

Business Responsibility and Sustainability Report

Introduction

The Company firmly believes in building a sustainable business model that generates long-term value for all stakeholders. With a strong focus on addressing global climate challenges, the Company continues to drive comprehensive organisational development that adheres to Environmental, Social, and Governance (ESG) principles.

Pidilite is committed to reducing freshwater and energy use, controlling greenhouse gas emissions, promoting renewable energy, and managing waste - especially plastic packaging - through reuse, reduction, and recycling.

The Company's Corporate Social Responsibility (CSR) efforts focus on fostering community well-being through initiatives in education, women's empowerment, skill building, agriculture, water conservation, and sanitation.

Since fiscal year 2018-19, the Company has monitored the ESG metrics and published annual Sustainability Reports, demonstrating transparency and progress. With a strong emphasis on addressing climate-related risks, the Company remains committed to advancing environmental objectives, while also prioritizing social and governance aspects.

This report has been developed in accordance with the guidelines set forth by the Securities & Exchange Board of India (SEBI) for Business Responsibility and Sustainability Reporting (BRSR).

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L24100MH1969PLC014336
2	Name of the Listed Entity	Pidilite Industries Limited
3	Year of incorporation	1969
4	Registered office address	Regent Chambers, 7 th Floor, 208, Nariman Point, Mumbai, Maharashtra, 400 021
5	Corporate address	Ramkrishna Mandir Road, Off Mathuradas Vasanji Road, Andheri (E), Mumbai – 400 059
6	E-mail	investor.relations@pidilite.co.in
7	Telephone	+91 22 6883 7000
8	Website	www.pidilite.com
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	The BSE Limited, The National Stock Exchange of India Limited
11	Paid-up Capital	₹ 1,01,77,66,288
12	Contact Person Name and contact detail (telephone & email address) of the person who may be contacted in case any queries on the BRSR report	Name: Swaminathan K, Director - Operations Tel: +91 22 6883 7254 Email: esg@pidilite.com
13	Reporting Boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements taken together)	The disclosures made under this report are on a standalone basis. The scope of this report excludes certain sites which are not within the operational control of the Company.
14	Name of assessment or assurance provider	M/s. KPMG Assurance and Consulting Services LLP.
15	Type of assessment or assurance obtained	Reasonable Assurance of BRSR Core attributes.

II. Product/Services					
16	Details of business activities (accounting for 90% of the turnover):	S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Consumer & Bazaar Products Segment	The Branded Consumer & Bazaar segment encompasses various products, including Adhesives, Sealants, Art & Craft Materials and others, as well as Construction and Paint Chemicals. These products are widely used by carpenters, painters, plumbers, mechanics, households, students, offices etc.	81.6%
		2	Business to Business Products Segment	The Business-to-Business segment includes a range of products like Industrial Adhesives, Industrial Resins, Construction Chemicals (Projects), Organic Pigments, Pigment Preparations and more. This segment serves different industries such as packaging, joineries, textiles, paints, printing inks, paper, leather and others.	18%

17	Products/ Services sold by the entity (accounting for 90% of the entity's Turnover):	S. No.	Product/Service	NIC Code	% of Total Turnover contributed
		1	Manufacture of adhesives and sealants including rubber-based glues, industrial adhesives, consumer adhesives.	20295	58.3%
		2	Manufacture of Pigments and preparations, paint chemicals, industrial resins etc.	20297	35.7%

III. Operations					
18	Number of locations where plants and/or operations/offices of the entity are situated:	Location (State/UT)	Number of plants	Number of offices	Total
		National	33	9	42
		International	0	5	5

19	Market served by the entity	Locations	Numbers
	a. No. of Locations	National (No. of States/UTs)	36
		International (No. of Countries)	74
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	7.01%	
c. A brief on types of customers	<p>The Company operates across two key business segments: Branded Consumer & Bazaar and Business-to-Business, enabling it to serve a diverse and broad customer base.</p> <ul style="list-style-type: none"> The Branded Consumer & Bazaar segment offers a wide portfolio of products such as Adhesives, Sealants, Art & Craft Materials, Construction Chemicals, and Paint Chemicals. Through a robust network of wholesalers, distributors, retailers, and e-commerce platforms, the Company reaches and supports households, students, offices, and skilled professionals including carpenters, painters, plumbers, mechanics, and others. The Business-to-Business segment provides specialised solutions such as Industrial Adhesives, Industrial Resins, Project-based Construction Chemicals, Organic Pigments, and Pigment Preparations. This segment serves a variety of industries including packaging, joinery, textiles, paints, printing inks, paper, leather, and allied sectors, contributing to their operational efficiency and product quality. 		

IV. Employees

20. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	Employees and Workers (including Differently Abled)					
Employees						
1	Permanent (D)	8,614	8,104	94%	510	6%
2	Other than Permanent (E)	1,773	1,736	98%	37	2%
3	Total Employees (D+E)	10,387	9,840	95%	547	5%
Workers						
4	Permanent (F)	221	217	98%	4	2%
5	Other than Permanent (G)	4,007	3,685	92%	322	8%
6	Total Workers (F+G)	4,228	3,902	92%	326	8%
b.	Differently abled employees and workers					
Employees						
7	Permanent (D)	5	5	100%	0	0%
8	Other than Permanent (E)	0	0	0%	0	0%
9	Total Differently Abled Employees (D+E)	5	5	100%	0	0%
Workers						
10	Permanent (F)	0	0	0%	0	0%
11	Other than Permanent (G)	4	4	100%	0	0%
12	Total Differently Abled Workers (F+G)	4	4	100%	0	0%

21. Participation/Inclusion/Representation of Women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	16*	1	6
2	Key Management Personnel (KMP)	4#	1	25

* Board of Directors includes 03 KMPs

KMPs are the Managing Director, Joint Managing Director, Executive Director-Finance & CFO, and Company Secretary.

22. Turnover Rate for Permanent Employees and Workers (Disclose trends for the past 3 years)*

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11%	13%	11%	12%	13%	12%	11%	9%	11%
Permanent Workers	8%	77%	14%	4%	0%	4%	6%	0%	5%

* Turnover rate is calculated as: Number of employees exited during the F.Y. / Average no. of persons employed in the category

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

23	S. No	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures	Indicate whether it is a Holding / Subsidiary / Associate or 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)
Names of Holding / Subsidiary / Associate Companies / Joint Ventures	1.	Fevicol Company Ltd.	Subsidiary	100	No
	2.	Pagel Concrete Technologies Pvt. Ltd.	Subsidiary	80	
	3.	Bhimad Commercial Company Pvt. Ltd.	Subsidiary	100	
	4.	Pidilite Ventures Pvt. Ltd.	Subsidiary	100	
	5.	Building Envelope Systems India Ltd.	Subsidiary	60	
	6.	Hybrid Coatings (Partnership Firm)	Subsidiary	60	
	7.	Nina Percept Pvt. Ltd.	Subsidiary	100	
	8.	ICA Pidilite Pvt. Ltd.	Subsidiary	50	
	9.	Pidilite Litokol Pvt. Ltd.	Subsidiary	60	
	10.	Pidilite Grupo Puma Manufacturing Ltd.	Subsidiary	50	
	11.	Pidilite C-Techos Walling Ltd.	Subsidiary	100	
	12.	Tenax Pidilite India Pvt. Ltd.	Subsidiary	70	
	13.	Solstice Business Solutions Pvt. Ltd.	Subsidiary	100	
	14.	Pargro Investments Pvt. Limited	Subsidiary	100	
	15.	Pidilite International Pte Ltd.	Subsidiary	100	
	16.	Pidilite Middle East Ltd.	Subsidiary	100	
	17.	Pidilite MEA Chemicals LLC	Subsidiary	100	
	18.	Pidilite USA Inc.	Subsidiary	100	
	19.	Pidilite Speciality Chemicals Bangladesh Pvt. Ltd.	Subsidiary	100	
	20.	Pidilite Bamco Ltd.	Subsidiary	100	
	21.	PT Pidilite Indonesia	Subsidiary	100	
	22.	Pidilite Innovation Centre Pte Ltd.	Subsidiary	100	
	23.	Pidilite Industries Egypt SAE	Subsidiary	100	
	24.	Bamco Supply and Services Ltd.	Subsidiary	49	
	25.	PIL Trading (Egypt) LLC	Subsidiary	100	
	26.	Pidilite Industries Trading (Shanghai) Co Ltd.	Subsidiary	100	
	27.	Pidilite Chemical PLC	Subsidiary	100	
	28.	Pidilite Lanka (Pvt.) Ltd.	Subsidiary	76	
	29.	Nebula East Africa Pvt. Ltd.	Subsidiary	100	
	30.	Nina Lanka Construction Technologies (Pvt.) Ltd.	Subsidiary	93.94	
	31.	Pidilite Ventures LLC	Subsidiary	100	
	32.	Pidilite East Africa Ltd.	Subsidiary	55	
	33.	Nina Percept (Bangladesh) Pvt. Ltd.	Subsidiary	100	
	34.	Pidilite Puma MEA Chemicals LLC.	Joint Venture	50	
	35.	Pidilite Insignia Limited (with effect from 24 th February 2026)	Subsidiary	55	
	36.	Vinyl Chemicals (India) Ltd.	Associate	40.64	
	37.	Aapkapainter Solutions Pvt. Ltd.	Associate	47.67	
	38.	Kaarwan Eduventures Pvt. Ltd.	Associate	28.88	
	39.	Buildnext Construction Solutions Pvt. Ltd.	Associate	36.20	
	40.	Finemake Technologies Pvt. Ltd.	Associate	36.45	
	41.	Constrobot Robotics Pvt. Ltd.	Associate	23.72	
	42.	Imagimake Play Solutions Pvt. Ltd.	Associate	26.15	

