August 1, 2026

BSE Limited Floor 25, P. J. Towers Dalal Street, Fort **Mumbai - 400 001** Scrip Code: **530019**	**National Stock Exchange of India Limited** Exchange Plaza, Bandra Kurla Complex, Bandra (E), **Mumbai - 400 051** Symbol: **JUBLPHARMA**

Sub.: <u>Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2025-26</u>

Ref.: <u>Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations)</u>

Dear Madam/Sirs,

Pursuant to Regulation 34 of the Listing Regulations, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for FY 2025-26, which also forms part of the Annual Report for the Financial Year 2025-26.

This is for your information and record.

Thanking you,

Yours faithfully,
For Jubilant Pharmova Limited

Naresh Kapoor
Digitally signed by Naresh Kapoor
Date: 2026.08.01 21:58:58 +05'30'

Naresh Kapoor
Company Secretary

Encl.: As above

Jubilant Pharmova Limited
1-A, Sector 16-A,
Noida-201 301, UP, India
Tel: +91 120 4361000
Fax: +91 120 4234895-96
www.jubilantpharmova.com

Regd Office:
Bhartiagram, Gajraula
Distt. Amroha - 244 223
UP, India
CIN : L24116UP1978PLC004624

Annexure II

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24116UP1978PLC004624
2.	Name of the Listed Entity	Jubilant Pharmova Limited
3.	Year of incorporation	1978
4.	Registered office address	Bhartiagram, Gajraula, District Amroha-244 223, Uttar Pradesh, India
5.	Corporate address	1A, Sector 16A, Noida - 201 301, Uttar Pradesh
6.	E-mail	Naresh.Kapoor@jubl.com
7.	Telephone	91-120-4361000
8.	Website	www.jubilantpharmova.com
9.	Financial year for which reporting is being done	FY25-26
10.	Name of the Stock Exchange(s) where shares are listed:	• National Stock Exchange of India Limited
		• BSE Limited
11.	Paid-up Capital	INR 159281139
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Naresh Kapoor [Sr. VP & Head – Secretarial (CS&VP)] Jubilant Pharmova Limited Plot 1A, Sector 16A, Noida, Uttar Pradesh - 201301
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 that form a part of its consolidated financial statements, taken together)	Disclosures are made on a consolidated basis (Report boundary covers Jubilant Pharmova Limited and its subsidiaries which forms part of the consolidated basis unless otherwise stated). For environmental & safety performance all facilities and & R&Ds in operation are considered, excluding registered & corporate office.
14.	Name of assurance provider	TUV SUD SOUTH ASIA PVT. LTD.
15.	Type of assurance obtained	Reasonable Assurance – BRSR Core

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Radiopharma	Radiopharma	44.57%
2	Allergy Immunotherapy	Allergy Immunotherapy	9.48%
3	Contract Development and Manufacturing Organisation - Sterile Injectables	Contract Development and Manufacturing Organisation - Sterile Injectables	21.19%
4	Generics	Generics	9.34%
5	Contract Research, Development and Manufacturing Organisation	Contract Research, Development and Manufacturing Organisation	14.70%
6	Proprietary Novel Drugs	Proprietary Novel Drugs	0.00%
7	Management Services	Management Services	0.71%

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	Radiopharmaceuticals	21002	44.57
2	Contract manufacturing operations	21002	21.19
3	Allergy therapy products	21002	9.49
4	Solid dosage formulations	21002	8.66
5	Active pharmaceutical ingredients	21001	6.81
6	Contract Research and Development Services	72100	7.89
7	India branded pharmaceuticals	46497	0.68
8	Management Services	70200	0.71
9	Proprietary Noval Drugs	72100	0.0

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	2*	4
International	3	8	11

**includes registered office & corporate office*

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	74

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

63.53% (standalone continuing operation basis)

c. A brief on types of customers:

The Company serves leading Pharmaceutical companies, Biotech companies, Group Purchasing Organisations ('GPOs'), allergists and hospitals in various markets by offering API, Solid Dosage Form, Allergy Immunotherapy Products, Radio Pharmaceuticals Products, Contract Manufacturing of sterile and non-sterile injectables, Compounding and dispensing of Radiopharmaceuticals products, Contract Research and Development Services. Through India Branded Pharmaceuticals business, the Company sells branded pharmaceuticals in the India market.

