sets. Understand and test, on a sample basis, the processes used to adhere to and evaluate adherence to the reporting requirements.
- Collect and evaluate documentary evidence and management representations supporting adherence to the reporting requirements.
- Interviews with the senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected GRI disclosures.
- DNV audit team conducted on-site audits for corporate offices and sites (refer Annexure II). Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
- Reviewed the process of reporting as defined in the reporting criteria and assurance methodology.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol V6.0, for a limited level of assurance for the disclosure.

Our Conclusion:

On the basis of the assessment undertaken and agreed scope of work, nothing has come to our attention to suggest that the disclosures (as mentioned in Annexure I of this statement) are not fairly stated and are not prepared, in all material aspects, with reference to the reporting criteria.

Principles as per DNV VeriSustain™ Protocol (V6.0)

1. Materiality

The process of determining the issues that are most relevant to an organization and its stakeholders.

The Report explains the double materiality assessment processes carried out by JB Pharma which has considered concerns of internal and external stakeholders, and inputs from peers and the industry, as well as issues of relevance in terms of impact for JB Pharma's business.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Materiality.

2. Stakeholder inclusiveness

The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.

The Report brings out the stakeholders who have been identified as significant to the JB Pharma, as well as the modes of engagement established by the Company to interact with these stakeholder groups. The key topics of concern and needs of each stakeholder group which have been identified through these channels of engagement are further brought out in the Report.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness

3. Responsiveness

The extent to which an organization responds to stakeholder issues.

The Report adequately brings out the JB Pharma's policies, strategies, management systems and governance mechanisms in place to respond to topics identified as material and significant concerns of key stakeholder groups.

Nothing has come to our attention to believe that the Report does not meet the requirements related to the Principle of Responsiveness.

4. Completeness

How much of all the information that has been identified as material to the organization and its stakeholders is reported?

The Report brings out the Company's performance, strategies and approaches related to the environmental, social and governance issues that it has identified as material for its operational locations coming under the boundary of the report, for the chosen reporting period while JB Pharma is applying and considering the requirements of Principle of Completeness.

Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to scope, boundary and time.

5. Accuracy

The extent to which the Report provides correct and sufficiently detailed information to allow an assessment of the organization's impacts. The Report brings out the systems and processes that the Company has set in place to capture and report its performance related to identified material topics across its reporting boundary. The Report presents both qualitative and quantitative information in a manner that is consistent with available evidence and other reported disclosures. It clearly distinguishes between measured and estimated data, provides adequate descriptions of measurement methodologies, and outlines assumptions and limitations where applicable. Some of the data inaccuracies identified in the Report during the verification process were found to be attributable to transcription, interpretation, and aggregation errors. These data inaccuracies have been communicated for correction and the related disclosures were reviewed post correction.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Accuracy.

6. Reliability

The extent to which the Report presents information that can be consistently and dependably verified and used for decision-making.

The Report provides disclosures that are supported by documented evidence, validated data sources, and established internal controls. It outlines the processes used to collect, compile, and review information, ensuring that the data presented is dependable and reproducible. The inclusion of third-party assurance further enhances the reliability of the disclosures and supports informed decision-making by stakeholders.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Reliability.



7. Neutrality/Balance

The extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone.

The Report brings out the disclosures related to JB Pharma's performance during the reporting period in a neutral tone in terms of content and presentation, while considering the overall macroeconomic and industry environment.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.

8. Sustainability Context

This addresses the requirement related to the presentation of the organization's performance in its own sustainability and general business context, i.e. a local, regional and international context.

The Report outlines how the JB Pharma monitors and evaluates its impacts across local, regional and global sustainability contexts. It reflects the Company's efforts to align its performance with broader societal needs and planetary boundaries to monitor, measure and evaluate its significant direct and indirect impacts linked to identified material topics across the Company, its significant value chain entities and key stakeholder groups.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Sustainability Context.

Responsibility of the Company

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

DNV's Responsibility

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

Use and distribution of Assurance statement

This assurance statement, including our conclusion, has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Management of the Company for our work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the JB Pharma and DNV does not accept any liability if this assurance statement is used for an alternative purpose from which is intended, not to any third party in respect of this assurance statement.

Inherent Limitations

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

- The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in the evaluation or assessment of any financial data/performance of the company. DNV's opinion on financial disclosures relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

Annexure I

Disclosures assured for Limited level of assurance:

- GRI 2: General Disclosures 2021 - 2-7, 2-8
- GRI 3: Material Topics 2021 - 3-1, 3-2
- GRI 204: Procurement Practices 2016 - 204-1
- GRI 205: Anti-corruption 2016 - 205-1, 205-2, 205-3
- GRI 206: Anti-competitive behaviour 2016 - 206-1
- GRI 302: Energy 2016 - 302-1, 302-3
- GRI 303: Water and Effluents 2018 - 303-3, 303-4, 303-5
- GRI 305: Emissions 2016 - 305-1*, 305-2**, 305-3***, 305-4, 305-7
- GRI 306: Waste 2020 - 306-1, 306-2, 306-3, 306-4, 306-5
- GRI 401: Employment 2016 - 401-1, 401-3
- GRI 403: Occupational Health and Safety 2018 - 403-1, 403-2, 403-3, 403-4, 403,5, 403,6, 403-7, 403-8, 403-9, 403-10
- GRI 404: Training and Education 2016 - 404-1
- GRI 405: Diversity and Equal Opportunity 2016 - 405-1
- GRI 406: Non-discrimination 2016 - 406-1
- GRI 408: Child Labor 2016 - 408-1
- GRI 409: Forced or Compulsory Labor 2016 - 409-1
- GRI 411: Rights of Indigenous Peoples 2016 - 411-1
- GRI 413: Local Communities 2016 - 413-1, 413-2
- GRI 416: Customer Health and Safety 2016 - 416-1, 416-2
- GRI 417: Marketing and Labeling 2016 - 417-1, 417-2, 417-3
- GRI 418: Customer Privacy 2016 - 418-1

*Calculation of Scope 1 GHG emissions are based on conversion factors, emission factors considered in 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC sixth assessment report and GHG protocol cross sector emission factors.

**Scope 2 GHG emissions for Indian operations are calculated based on emission factors in Central Electricity Authority, Govt. of India (CEA Version_21.0) which is 0.710 tCO₂ per MWh. Scope 2 GHG emissions for rest of the countries (other than India) operations are calculated based on emission factors in International Energy Agency (IEA).

***Calculation of Scope 3 GHG emissions are calculated based on Corporate Value Chain (Scope 3) Accounting and Reporting Standard by GHG Protocol and emission factors considered in the UK Department for Environment, Food and Rural Affairs (Defra), Ecoinvent, US Environmental Protection Agency (EPA), etc.

Annexure II

Sites selected for audits

S.no	Site	Location
1.	Corporate Office (remote)	Cynergy, Mumbai
2.	India Offices/ Manufacturing plants (onsite)	Ankleshwar, Daman, Panoli
3.	India Office (remote)	R&D Centre, Thane
4.	International Office (remote)	Russia

For DNV Business Assurance India Private Limited

Place : Bengaluru
Date : May 20, 2026

Jas Sahib Singh Chadha
Lead Verifier

Anjana Sharma
Assurance Reviewer

Assurance Team: Tapan Kumar Panda, Poornachander Maratha, Suraiya Rahman