VI. CSR Details		
24	i. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	ii. Turnover (in ₹)	₹ 13,488 Crores
	iii. Net worth (in ₹)	₹ 10,665 Crores

VII. Transparency and Disclosures Compliances								
25	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for Grievance Redressal Policy)	FY 2025-26			FY 2024-25		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Communities	Yes csr@pidilite.co.in	-	-	-	-	-	-
	Investors (other than shareholders)	Yes https://www.pidilite.com/investor-relations/investor-center	-	-	-	-	-	-
	Shareholders	Yes https://www.pidilite.com/investor-relations/investor-center	22	-	Nil	10	1	One complaint received from NSE on Smart ODR portal on 22 nd March, 2025, was closed on 10 th April 2025.
	Employees and workers	Yes report@integritymatters.in	4	1	One complaint received in the last week of Mar'26 and was under investigation as of 31 st Mar'26	5	0	The complaints were investigated and necessary actions taken
	Customers	Yes 1. https://www.pidilite.com/contact 2. Customer Care Cell Email - csc@pidilite.com 3. Toll free number 1800-266-6066	1,540	11	Nil	1,922	5	-

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

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity	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	Corporate Governance and Risk Management	Opportunity	Strong governance mechanisms and board oversight support effective risk management and contribute to long-term shareholder value.	-	Positive
2	Climate Change	Risk	Climate-related factors such as extreme weather events, water stress, regulatory changes and market transition risks may impact business operations and costs.	The Company has carried out climate risk assessments, strengthened regulatory monitoring, and implemented initiatives including renewable energy adoption, water conservation, waste reduction, and emissions management.	Negative
3	Sustainable Procurement	Risk & Opportunity	Responsible sourcing of raw materials is essential to ensure supply continuity, regulatory compliance and long-term business growth.	The Company has adopted Sustainable Procurement and Supplier Diversity policies to enable environmentally and socially responsible sourcing while improving supply chain resilience.	Short-term: Negative (cost increase). Long-term: Positive (supply stability and growth).
4	Management of Hazardous Chemicals	Risk	The nature of operations requires safe handling of hazardous chemicals to minimise risks to employee health, safety and the environment.	The Company implements an Environment, Health and Safety policy, conducts periodic risk assessments, applies engineering controls, provides employee training, and adopts inherently safe design standards.	Negative
5	Occupational Health and Safety	Risk	Manufacturing activities require robust safety systems and controls to prevent occupational injuries and incidents.	The Company follows ISO 45001 standards, works towards a Zero Harm objective, implements behaviour-based safety programmes, monitors safety performance indicators, and conducts regular internal and external audits.	Negative
6	Availability of Natural Resources	Risk & Opportunity	Dependence on natural resources makes efficient consumption critical for operational continuity, environmental protection and long-term resilience.	The Company focuses on water stewardship, energy efficiency, zero liquid discharge where feasible, and adoption of energy recovery and efficiency measures.	Short to medium term: Negative (investment cost). Long term: Positive (resilience and value protection).
7	Plastic Packaging	Risk	Evolving regulations and sustainability expectations require reduction of virgin plastic usage and improved recycling and reuse of packaging materials.	The Company is optimising packaging design, reducing virgin plastic, increasing the use of post-consumer recycled material, and promoting reuse of rigid packaging.	Negative

S. No.	Material Issue Identified	Indicate whether risk or opportunity	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	Economic Performance	Opportunity	Stable financial performance supports sustainable growth and value creation for stakeholders.	-	Positive
9	Community Development	Opportunity	Active engagement with communities supports inclusive growth and strengthens relationships with stakeholders.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	Certain policies are uploaded on the website of the Company at https://www.pidilite.com/investor-relations/corporate-governance								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Company's sustainable sourcing and supplier diversity policies were communicated to all suppliers. The value chain partners are expected to follow the Company policies as applicable to their business.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and Management Processes										
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.	Principle of Corporate Governance, Corporate Governance Voluntary Guidelines, 2009	ISO 14001 : 2015, GRI standards	ISO 45001 : 2018, GRI standards	ISO 14001 : 2015, GRI standards	Universal Declaration on Human Rights of the United Nations	ISO 14001 : 2015, GRI standards	Universal Declaration on Human Rights of the United Nations, GRI Standards	CSR disclosures pursuant to Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended	ISO 14001 : 2015, GRI standards
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The details of the Company's sustainability strategy, commitments, goals, targets and progress against targets are available in the Sustainability Report, which is available in public domain at https://www.pidilite.com/investor-relations/sustainability-reports								
6	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.									

Governance, Leadership and Oversight

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements <p>The Company continues to integrate sustainability into its strategic and operational decision-making, recognising that responsible business practices are essential for long-term value creation. Environmental, Social, and Governance (ESG) considerations remain embedded across business processes to address emerging risks and opportunities in a changing economic and regulatory environment.</p> <p>On the environmental front, the Company remains focused on reducing freshwater and energy consumption, mitigating greenhouse gas (GHG) emissions, and accelerating the transition towards renewable energy. During the year, progress continued in increasing the share of renewable energy through expanding rooftop installations and signing a long-term power purchase agreement with a Green Hybrid Power supplier, along with improvements in energy and water use efficiencies. The Company also strengthened its circularity efforts by optimising packaging design, reducing virgin plastic consumption, and increasing the use of post-consumer recycled materials in plastic packaging, in line with evolving regulatory requirements and circular economy principles. Robust monitoring systems remain in place to track environmental performance and guide continuous improvement across manufacturing locations.</p> <p>Social responsibility remains a key pillar of the Company's sustainability approach. The Company continues to focus on fostering a safe, inclusive, and engaging workplace by promoting diversity, enhancing skills and capabilities, strengthening career development pathways, and prioritising employee health and well-being. Occupational health and safety remains central to operations, with sustained emphasis on preventive measures, leading safety indicators, behaviour-based safety programmes, adherence to Pidilite's Life Saving Rules, and contractor safety management. Regular audits, training programmes, and process safety initiatives support the objective of maintaining a strong safety culture across the value chain.</p> <p>Beyond its operations, the Company continues to contribute to inclusive, sustainable and holistic community development through its Corporate Social Responsibility (CSR) initiatives. These programmes address key societal needs in education, healthcare, agriculture, water conservation, skill development, women's empowerment, sanitation, and plastic waste management, aiming to create measurable and long-term positive impact in the communities surrounding its operations.</p> <p>The Company is committed to high standards of governance, ethical conduct, and regulatory compliance. As a responsible and conscientious corporate citizen, the Company will continue to create a lasting positive impact on the environment, society and the communities it operates in.</p> <p>Details of the Company's sustainability strategy, commitments, targets, and progress are provided in the Sustainability Report, which is available in the public domain on the Company's website: https://www.pidilite.com/investor-relations/sustainability-reports</p>	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Shri Sudhanshu Vats Designation: Managing Director DIN: 05234702
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.	Name: Shri Swaminathan K Designation: Director – Operations DIN: 08958758

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									Quarterly	Monthly	Monthly	Quarterly	Quarterly	Monthly	Ongoing	Quarterly	Quarterly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all the statutory requirements of principles to the extent applicable.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	M/s SGS India Pvt Ltd was engaged to review the systems and procedures related to safety and environment.								

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)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness program on any of the principles during the financial year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors & Key Managerial Personnel	7*	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. The topics include: 1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements 4) Environmental & Safety matters 5) Business Process Improvements	100%
Employees other than BODs and KMPs	75	1) Prevention of Sexual Harassment 2) Code of Conduct 3) Legal Metrology 4) Awareness on Insider Trading 5) Ethics line 6) Well-being and Safety related sessions	77%
All Workers	47	1) Training on Company Policies and Processes 2) EHS Induction and annual refresher training 3) Job Specific Training	100%

*As a part of Board meetings, familiarization/induction conducted for newly inducted Directors, CSR & factory visits.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format. (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	NA	NA
Settlement	Nil	Nil	Nil	NA	NA
Compounding fee	Nil	Nil	Nil	NA	NA

b. Non-Monetary

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

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

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

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

Yes, as part of the Code of Conduct.