IV. Employees

20. Details at the end of the Financial Year: 2026

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1	Permanent (D)	3762	2799	74	963	26
2	Other than Permanent (E)	24	11	46	13	54
3	**Total employees (D + E)**	**3786**	**2810**	**74**	**976**	**26**
	WORKERS					
4	Permanent (F)	1895	1450	77	445	23
5	Other than Permanent (G)	705	688	98	17	2
6	**Total workers (F+G)**	**2600**	**2138**	**82**	**462**	**18**

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1	Permanent (D)	32	20	63	12	38
2	Other than Permanent (E)	25	0	0	25	100
3	**Total differently abled employees (D + E)**	**57**	**20**	**35**	**37**	**65**
	DIFFERENTLY ABLED WORKERS					
4	Permanent (F)	1	1	100	0	0
5	Other than permanent (G)	0	0	0	0	0
6	**Total differently-abled workers (F + G)**	**1**	**1**	**100**	**0**	**0**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10
Key Management Personnel	4	0	0

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY26 (Turnover rate in current FY)			FY25 (Turnover rate in current FY)			FY24 (Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	16%	18%	23%	17%	22%	27%	25%	26%
Permanent Workers	10%	11%	10%	10%	14%	11%	15%	15%	15%

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

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

Most company level policies & practices essential for the Company are also extended to the subsidiaries and associates. Our subsidiaries and stepdown subsidiaries participate in the sustainability and business responsibility initiatives of the Company.

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Jubilant Pharma Limited	Subsidiary	100	Yes
2	Jubilant Generics Limited	Subsidiary	100	Yes
3	Jubilant Cadista Pharmaceuticals Inc.	Subsidiary	100	Yes
4	Jubilant HollisterStier LLC	Subsidiary	100	Yes
5	Jubilant Pharma NV	Subsidiary	100	Yes
6	Jubilant Pharmaceuticals NV	Subsidiary	100	Yes
7	PSI Supply NV	Subsidiary	100	Yes
8	Jubilant Therapeutics Inc.	Subsidiary	98.54	Yes
9	Jubilant Pharma Holdings Inc.	Subsidiary	100	Yes
10	Jubilant Biosys Limited	Subsidiary	100	Yes
11	Jubilant Pharma Australia Pty. Limited	Subsidiary	100	Yes
12	Jubilant Innovation (USA) Inc.	Subsidiary	100	Yes
13	Jubilant HollisterStier Inc.	Subsidiary	100	Yes

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
14	Jubilant First Trust Healthcare Limited	Subsidiary	100	Yes
15	Jubilant Draximage Limited	Subsidiary	100	Yes
16	Jubilant Draximage (USA) Inc.	Subsidiary	100	Yes
17	Jubilant Discovery Services LLC	Subsidiary	100	Yes
18	Jubilant Clinsys Inc.	Subsidiary	100	Yes
19	Jubilant Clinsys Limited	Subsidiary	100	Yes
20	Jubilant Therapeutics India Limited	Subsidiary	100	Yes
21	Jubilant Pharma SA Pty. Limited	Subsidiary	100	Yes
22	Jubilant Pharma UK Limited	Subsidiary	100	Yes
23	Jubilant Episcribe LLC	Subsidiary	98.54	Yes
24	Jubilant Epicore LLC	Subsidiary	98.54	Yes
25	Jubilant Prodel LLC	Subsidiary	98.54	Yes
26	Jubialnt Epipad LLC	Subsidiary	98.54	Yes
27	Drug Discovery and Development Solutions Limited	Subsidiary	100	Yes
28	Draxis Pharma LLC	Subsidiary	100	Yes
29	Draximage (UK) Limited	Subsidiary	100	Yes
30	TrialStat Solutions Inc.	Subsidiary	100	Yes
31	Jubilant Pharma ME FZ-LLC	Subsidiary	100	Yes
32	Jubilant Draximage Radiopharmacies Inc.	Subsidiary	100	Yes
33	Jubialnt Biosys Innovative Research Services Pte. Limited	Subsidiary	100	Yes
34	Jubilant Draximage Inc	Subsidiary	100	Yes
35	1359773 B.C. Unlimited Liabilaity Company	Subsidiary	100	Yes
36	Jubilant Business Services Limited	Subsidiary	100	Yes
37	Jubilant Biosys France	Subsidiary	80	Yes

VI. CSR Details

24. **(i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: (Yes)**

(ii) Turnover (in ₹): 82796 million

(iii) Net worth (in ₹): 70928 million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY26 Current Financial Year			FY25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/grievance-redressal-policy	0	0	The Company conducts Community Interface meet every year where representatives of community and government are invited to the manufacturing unit to create a dialogue between all the stakeholders.	0	0	The Company conducts Community Interface meet every year where representatives of community and government are invited to the manufacturing unit to create a dialogue between all the stakeholders.
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes https://www.bseindia.com/stock-share-price/sic/scripcode/530019/flag/7/ https://www.bseindia.com/stock-share-price/jubilant-pharmova-ltd/jublpharma/530019/integrated-filing-governance/	12	0	None	8	0	None
Employees and workers	Yes https://www.jubilantpharmova.com/investorscor-porategovernance/policiesand-codes/whistleblower-policy	0	0	None	2	0	None
Customers	Yes https://www.jubilantpharmova.com/investors/corporategovernance/policiesand-codes/whistleblower-policy	802	71	None	776	122	None
Value Chain Partners	Yes https://www.jubilantpharmova.com/investors/corporategovernance/policiesand-codes/whistleblower-policy	0	0	NA	0	0	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

Some of the policies guiding the Company's conduct with all its stakeholders, including grievance mechanisms are placed on the Company's website. The link is: https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-rpts. In addition, there are internal policies placed on the intranet platform of the Company.

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, and 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 (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Environment: • Climate Change • Water • Waste Management	Both Risk & Opportunity as well.	Any issue which may lead to non-compliance and or resource loss is a Risk and any issue leading to resource optimisation or improving company performance & image is an opportunity.	The Board of Directors constituted a Risk Management Committee (RMC) to formulate a detailed Risk Management Policy and oversee risk management process and systems. The Risk Management Committee acts as a governing body to monitor the effectiveness of the risk management framework twice a year.	Quantitative estimation not done.
2	Social: • Human Rights • Community • ccupational Health and Safety • Training and development • Employee attrition	Both Risk & Opportunity as well.	As mentioned above.	As mentioned above.	Quantitative estimation not done.
3	Governance: • Direct Economic Value Generated • Compliance • Customer Satisfaction • Responsible Supply Chain	Both Risk & Opportunity as well.	As mentioned above.	As mentioned above.	Quantitative estimation not done.

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(*)b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.jubilantpharmova.com/sustainability/policies https://www.jubilantpharmova.com/Uploads/image/1930imguf_CodeofConduct_JPM-August2021.pdf https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-rpts https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-conduct https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/corporate-social-responsibility-policy https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-for-determination-of-materiality-of-events-and-information https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-board-diversity https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/appointment-and-remuneration-policy https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-for-determining-material-subsidiaries https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/archival-policy https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/dividend-distribution-policy https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-fair-disclosures								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All applicable national and international laws as well as international conventions are captured in the policies articulated by the Company. In addition, they reflect the purpose and intent of the United Nations Global Compact (UNGC) principles and Sustainable Development Goals (SDGs), GRI standards, Carbon Disclosure Project (CDP) and Dow Jones Sustainability Index (DJSI) and international standards such as ISO 14001, ISO 9001, ISO 27001, ISO 45001 and others.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set sustainability targets covering environmental and social performances (covering principle 3, 6, 8 & 9 primarily). Sustainability specific goals & targets are monitored regularly and reported publicly in annual sustainability report of the Company.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Following are the key sustainability goals & targets and their achievements during FY 2026:								

Sustainability Goal	UOM	FY26 Target	FY26 Achievement
Reduce Lost Time Injuries Frequency Rate (LTIFR)	No.	< 1.43	2.0
Fatalities	No.	0	0
Fire (major) incidents	No.	0	0
Improve percentage of renewable in purchased power	% of total power purchased	25.62	41.6
Reduce the specific GHG emission	tCO_2e/Cr. INR	11.69	7.86
Reduce specific water consumption	m^3/Cr. INR	88.75	70.9
Reduce hazardous waste disposal through land filling	% of total hazardous waste disposed	23.77	20.92
Improve the skill and knowledge of employees by imparting training	Training man-days/employee/yr.	6.7	9.7

Governance, leadership and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Dear Stakeholders,

Being a pharmaceutical company, one of our core purposes is to work towards improving the quality of life through scientific and medical interventions. Our belief in harnessing the power of science and technology for the greater good has made knowledge the backbone of our holistic growth.