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

Category	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

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

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 Accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-26	FY 2024-25
Number of days of accounts payables	58	58

9. Openness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	20%	28%
	b. Number of trading houses where purchases are made from	206	243
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	74%	74%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	89%	88%
	b. Number of dealers/ distributors to whom sales are made	8,955	9,082
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	3%	3%

Share of RPT's in	a. Purchases (Purchases with related parties/ Total Purchases)	9.73%	10.28%
	b. Sales (Sales to related parties /Total Sales)	1.78%	1.84%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	46.48%	41.13%
	d. Investments (Investments in related parties/ Total Investments made)	21.99%	25.29%

LEADERSHIP INDICATORS

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

Total number of awareness programs held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
20	<ul style="list-style-type: none"> • Prevention of Sexual Harassment • EHS Induction and Annual Refresher Training • First Aid and Emergency Management Procedures • Job Specific Training viz, Permit to Work System, Electrical Safety, Work at Height, Chemical Hazards and Material Safety Sata Sheet (MSDS). 	100% of co-manufacturing unit employees and workforce are covered by these trainings.

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

Yes. The Company has put in place a formal Code of Conduct applicable to its Board of Directors, which outlines the principles and processes for identifying, avoiding, and appropriately disclosing actual or potential conflicts of interest. Compliance with the Code is affirmed by each Director through annual confirmation.

In accordance with the prescribed framework, Directors are required to disclose their interests in related parties on an annual basis, or earlier where a related party transaction is proposed. To preserve independence and objectivity in decision-making, Directors do not participate in deliberations or voting at Board or Committee meetings on matters in which they have an interest or are otherwise considered interested.

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:

Type	FY 2025-26	FY 2024-25	Details of improvement in social and environmental aspects
Research & Development (R&D)	6.9%	5.3%	<p>During FY 2025–26, the Company continued its R&D activities on sustainability through initiatives like,</p> <ol style="list-style-type: none"> 1. Identifying, developing and replacing sustainable raw materials, 2. Replacing hazardous solvent-based products with safer alternatives such as 100% solid products, hot melts and water-based products, 3. Replacing non-recyclable plastic packaging with recyclable plastics, 4. Continuing to develop products meeting CMR compliance standards.
Capital Expenditure (CAPEX)	3.8%	4.4%	<ol style="list-style-type: none"> 1. Investments were made to add renewable energy through installation of rooftop solar power plants at manufacturing locations. 2. Investments were made to switch to cleaner fuels such as Piped Natural Gas (PNG) and briquettes in boilers to reduce air emissions. 3. Replacement of conventional fans with energy-efficient BLDC and high-efficiency fans to reduce electricity consumption. 4. Replacement of old motors with energy-efficient IE3 and IE4 class motors. 5. Replacement of conventional cooling tower fans with aero-foil and composite fans to improve energy efficiency. 6. Reduction in power consumption in manufacturing processes through automation and consolidation of packing lines. 7. Adoption of Oil Free Refrigerant (OFR) technology in chilled water units to improve energy efficiency. 8. Installation of variable frequency drives (VFDs) for high energy-consuming equipment to optimize power usage. 9. Installation and upgradation of effluent treatment facilities to enable recycling and reuse of treated water and reduce freshwater consumption. 10. Investments were made in the installation of rainwater harvesting systems to improve water conservation.

2. a. Does the entity have procedures in place for sustainable sourcing?

The Company has sustainable sourcing and supplier diversity policies. These are communicated to all suppliers and they are expected to follow the Company policies applicable to their business.

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

61%

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

Product	Process to safely reclaim the product
a. Plastics (including packaging)	<p>The Company utilizes diverse types of plastics for packaging. In accordance with the Plastic Waste Management (PWM) Rules 2016, the Company collaborates with multiple waste management agencies to manage post-consumer plastic packaging waste in its downstream operations. These agencies collect and send these wastes to Central Pollution Control Board (CPCB) authorized recyclers or end-of-life processors.</p> <p>The plastic waste generated from manufacturing facilities is directly sent to Pollution Control Board (PCB) authorized plastic waste processors.</p>
b. E-Waste	E-waste from Company's establishments is collected and disposed of through PCB authorized vendors.
c. Hazardous Waste	Hazardous waste from manufacturing units is disposed of through Pollution Control Board authorized hazardous waste recyclers, co-processors and authorized landfill facilities.
d. Other Waste	Other wastes are disposed of through approved waste management agencies.

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, EPR under Plastic Waste Management (PWM) Rules, 2016 is applicable. The collection done is in line with the EPR plan submitted to Central Pollution Control Board (CPCB).

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

The Company is leveraging product life cycle analysis to understand the environmental impacts of its products for gate-to-gate life cycle - from raw materials to final products. This analysis helps to understand the impact of its operations on the environment. The Company has been continuously making efforts to identify opportunities to reduce the environmental impacts, increase resource efficiency, create value for its stakeholders and customers. The Company has started building an internal capability for carrying out the product life cycle analysis. About 25% of the R&D product team members have received training in undertaking detailed LCA studies of its products.

NIC Code	Name of Product for LCA	% Turnover of products with LCA	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.
20295	Certain Adhesive Products	22	Gate-to-Gate	No	No

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

The LCA study did not identify any significant environmental impact or social concerns.

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 25-26	FY 24-25
Recycled input material	0.2%	0.3%
Recycled packaging input material	4.1%	1.8%

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

	FY 2025-26			FY 2024-25		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging) (Metric Tonnes)*	-	28,282	15,131	-	31,655	550
E-waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-

* Since April 2023, EPR for Plastics has been carried out by purchase of EPR credits from Plastic Waste Processors (PWPs) via portal maintained by Central Pollution Control Board (CPCB), in line with applicable guidelines. The Company collects post-consumer plastic packaging waste from market equal to 100% of the plastic packaging that the Company had introduced into the market on a brand neutral basis. On-ground plastic waste collection and disposal are implemented by Plastic Waste Management Agencies and recycled / end of life processed through PWPs that are authorised and monitored by CPCB/ State Pollution Control Board (SPCB).

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

Indicate Product category	Reclaimed packaging materials as % of total products sold in respective category
Plastic Packaging Waste (as a part of extended producer responsibility)	100% of plastic packaging material [in alignment with Plastic Waste Management Rules, 100% of equivalent plastic packaging material is collected and recycled / safely disposed]

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%(B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	8,104	8,104	100%	8,104	100%	0	0	8,104	100%	0	0
Female	510	510	100%	510	100%	510	100%	0	0	510	100%
Total	8,614	8,614	100%	8,614	100%	510	6%	8,104	94%	510	6%
Other than Permanent Employees											
Male	1,736	1,736	100%	1,736	100%	0	0%	0	0%	0	0%
Female	37	37	100%	37	100%	37	100%	0	0%	0	0%
Total	1,773	1,773	100%	1,773	100%	37	2%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%(B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	217	217	100%	217	100%	0	0%	217	100%	0	0%
Female	4	4	100%	4	100%	4	100%	0	0%	4	100%
Total	221	221	100%	221	100%	4	2%	217	98%	4	2%
Other than Permanent Workers											
Male	3,685	3,685	100%	3,685	100%	0	0%	0	0%	0	0%
Female	322	322	100%	322	100%	322	100%	0	0%	302	94%
Total	4,007	4,007	100%	4,007	100%	322	8%	0	0%	302	8%

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.3%	0.3%

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

Sr. No.	Benefits	FY 2025-26			FY 2024-25		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	Yes	100%	100%	Yes
3	ESI	5%	100%	Yes	2%	100%	Yes

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

The Company continues to work towards fostering an inclusive workplace through planned upgradation and refurbishment of its facilities. In line with its commitment to inclusivity for persons with disabilities, accessibility features such as wheelchair ramps and side railings have been provided across its corporate offices and several manufacturing locations to enable ease of movement.

Enhancements to infrastructure accessibility across locations are undertaken on an ongoing basis under the Company's 'Suvidayain' programme, which guides continuous improvements aligned with the requirements of the Rights of Persons with Disabilities.

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:

The Company does not discriminate against any of its employees and has a comprehensive Code of Conduct. The associated policies cover issues related to fraud, bribery, corruption, human rights, and discrimination and detail the relevant corrective measures. They follow the principles of equal opportunity and are consistently working towards establishing an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

5. Return to work and retention rates of permanent employees and workers who took parental leave:

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	95%	-*	-*
Female	95%	95%	-*	-*
Total	100%	95%	-*	-*

*No worker has applied for parental / maternity leave during FY 2025-26.

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

Category	Yes/No (If yes, give details of the mechanism in brief)
Permanent Workers	The Company has established multiple channels to enable employees and workers, including those other than permanent employees, to raise concerns or grievances. Individuals are encouraged to approach their Reporting Manager or members of the senior leadership and may also reach out directly to the Human Resources function. The Company follows an open-door culture, ensuring that employees at all levels have access to senior management for escalation of concerns.
Other than Permanent Workers	
Permanent Employees	In addition, the Company's Whistle Blower Policy provides a mechanism for employees to report suspected or actual instances of misconduct, including anonymously. Such concerns may be reported through the Ethics Hotline (toll-free number: 1800-102-6969) or via email at whistleblower@pidilite.co.in or report@integritymatters.in . Stakeholders who are not permanent employees of the Company may also communicate grievances through email to the relevant function or management. Further, Safety Committees constituted at manufacturing locations address grievances and issues relating to occupational health and safety.
Other than Permanent Employees	

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees						
Male	8,104	92	1%	7,508	55	1%
Female	510	0	0%	484	1	0.2%
Total Permanent Workers						
Male	217	48	22%	152	116	76%
Female	4	4	100%	9	8	89%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Total Permanent Employees										
Male	8,104	4,729	58%	6,848	85%	7,508	4,441	59%	6,640	88%
Female	510	455	89%	495	97%	484	325	67%	480	99%
Total	8,614	5,184	60%	7,343	85%	7,992	4,766	60%	7,120	89%
Total Permanent Workers										
Male	217	217	100%	33	15%	152	152	100%	31	20%
Female	4	4	100%	3	75%	9	9	100%	1	11%
Total	221	221	100%	36	16%	161	161	100%	32	20%

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
Permanent Employees						
Male	8,104	7,118	88%	7,508	6,611	88%
Female	510	468	92%	484	442	91%
Total	8,614	7,586	88%	7,992	7,053	88%
Permanent Workers						
Male	217	217	100%	152	152	100%
Female	4	4	100%	9	9	100%
Total	221	221	100%	161	161	100%

10. Health and safety management system:

<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?</p>	<p>Yes, the Occupational Health and Safety Management System has been successfully incorporated into all the Company-owned manufacturing facilities and Research & Development Laboratories. It aligns with ISO 45001:2018, the international standard for Occupational Health and Safety (OH&S) management.</p>
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>I. JSA- Job Safety Analysis is systematically conducted and followed to identify potential hazards and necessary control measures are implemented to eliminate the risks associated with both routine and non-routine activities at all manufacturing and R&D facilities.</p> <p>II. HAZOP- Hazard and Operability Study is utilized to identify hazards and deploy necessary controls linked to chemical processes.</p> <p>III. Workplace Monitoring- Industrial Hygiene /workplace monitoring is done periodically to detect health hazards, if any, at workplace.</p> <p>IV. Fire Risk Assessment- Competent agencies are engaged to identify and mitigate risks related to fire and chemicals hazards.</p> <p>V. PRA (Project Risk Assessment): Any green field/brown field projects are assessed through PRA process to identify and mitigate the hazards and risks during project design and execution process.</p> <p>VI. MOC (Management of Change): For any process changes/ modifications, the MOC process is followed to identify any new hazard/risk due to the change and necessary controls are established to mitigate the risk at an acceptable level.</p> <p>VII. Audits- Periodic EHS audits are conducted by trained internal auditors across all plants, warehouse and office locations. Additionally, specialist EHS audits are carried out by external agencies on a periodic basis.</p>

<p>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)</p>	<p>Yes, the Company has implemented robust mechanisms for reporting work-related hazards and risks. Workers are encouraged to promptly report identified hazards and risks to their supervisors, who then document them in the common EHS portal under categories such as Unsafe Acts, Unsafe Conditions and Near Miss. Reported observations undergo thorough analysis, with corrective actions systematically tracked until completion. Also, we have implemented Behaviour Based Safety (BBS) program which empowers all employees, including workers, to identify and rectify at-risk behaviours immediately while fostering a culture of safe practices.</p> <p>These reports are centrally reviewed during EHS performance review meetings, ensuring timely assessment of their frequency and closure. Additionally, workers actively participate in Safety Committee meetings and Gemba walks, where they highlight any potential risks observed on the shop floor, and timely corrective action is taken. To further strengthen workplace safety, suggestion boxes are available for workers to provide feedback and recommendations for hazard elimination or risk reduction. In addition, a listening forum "Khulla Manch", at every manufacturing location enables workers to provide their feedback regarding any safety concerns, and timely actions are taken for resolution.</p>
<p>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>Yes. All employees and workers have access to non-occupational medical and healthcare services. At manufacturing facilities, Occupational Health Centres (OHCs) and ambulance services staffed by certified doctors and nurses provide necessary treatment for both occupational and non-occupational injuries or illnesses.</p> <p>Additionally, all employees and workers are covered under health insurance and ESI policies, as applicable. Through the Healthy & Happy (HAH) program, various awareness sessions led by experts are organized, focusing on physical and mental well-being for all employees.</p> <p>Furthermore, at manufacturing locations, OHC doctors regularly provide health tips to shop floor workers at frequent intervals, reinforcing the Company's commitment to employee well-being.</p>

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.13	0.07
Total recordable work-related injuries	Employees	-	-
	Workers	1	1
No. of fatalities	Employees	-	-
	Workers	1	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

* Including contract workforce

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

The Health & Safety Management system adheres to ISO 45001:2018, the globally recognized standard for occupational health & safety. The Company focuses on Process Safety, Workplace Safety & People Safety to enhance safety at the organisation level and make the workplace safer. A few key initiatives taken in this reporting year are –

Process Safety-

1. Mistake proofing of all hazardous chemical bulk storage tanks with additional overflow protection.
2. Management of Change (MOC) process at manufacturing locations.
3. Enhancement of static electricity controls for solvent and monomer handling units.
4. Fire protection infrastructure upgradation at select units.
5. Ensured availability of as-built P&IDs at high hazard units to enable proper process risk assessment
6. The Company has proactively instituted comprehensive Carcinogenic, Mutagenic, and Reprotoxic (CMR) substances Handling Safety Guidelines across its manufacturing operations.
7. The Company has instituted and taken up Hazardous Material (HAZMAT) storage guidelines for warehouses. These guidelines are designed to prevent chronic health exposure, fire risks.

Workplace Safety-

1. Strengthening Electrical Safety systems controls.
2. Monthly safety theme based campaign to enhance awareness among employees.
3. Access control system for all electrical panel rooms to restrict unauthorized entry.
4. Improved material charging system to minimise fugitive emissions.
5. 360 degree machine guarding.

Project Safety- Project Risk Assessment (PRA) process for all green field and brown field projects including HAZOP and Pre Startup Safety Review (PSSR).

People Safety- The Company continued to sustain Behaviour Based Safety (BBS) across all locations, with ongoing focus on reducing and ultimately eliminating repeated at-risk behaviours.

EHS Data Analytics- Effective monitoring of EHS leading and lagging indicators through internal EHS software and taking timely necessary actions in case of any exception.

EHS Audit Management

1. External Audit: The Company has rolled out a structured external specialist Audit program in the domain of Electrical safety, Fire safety, Process safety by reputed Audit Firms.

2. Internal Audit : The Company has instituted H&S internal Audit program at all its locations (Mfg , R&D Labs, Warehouses & Offices) on yearly basis.

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

Topic	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	NA	Nil	0	NA	Nil
Health & Safety	0	NA		0	NA	

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of units were subjected to internal audits by certified internal auditors. 100% of hazardous process units were subjected to external audits by specialist external auditors (once in 2 years).
Working Conditions	100% Statutory external audits by Directorate of Industrial Safety and Health (DISH) approved agencies as per IS14489 checklist were done at all applicable Manufacturing Units i.e., at Maharashtra, Gujarat and Andhra Pradesh.

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.

A few examples of the corrective actions taken as outcome of Incident Investigations/ Assessments are as follows

- i. Safety incidents are reviewed, thoroughly investigated and CAPA provided for improvement, this is tracked every month by senior management.
- ii. Overfill protection for hazardous chemical storage tanks provided.
- iii. Lifeline & walkway provision for roof top works taken up across manufacturing plants to improve upon the existing infrastructure.
- iv. Strengthening the battery storage and battery handling process to prevent incidents at the workplace across manufacturing and warehouses.
- v. System for Human safety in electrical work related infrastructure, eg: ELCB/RCCB provisions for all power distribution boards, guideline rolled out for ensuring safety in temporary electrical connections.

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).

Yes, The Company provides an Internal Death Pension Scheme for all permanent employees and workers. In addition, a voluntary Term Insurance policy is available, which employees and workers may opt for at their own cost.

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 has implemented systems and processes to ensure that all statutory obligations are duly deducted and remitted by its value chain partners. In accordance with the terms outlined in business agreements, contracts, and purchase orders, all value chain partners are required to fulfill their statutory payment responsibilities promptly. The Company routinely monitors these payments—either through internal checks or third-party audits—to confirm their compliance with government regulations. Depending on the frequency and severity of non-compliance, the Company may issue warnings, impose penalties, or terminate business relationships with defaulting vendors.

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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	-	-	-
Workers	1	-	-	-

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. The Company provides transition assistance programs for retiring employees through retirement planning workshops focused on financial and emotional well-being. Additionally, the Company has an in-house e-learning portal – Gurukool – where employees can choose the required financial and skill building training to enable them to transition. The Company continues to engage with retired employees through an initiative called 'Smriti Milan', which reconnects them and their families with old colleagues. This provides an opportunity to relive cherished memories and create new ones to share.

5. Details on assessment of value chain partners:

The Company has established the Supplier Code of Conduct for its Business Partners. In line with the Supplier Code of Conduct, all business partners are expected to maintain a safe and healthy working environment for their employees and contractors. They are required to comply with all applicable occupational health and safety laws and regulations, and must obtain and maintain all necessary permits, licenses, and authorizations from relevant local and national authorities.

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	100% of co-manufacturing units were subjected to internal audits
Working Conditions	

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 are no significant risks / concerns identified during the internal audits done for co-manufacturing units.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders.

ESSENTIAL INDICATORS

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

Stakeholder engagement remains an integral part of the Company's approach to sustainable and responsible growth. The Company adopts a multi-stakeholder framework to identify, understand, and respond to the expectations of its stakeholders through structured initiatives and engagement programmes.

Stakeholder groups are identified based on the nature and extent of the Company's impact on them, as well as their influence on the Company's business operations and outcomes. Based on this assessment, key stakeholder groups are prioritised to enable a deeper understanding of their concerns and expectations.

The Company engages with its stakeholders through a range of channels, including surveys involving suppliers, customers, and employees; focused workshops; virtual meetings and interactions; continuous engagement through CSR teams; impact assessments; and regular interactions with investors and analysts.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Workforce	No	<ul style="list-style-type: none"> • Trainings • Communication Meetings • Email communications • Employee satisfaction survey • Employee engagement activities • Open forums • Live chat 	• Ongoing	<ul style="list-style-type: none"> • Skill development and training requirements • Workplace satisfaction • Health and safety • Employee engagement and involvement • Career progression • Emotional and mental well-being • Infrastructure improvements
Users / Applicators	No	<ul style="list-style-type: none"> • Trainings • Field meetings • Telephonic conversations • Help desk • Email interaction 	• Ongoing	<ul style="list-style-type: none"> • Skill development • Product application training • Loyalty program • Quality of the product • New product development • Design ideas • Community Initiatives
Customers	No	<ul style="list-style-type: none"> • Telephone • Email • Customer meets • Personal visits • Advertisements • Customer satisfaction reports 	• Ongoing	<ul style="list-style-type: none"> • Availability of the product • Pricing of the product • Quality of the product • New product development • Logistics • Efficient service • Grievance redressal and transparency • Information on the safe use of products • Complaint management
Investors and Shareholders	No	<ul style="list-style-type: none"> • Media releases • Annual reports • Investor meets • Investor presentation • Analyst meets • Contact through investor service centres • Annual general meeting • Company website 	• Ongoing/ Quarterly	<ul style="list-style-type: none"> • Financial performance • Business growth • Business strategy • Transparency • Corporate governance • Social responsibility • Sustainability

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Dealers	No	<ul style="list-style-type: none"> • Helpdesk • E-business portal • Personal interaction • E-communication/ telephonic conversations • Dealer visits/meets 	• Ongoing	<ul style="list-style-type: none"> • Product availability • Product portfolio • New product development • Market trend
Suppliers	No	<ul style="list-style-type: none"> • Personal interaction • Telephonic conversations • Email communication 	• Ongoing	<ul style="list-style-type: none"> • Long-term association • Innovation opportunities • Supply consistency • Material pricing
Local communities	No	<ul style="list-style-type: none"> • Visits • Meetings • Medical camps • Need assessment 	• Ongoing	<ul style="list-style-type: none"> • Health • Education • Indirect economic impact • Sanitation
Non-governmental organisations	No	<ul style="list-style-type: none"> • CSR initiatives • Telephonic discussions 	• Ongoing	<ul style="list-style-type: none"> • Support on implementation of program in Company's focus areas • Support for community-based organisations
Regulatory authorities	No	<ul style="list-style-type: none"> • Industry bodies and forums 	• Need based	<ul style="list-style-type: none"> • Regulatory compliance • Community initiatives

LEADERSHIP INDICATORS

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

The Company follows a structured approach to engagement with stakeholders as part of its commitment to responsible and sustainable value creation. Through its multi-stakeholder engagement model, the Company seeks to identify stakeholder expectations and address them through a range of focused initiatives and programmes.

Well-defined feedback mechanisms are in place for each stakeholder group, enabling regular dialogue on matters related to economic performance, environmental responsibility, and social impact. Insights and inputs received through these interactions are analysed to identify material issues, which are subsequently placed before the relevant Committees of the Board, including the Corporate Social Responsibility Committee and the Stakeholder Relationship Committee, for deliberation. The concerned functions are entrusted with the responsibility of addressing and managing the identified matters.

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.

The Company considers stakeholder engagement to be an important input in identifying and managing environmental and social matters relevant to its business. It follows a structured and continuous engagement approach, involving direct interactions, stakeholder forums, and initiatives undertaken through its CSR programmes, to understand stakeholder perspectives and concerns.

To systematically assess environmental and social topics that are material to both stakeholders and the business, the Company undertakes periodic materiality assessments. Through this process, key environmental and social issues are identified, evaluated, and prioritised based on their significance to stakeholders and their potential impact on the Company's operations and long-term performance. The outcomes of these assessments are used to inform policies, focus areas, and activities across the organisation. Further details of the stakeholder engagement process and materiality assessment are provided in the relevant sections of the Company's Sustainability Report, available at <https://www.pidilite.com/investor-relations/sustainability-reports>

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

The Company has actively participated in and supported various social and community service programs for several years, engaging with vulnerable and marginalised stakeholder groups. The Company focuses on women empowerment, education, skill development and agriculture initiatives, positively impacting the lives of communities. For more information, please refer to the Social and Community Service Initiatives section of the Sustainability Report (Link: <https://www.pidilite.com/investor-relations/sustainability-reports>).

PRINCIPLE 5: Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	%(D/C)
Employees						
Permanent	8,614	5,237	61%	7,992	6,990	87%
Other than permanent	-	-	-	-	-	-
Total Employees	8,614	5,237	61%	7,992	6,990	87%
Workers						
Permanent	221	221	100%	161	161	100%
Other than permanent	-	-	-	-	-	-
Total Workers	221	221	100%	161	161	100%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	8,104	-	0%	8,104	100%	7,508	-	0%	7,508	100%
Female	510	-	0%	510	100%	484	-	0%	484	100%
Other than permanent										
Male	1,736	-	0%	1,736	100%	2,347	-	0%	2,347	100%
Female	37	-	0%	37	100%	118	-	0%	118	100%
Workers										
Permanent										
Male	217	-	0%	217	100%	152	-	0%	152	100%
Female	4	-	0%	4	100%	9	-	0%	9	100%
Other than permanent										
Male	3,685	-	0%	3,685	100%	3,716	-	0%	3,716	100%
Female	322	-	0%	322	100%	288	-	0%	288	100%

3. Details of remuneration/salary/wages:

a. Median Remuneration/ wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD)	18*	46,06,000	1	15,86,644
Key Managerial Personnel	3	14,00,67,623	1	1,06,27,375
Employees other than BoD and KMP	8,098	8,92,245^	509	19,08,319*
Workers	217	7,39,579^	4	5,56,272*

*Board of Directors includes 03 KMPs

^ Represents median CTC

b. Gross wages paid to females as % of total wages paid:

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	9.3%	8.7%

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. Any human rights issues are addressed to the HR function for resolution.

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

The Company has a framework that focuses on good governance, commitment to abiding by law, ensuring timely payment of employee salaries, and providing equal opportunities for all. The Company has provided various platforms to enable employees to express their concerns e.g. Ethics helpline, HR Connect, Mypidilite etc. Any grievances are routed to the Human Resource function and in certain cases to the Ethics Committee. Necessary actions are taken in line with underlying policies and regulations applicable to the workplace and the closure is intimated to the aggrieved person. Further, at the factory locations, an open house forum called 'Khulla Manch' is organized periodically for grievance resolution.

In addition, the Code of Conduct for Employees and the Whistle Blower Policy allows all our employees to report any kind of suspected or actual misconduct or grievances in the organisation in an anonymous manner.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	4	1	1 complaint was received in the last week of Mar'26 and was under investigation as of 31 st Mar'26.	5	-	The complaints were investigated and necessary actions taken
Discrimination at Workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other Human Rights related issues	-	-	-	-	-	-

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

	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	5
Complaints on POSH as a % of female employees/workers	0.45%	0.60%
Complaints on POSH upheld	1	5

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

The Company has a well-defined Whistle Blower Policy and Grievance Redressal Procedure for employees. Any employee can raise grievance anonymously and the same is resolved within the prescribed timelines. Further, an Internal Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is also in place.

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

Yes.

10. Assessments for the year:

	% of the plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of Company's plants are assessed by internal team.
Forced/Involuntary Labour	
Sexual harassment	
Discrimination at Workplace	
Wages	
Others – please specify	

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

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

LEADERSHIP INDICATORS

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

The Company's approach is to embed human rights in all parts of its business. The Company is committed to safeguarding and upholding Human Rights, and addressing any identified human rights violations, such as issues related to child labor, forced labor, freedom of association, collective bargaining rights, equal pay, and discrimination. The Company strives to provide equal employment opportunities, ensure fairness in distribution, procedures, and interactions, create a harassment-free and safe workplace, and respect fundamental human rights. As an equal opportunity employer, the Company does not tolerate discrimination in any form.

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

Yes, the Company has constructed ramps for wheelchair accessibility and movement for differently abled visitors for its Corporate office at Mumbai and at multiple manufacturing units.

4. Details on assessment of value chain partners:

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

* In line with the Company's Supplier Code of Conduct, all business partners are required to treat their employees with respect and dignity, maintaining zero tolerance for sexual harassment, workplace discrimination, child labor, and forced or involuntary labor. They must ensure a safe and healthy workplace for both employees and contractors. Business partners must comply with local and national laws and regulations regarding Occupational Health and Safety, possessing all necessary permits, licenses, and permissions from relevant authorities. Additionally, they must provide their employees with safe and humane working conditions.

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 Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A) (Giga Joules)	39,922	26,165
Total fuel consumption (B) (Giga Joules)	2,95,969	3,12,732
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	3,35,891	3,38,897
From non-renewable sources		
Total electricity consumption (D) (Giga Joules)	1,85,891	1,90,820
Total fuel consumption (E) (Giga Joules)	1,10,385	1,30,513
Energy consumption through other sources (F) (Giga Joules)	-	-
Total energy consumed from non-renewable sources (D+E+F)	2,96,276	3,21,333
Total energy consumed (A+B+C+D+E+F) (Giga Joules)	6,32,167	6,60,230
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00000469	0.00000547
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000095	0.000113
Energy intensity in terms of physical output: Energy Use intensity (Giga Joules / Metric Tons of Production)	0.63	0.89

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. M/s. KPMG Assurance and Consulting Services LLP

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

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

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	34,331	36,037
(ii) Groundwater	1,28,302	1,32,528
(iii) Third party water	7,64,010	7,90,620
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9,26,643	9,59,185
Total volume of water consumption (in kilolitres)	5,13,335	5,14,355
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000381	0.00000426
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000077	0.000088
Water intensity in terms of physical output Water Use Intensity (Fresh Water withdrawal / Production) (KL/MT)	0.93	1.30

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. M/s. KPMG Assurance and Consulting Services LLP.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment: The waste water generated at the manufacturing units are treated to the standards as specified in the CTOs of respective units.	4,13,401	4,44,829
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	4,13,401	4,44,829

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. M/s. KPMG Assurance and Consulting Services LLP.

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

Yes, currently we have 23 of total 33 manufacturing facilities considered as zero liquid discharge. We continue to reduce fresh water consumption by applying the principles of reduce, reuse, recycle and looking for newer technologies in the field. Recycling technologies like RO, MVRE and ATFD have been implemented in some of our plants.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Kg/Yr	17,505	20,809
SOx	Kg/Yr	12,494	12,593
Particulate Matter (PM)	Kg/Yr	29,250	30,073
Persistent Organic Pollutants (POP)		NA*	
Volatile Organic Compounds (VOC)		NA*	
Hazardous Air Pollutants (HAP)		NA*	

* POP, VOC, and HAP are not included in the Factory's Consent to Operate issued by the pollution control board and therefore not applicable.

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, Stack emissions are monitored by authorized external agency.

Name of external agencies: Padmaja Aerobiological Pvt Ltd., Navi Mumbai, Kadam Environment, Vadodara, Shivalik Solid Waste Management Ltd, Nalagarh and Vimta Lab Ltd., Hyderabad, SV Enviro Labs & Consultants, Vizag.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	7,566	8,690
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	36,662	38,525
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent/INR	0.00000033	0.00000039
Total Scope 1 and Scope 2 Emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent/\$	0.00000067	0.00000081
Total Scope 1 and Scope 2 emission intensity in terms of physical output Total Scope 1 and Scope 2 emission intensity– Scope 1 & 2 emissions / Production	(tCO2/MT)	0.04	0.06

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. M/s. KPMG Assurance and Consulting Services LLP.

8. Does the entity have any project related to reducing greenhouse gas emissions? If yes, then provide details.

Yes. The Company continues to focus on reducing its greenhouse gas emissions and managing climate-related risks through a range of energy transition initiatives. These efforts are aimed at progressively lowering dependence on carbon-intensive fuels and increasing the adoption of cleaner and renewable energy sources.

In the area of thermal energy, the Company has undertaken measures including the conversion of coal and furnace oil-based boilers to briquette-based systems, as well as the replacement of furnace oil with lower-emission fuels such as PNG. In addition, the Company has strengthened its renewable electricity portfolio through investments in wind energy and solar power projects.

As at March 2026, renewable energy, comprising both electrical and thermal sources, accounted for approximately 53% of the total energy consumed across the Company's manufacturing facilities.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,256.28	1,112.90
E-waste (B)	20.23	4.08
Bio-medical waste (C)	0.30	0.31
Construction and demolition waste (D)	54.74	0
Battery waste (E)	39.17	19.07
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify if any (G)	13,718.80	14,190.44
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	6593.47	6,429.88
Total (A+B + C + D + E + F + G + H)	21,682.99	21,756.68
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.00000016	0.00000018
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.00000033	0.00000037
Waste intensity in terms of physical output Waste Generation Intensity (Kg/MT of Production)	21.77	29.45

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

Category of Waste	FY 2025-26	FY 2024-25
Category of Waste: Plastic Waste (in Metric Tonnes)		
i. Recycled	1,234.39	1,114.86
ii. Reused	-	-
iii. Other recovery operations	-	-
Category of Waste: E-Waste (in Metric Tonnes)		
i. Recycled	18.68	4.08
ii. Reused	-	-
iii. Other recovery operations	-	-
Category of Waste: Biomedical Waste (in Metric Tonnes)		
i. Recycled	-	-
ii. Reused	-	-
iii. Other recovery operations	-	-
Category of Waste: Construction and Demolition Waste (in Metric Tonnes)		
i. Recycled	-	-
ii. Reused	54.74	-
iii. Other recovery operations	-	-
Category of Waste: Battery Waste (in Metric Tonnes)		
i. Recycled	39.17	19.07
ii. Reused	-	-
iii. Other recovery operations	-	-
Category of Waste: Hazardous Waste (in Metric Tonnes)		
i. Recycled	9,051.69	9,700.23
ii. Reused	-	-
iii. Other recovery operations	-	-
Category of Waste: Non-Hazardous Waste (in Metric Tonnes)		
i. Recycled	6,467.63	6,230.20
ii. Reused	-	-
iii. Other recovery operations	-	-

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

Category of Waste	FY 2025-26	FY 2024-25
Category of Waste: Plastic Waste (in Metric Tonnes)		
i. Incineration	-	-
ii. Landfilling	-	-
iii. Other disposal operations	-	-
Category of Waste: E-Waste (in Metric Tonnes)		
i. Incineration	-	-
ii. Landfilling	-	-
iii. Other disposal operations	-	-
Category of Waste: Biomedical Waste (in Metric Tonnes)		
i. Incineration	0.30	0.31
ii. Landfilling	-	-
iii. Other disposal operations	-	-
Category of Waste: Construction and demolition waste (in Metric Tonnes)		
i. Incineration	-	-
ii. Landfilling	-	0.1
iii. Other disposal operations	-	-
Category of Waste: Battery Waste (in Metric Tonnes)		
i. Incineration	-	-
ii. Landfilling	-	-
iii. Other disposal operations	-	-
Category of Waste: Non-Hazardous Waste (in Metric Tonnes)		
i. Incineration	-	-
ii. Landfilling	87.11	208.69
iii. Other disposal operations	-	-
Category of Waste: Hazardous Waste (in Metric Tonnes)		
i. Incineration	29.90	111.41
ii. Landfilling	4,759.30	4,888.22
iii. Other disposal operations	-	-

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. M/s. KPMG Assurance and Consulting Services LLP.

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

The Company follows a structured approach to waste management, with a focus on reducing waste generation and enhancing reuse and recycling across its operations. Key measures implemented at its facilities include the reuse of process wash water, a shift from drum and Intermediate Bulk Container (IBC) packaging to bulk storage of raw materials, pre-processing and co-processing of hazardous waste through authorized agencies, recycling and reuse of plastic packaging materials, and recycling as well as reuse of both process and domestic effluents.

With respect to product stewardship and process safety, the Company integrates environmental and occupational health considerations into its product design and development activities. Raw materials are systematically evaluated for regulatory compliance to meet applicable national and international safety requirements, thereby minimizing the use of hazardous or toxic substances in products and manufacturing processes wherever feasible. An established Intellectual Property Policy further ensures that new product innovations are developed in compliance with relevant regulatory frameworks.

The Company regularly tracks waste disposal intensity and has defined key performance indicators to enable year-on-year improvement. Additional details on waste management initiatives and chemical management practices are disclosed in the Company's annual Sustainability Reports, which are available in the public domain at <https://www.pidilite.com/investor-relations/sustainability-reports>.

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

S. No.	Location of operations / offices	Type of operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Nil*	NA	NA

* None of the manufacturing facilities or offices of the Company falls in or around ecologically sensitive areas.

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

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

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

Yes, the Company is in compliance with the applicable environmental legislation.

LEADERSHIP INDICATORS

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

Name of area: Alwar, Daman, Ludhiana, Perundurai

Nature of Operation: Manufacturing

Water withdrawal, consumption and discharge:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	208	319
(ii) Groundwater	5,747	4,936
(iii) Third party water	3,283	2,794
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	9,238	8,049
Total volume of water consumption (in kilolitres)	9,238	8,049
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000007	0.00000007
Water intensity (optional) – the relevant metric may be selected by the entity (KL/MT)	0.03	0.04

Water discharge by destination and level of treatment (in kilolitres)

(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	-	-

Water discharge by destination and level of treatment (in kilolitres)

iii) Into Seawater

- No treatment	-	-
- With treatment – please specify level of treatment	-	-

(iv) Sent to third-parties

- No treatment	-	-
- With treatment – please specify level of treatment	-	-

(v) Others

- No treatment	-	-
- With treatment – please specify level of treatment – Zero Liquid Discharge	-	-
Total water discharged (in kilolitres)	-*	-*

*All the manufacturing units located in water stressed area are Zero Liquid Discharge facility.

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. M/s. KPMG Assurance and Consulting Services LLP.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

Not Applicable

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. None of our manufacturing units are located within ecologically sensitive areas as designated by the Ministry of Environment, Forests, and Climate Change (MoEFCC).

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

S No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Fresh water consumption reduction.	<ul style="list-style-type: none"> Reuse and recycling of process wash water across units. Condensate recovery and reuse in processes and utilities. Reuse of treated effluent through ETP, STP, RO and MVRE systems. Process and operational improvements to reduce freshwater usage. Drip irrigation adopted for greenbelt and gardening. 	Reduced freshwater requirement by 44,611 KL in FY 2025-26.
2	Reduction of Hazardous Waste Generation.	<ul style="list-style-type: none"> Process improvements to minimise hazardous waste generation. Increased sourcing of raw materials in bulk storage systems. Deployment of auto self-cleaning filters to reduce waste from filter media. Diversion of select hazardous waste streams towards recycling and co-processing. 	Reduced hazardous waste generation by 437 Tons in FY 2025-26.
3	Reduction in energy consumption.	<ul style="list-style-type: none"> Installation of energy-efficient equipment such as VFDs, IE3/IE4 motors, BLDC fans and inverter ACs. Process automation and optimisation to reduce batch cycle time and energy intensity. Optimisation of utilities including air compressors, chillers, cooling towers and boilers. Design and formulation improvements to lower electricity and fuel consumption.. 	Reduced energy requirement by 9,961 GJ in FY 2025-26.

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

The Company has instituted comprehensive mechanisms to identify, assess, and mitigate potential operational and external risks. As part of its business continuity framework, the Company follows a strategic sourcing approach for key input materials, including procurement from multiple vendors across locations, to address the risk of supply disruptions. In addition, manufacturing of critical products is undertaken at more than one location, thereby strengthening supply reliability and reducing operational dependency risks.

To safeguard information systems and ensure continuity of digital operations, the Company has implemented a Disaster Recovery Plan (DRP) covering all IT systems. The effectiveness of these arrangements is reviewed through periodic testing, including annual drills. Further, each operating location has documented and site-specific Emergency Response Plans designed to manage high-risk scenarios such as fires, chemical releases, flooding, and other emergencies. These plans are validated through regular mock drills to ensure preparedness and timely response in the event of an incident.

6. Disclose any significant adverse impact to the environment, arising from the value chain of entity. What mitigation or adaptation measures have been taken by the entity in this regard.

The Company has implemented ISO 14001: 2015 the international standard for Environmental Management System for all its locations. As a part of this, the Company periodically evaluates the environmental aspects and impacts associated with its operations, including those arising across its value chain. Based on the assessment carried out, no significant adverse environmental impacts attributable to the value chain were identified.

In parallel, the Company has defined sustainability objectives aligned with its long-term business strategy, aimed at supporting responsible growth, sustained competitiveness, and value creation for stakeholders. Further information on the Company's sustainability approach, commitments, and progress is available in the public domain at <https://www.pidilite.com/investor-relations/sustainability-reports>.

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

The sustainability principles of the Company are integrated into its purchasing strategies and operations. The Company has established and communicated its policies on sustainable procurement and supplier diversity to all the suppliers, expecting their adherence to these policies. During the reporting period, the Company requested its key suppliers – those accounting for 61% of raw materials and packaging materials – to conduct a self-assessment of their compliance with recognized social and environmental standards such as SA 8000, ISO 14001, ISO 45001, EcoVadis (bronze or higher), or any other relevant certifications, and to provide details and copies of certificates.

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

a) By the listed entity: Nil

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

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

ESSENTIAL INDICATORS

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

We are part of 10 leading industry bodies amongst many other associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	CII (Confederation of Indian Industry)	National
2	ASSOCHAM (Associated Chambers of Commerce & Industry of India)	National
3	FICCI (Federation of Indian Chambers of Commerce and Industry)	National
4	BCCI (Bombay Chamber of Commerce and Industry)	National
5	NSC (National Safety Council)	National
6	ICC (Indian Chemical Council)	National
7	IPA (Indian Paint Association)	National
8	WECARE (Waste Efficient Collection And Recycling Efforts)	National
9	ISA (The Indian Society of Advertisers)	National
10	ASCI (The Advertising Standards Council of India)	National

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

No cases related to anti-competitive conduct were reported.

LEADERSHIP INDICATORS

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

The Company consistently engages in multi-stakeholder interactions focused on addressing public policy and legislative matters. As a responsible organisation, the Company cooperates with governments and other organisations directly and through bodies such as trade associations, to develop public policy and legislative matters.

SI No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Representation related to The Plastic Waste Management Rules 2024 - Rule 7.4 Sub Rule b(i) which pertains to Reuse of Rigid Packaging	Representation and interaction with Government of India, directly by the Company and / or through Apex Chambers	No. These representations are directly made via mail or letters, either directly or through the industry chamber/ associations.	NA	NA
2	Representations regarding exemption from mandatory BIS certification for Raw Materials in case of unavailability of BIS registered suppliers				
3	Representation related to implementation difficulties on Goa's Deposit Refund Scheme (DRS)				
4	Representation to CPCB to allow brand owners to procure raw material (HDPE Granules) from non-registered manufacturers also till they are registered with CPCB				
5	Representation to allow semi solids and viscous products to be declared by weight or volume				
6	Representation to govt. for non-levy of anti-dumping duty on certain raw materials				

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.**ESSENTIAL INDICATORS****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Not Applicable. No assessments were undertaken or necessitated as the development area (referred in Principle 6 Essential Indicator 12) was under GIDC.

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

Not Applicable

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

The Company has always believed in contributing to the betterment of the society it operates in. With this objective, the Company has been proactively supporting various social and community initiatives for the past several years, even before the concept of Corporate Social Responsibility and statutory requirements thereof came into existence. The Company engages with different stakeholders of the community like farmers, women self-help groups, and children through various programs in the areas of agriculture and horticulture, Farmer Producer Organisations, animal husbandry, initiatives for women, sanitation, water conservation, education, health care and other social and community initiatives. The Company has various engagement programs with stakeholders such as monthly farmers meeting, self-help group women meetings as well as open house programs.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ Small producers	19%	21%
Directly from within India	84%	83%

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

Location*	FY 2025-26	FY 2024-25
Rural	15%	15%
Semi-urban	14%	14%
Urban	2%	1%
Metropolitan	69%	70%

(Place categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

*Our field employees are appointed and assigned to a particular sales and marketing branch office. The geographical area covered by such field employees in any particular branch could fall under more than one of the above categories. The Company has classified such field employees based on the primary sales and marketing branch office they are assigned to.

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):**

Not Applicable

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

Nil.

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?

Not Applicable

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

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (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	Nil	NA	NA	NA

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

Name of Authority	Brief of case	Corrective action taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects
1	Agriculture	24,000 farmers
2	Farmer Producer Organisation	2,034 farmers enrolled as members and 7000+ farmers availed benefit of FPO services.
3	Animal Husbandry	28,565 animals treated
4	Water Harvesting and Conservation	Development of 35 check dams, deepening of 8 ponds, construction of 58 farm ponds.
5	Women Initiative	17,190 women
6	Education	Covered 284 schools through WaGaLe, digitization, library, and reading corner initiatives and covered 1,227 Anganwadis (Pre-Primary Education) Initiative.
7	Skill	27,349 students enrolled.
8	Health (Treatment, vaccination, and others)	93,306 patients treated.

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner.

ESSENTIAL INDICATORS

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

The Company has an online complaint management system which records all customer complaints. These are investigated and based on the root cause analysis, corrective and preventive actions are taken.

Consumer Complaints/ Grievances can be registered through the following:

- <https://www.pidilite.com/contact>
- Customer Care Cell Email - csc@pidilite.com
- Toll free number 1800-266-6066

Feedback on the actions taken is communicated back to the complaint initiator in a timely manner.

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

	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 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	-	-	Nil	-	-
Advertising	8	-	-	3	0	-
Cyber-security	0	-	-	Nil	-	-
Delivery of essential services	NA	-	-	NA	NA	-
Restrictive Trade Practices	0	-	-	-	-	-
Unfair Trade Practices	0	-	-	-	-	-
Others (Product related complaints)	1,540	11	-	1,922	5	-

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

	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes. The Company has established an Information Security Policy that defines controls across various security domains to promote the secure and appropriate use of information and technology within the business. This policy applies to all employees, vendors, contractors, consultants, and other temporary workers of the Company and its subsidiaries. The policy is available for internal reference on the Company's intranet.

<https://pidiliteindustries.sharepoint.com/:b:/r/sites/PILTantra/Archive/Information%20Technology/IT%20Policies%20%26%20Guidelines/Information%20Security%20Policy.pdf?csf=1&web=1&e=RfbD4Z>

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:

There are no product complaints, which have attracted penal action by regulatory authorities during the reporting period.

7. Provide the following information relating to data breaches:

	FY 2025-26
a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	NA
c. Impact, if any, of the data breaches	NA

LEADERSHIP INDICATORS

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

All basic information on products and services is available on <https://www.pidilite.com/>

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

The Company's Technical Service and Product specialists visit the customer site and conduct trials to set product performance and educate on safety when the first time the product is used. The Company has a 24/7 Helpline to support consumers. Technical Data Sheet and Safety Data Sheet covers all safety related information for all products.

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

The Company does not provide any essential services.

**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)**

All the Company's products not only comply with the mandatory labelling requirements but also provide important information to consumers regarding functional usage and instructions for safe application. The Company also carries out periodic consumer satisfaction surveys and market research to get insights for product improvements / innovations.

Independent Practitioners' Reasonable Assurance Report

To the Board of Directors of Pidilite Industries Limited

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) format.

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format¹ (called 'Identified Sustainability Information' (ISI) of Pidilite Industries Limited (the 'Company') for the period from 1 April 2025 to 31 March 2026. The ISI is included in the Business Responsibility and Sustainability Reporting of the Company in the Annual Report for the period from 1 April 2025 to 31 March 2026.

Opinion

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Core Format (refer Appendix 1 of this report) for the period from April 1, 2025 to March 31, 2026 have been prepared in accordance with the Reporting Criteria (refer table below).

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Reference in the Annual Report	Reporting criteria
BRSR Core (refer Appendix 1)	From 1 April 2025 to 31 March 2026	BRSR Section of Annual Report	<ul style="list-style-type: none"> • Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) • Master Circular for compliance with the provisions of the SEBI LODR by listed entities, dated January 30, 2026 (Master Circular) prescribing <ul style="list-style-type: none"> - Format of the BRSR - Guidance notes for BRSR format • Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard) (Revised) developed by World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD)

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and environmental and social professionals.

In our opinion, the company's Identified Sustainability Information in the Business Responsibility and Sustainability Reporting (BRSR) section of its Annual Report for the period 1 April 2025 to 31 March 2026, is prepared, in all material respects, in accordance with the Regulation 34(2)(f) of SEBI LODR, Master Circular, the Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard) (Revised) developed by World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) and as per the Reporting Boundary as set out in BRSR - Section A: General Disclosures.

Basis for opinion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB.

¹As per SEBI Master circular number SEBI/ HO/49/14/14(7)2025-CFD-POD2/I/3762/2026

This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

Management and the Board of Directors are responsible for the other information. The other information comprises the information included in the Company's Annual Report (but does not include the BRSR Core and assurance report thereon). Our reasonable assurance opinion on the BRSR Core does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our assurance report of the BRSR Core attributes, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the BRSR Core or our knowledge obtained in the assurance or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Intended use or purpose

The ISI and our reasonable assurance report are intended for users who have reasonable knowledge of the BRSR attributes, the Reporting Criteria and ISI and who have read the information in the ISI with reasonable diligence and understand that the ISI is prepared and assured at appropriate levels of materiality.

Our opinion is not modified in respect of this matter.

Management's responsibilities for the Identified Sustainability Information (ISI)

The management of the Company acknowledge and understand their responsibility for:

- designing, implementing and maintaining internal controls relevant to the preparation of the ISI so that it is free from material misstatement, whether due to fraud or error;
- selecting or establishing suitable criteria for preparing the ISI, taking into account applicable laws and regulations, if any, related to reporting on the ISI, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the ISI in accordance with the Reporting Criteria;
- disclosure of the applicable criteria used for preparation of the ISI in the Annual Report;
- preparing, fairly stating and properly calculating the ISI in accordance with the Reporting Criteria;
- ensuring the reporting criteria is available for the intended users with relevant explanation;
- establishing targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- providing the details of the management personnel who takes ownership of the ISI disclosed in the Annual Report;
- ensuring compliance with law, regulation or applicable contracts;
- making judgements and estimates that are reasonable in the circumstances;
- identifying and describing any inherent limitations in the measurement or evaluation of information covered by assurance in accordance with the Reporting Criteria;
- preventing and detecting fraud;
- selecting the content of the ISI, including identifying and engaging with intended users to understand their information needs;
- informing us of other information that will be included with the ISI;
- supervision of other staff involved in the preparation of the ISI.

Those charged with governance are responsible for overseeing the reporting process for the Company's ISI.

Inherent limitations

The preparation of the Company's BRSR information requires the management to establish or interpret the criteria, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR Core metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example, GHG emissions, water footprint, energy footprint. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics.

Our responsibilities

We are responsible for:

- Planning and performing the engagement to obtain reasonable assurance on the BRSR Core disclosures free from material misstatement, whether due to fraud or error, in accordance with the Reporting Criteria in line with the section above.
- Forming an independent opinion, based on the procedures we have performed and the evidence we have obtained, and
- Reporting our reasonable assurance opinion to the Board of Directors of the Company.

Summary of the work we performed as the basis for our opinion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

The nature, timing, and extent of the procedures selected depended on our judgement, including an assessment of the risks of material misstatement of the information covered by reasonable assurance, whether due to fraud or error. We identified and assessed the risks of material misstatement through understanding the Information covered by reasonable assurance and the engagement circumstances. We also obtained an understanding of the internal control relevant to the information covered by reasonable assurance in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- assessed the suitability of the criteria used by the company in preparing the information covered by reasonable assurance;
- evaluated the appropriateness of reporting policies, quantification methods and models used in the preparation of the information covered by reasonable assurance and the reasonableness of estimates made by the company; and
- evaluated the overall presentation of the information covered by reasonable assurance.

Exclusions

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

- Any form of review of the commercial merits, technical feasibility, accuracy of claims, compliance with applicable legislations. We have not verified any of the judgements in relation to commercial risks associated with the business activities.
- Operations of the Company other than those under the Reporting Boundary set out in the section A of BRSR section of the Annual Report (Scope of Assurance).
- The Company's statements that describe the strategy, progress on goals (other than those listed under the scope of assurance as mentioned above), expression of opinion, claims, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the ISI.
- Data and information outside the defined reporting period i.e., 1 April 2025 to 31 March 2026.

For KPMG Assurance and Consulting Services LLP

Shivananda Shetty

Partner

Date: 26 June 2026

Place: Gurugram

Appendix – 1

BRSR Core attributes

Principle	Attribute / Area	Parameter / Metric
Principle 1 - E8	Fairness in Engaging with Customers and Suppliers	Number of days of accounts payable
Principle 1 - E9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties
Principle 3 - E1 c	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers
Principle 3 - E11		Details of safety related incidents (LTIFR, Recordable Injuries, Fatalities, High Consequence Injuries)
Principle 5 - E3 b	Enabling Gender Diversity in Business	Gross wages paid to females as % of total wages paid by the entity
Principle 5 - E7		Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Principle 6 - E1	Energy Footprint	Total energy consumption
		Energy intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)
Principle 6 - E3	Water Footprint	Provide details of water withdrawal by source
		Total water consumption
		Water consumption intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)
Principle 6 - E4	Water Footprint	Water Discharge by destination and levels of Treatment
Principle 6- E7	GHG Footprint	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)
		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)
		GHG Emission Intensity (Scope 1+2) (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)
Principle 6 - E9	Embracing circularity - waste details	Provide details related to waste generated by category of waste
		Waste intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations
		For each category of waste generated, total waste disposed by nature of disposal method
Principle 8 - E4	Enabling Inclusive Development	Percentage of input material (inputs to total inputs by value) sourced from suppliers (MSMEs/small suppliers and directly within India)
Principle 8 - E5		Job creation in smaller towns – Wages paid to persons employed in smaller towns as % of total wage cost
Principle 9 - E7	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