We are committed to delivering products with improved productivity and protecting the environment for future generations. To reflect this commitment, we established sustainability goals to challenge ourselves and ensure that we are helping to create a better world. We recognize that sustainability goes beyond reducing emissions, it also encompasses human rights, the importance of nature and how we utilize scarce resources such as water.

Within this report, we emphasize the sustainability challenges and opportunities encountered during FY26. Despite the obstacles faced, our Company achieved stable revenues due to the diversification of our businesses. Our commitment to sustainability is evidenced by our achievements in ESG ratings. NSE Sustainability Ratings & Analytics Ltd. has assessed our ESG performance and awarded us a score of 72/100 and place us in the 'Leader' category, reflecting our continued commitment to sustainability and responsible business practices. We attained an outstanding score of 57 out of 100 in the S&P Global ESG Indices CSA 2025 (DJSI). In the EcoVadis assessment, we scored 61 out of 100 placing us among the top 35% of global pharmaceutical companies previous year. This achievement underscores our dedication to environmental, social, and governance factors. We also achieved a score of 63 out of 100 by Crisil ESG Ratings & Analytics this year. We are also please to inform you that our company has been selected as Dun & Bradstreet India's Leading ESG Entity and featured in this year D&B's "ESG Horizons: Now and Next" report. Similar to previous year, during last assessment Jubilant Pharmova (India) & Jubilant Radiopharmacies (USA) certified as a Great Place to Work® for 2026.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Our progress towards sustainability goals has been truly remarkable. We have surpassed expectations by achieving a 42% renewable in total purchased power, a 20% decrease in specific water consumption, and an impressive 33% reduction in specific greenhouse gas (GHG) emissions compared to our FY26 target. Our continuous focus on our employee performance has led to an increase in our employee training during FY 26 to 9.7 training man-days/ employee/ year. This report provides detailed insights into our initiatives, progress, and future plans. We acknowledge the evolving business landscape and the growing demands from stakeholders regarding ESG issues. Our strong ESG position instils confidence among stakeholders and allows us to explore new markets. Transparency is a core value for us, and we consistently share our ESG performance and goals with stakeholders. Our sustainability culture is fueled by our strong value system, and we continue to innovate and learn from the markets we serve. We aim to inspire the right talent and foster a supportive team that embraces change and supports our organization's cause. Holding true to the meaning of sustainability, we want to give back more than we take and hope to associate and continue our sustainable growth story in unison with all our stakeholders									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.	Yes, CSR & Sustainability Committee								

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									Half Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									Quarterly								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	Yes. From this year company has started independent assurance of BRSR Core. In addition, the Company publishes its sustainability report every year following GRI Standards post independent verification/ assurance. Last published one was for FY 2025 post assurance by Ernst & Young Associates LLP.								

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

Not Applicable

(*) The policies are approved by the Board/ competent authority to which requisite authority has been delegated by the Board.

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness Programmes
Board of Directors	4	1. Update on the Companies Act and the SEBI Listing Regulations 2. Update on business model of the Company 3. Roles and responsibilities of Independent Directors 4. Related Party Transactions 5. SEBI (Prohibition of Insider Trading) Regulations, 2015 6. Regulation 30 of SEBI Listing Regulations	100
Key Managerial Personnel	4		100
Employees other than BoD and KMPs	29531	i) Skill Development ii) OHS iii) POSH iv) CoCs v) Others	i) 76% ii) 81% iii) 92% iv) 94% v) 31%
Workers			i) 82% ii) 82% iii) 97% iv) 100% v) 31%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been Preferred? (Yes/No)
Penalty/ Fine	Nil	NA	NA	NA	NA
Settlement	Nil	NA	NA	NA	NA
Compounding Fee	Nil	NA	NA	NA	NA

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

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

   Not Applicable

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

   Yes. The Company has adopted a Code of Conduct which is applicable to the Company and all its subsidiary/ associate / joint venture companies. This Code is applicable to all employees, employees who are Directors, Officers or workers of the Company on full-time or part-time employment with the Company. The Code of Conduct contains anti-corruption and anti-bribery policy and can be accessed at the web link: https://www.jubilantpharmova.com/Uploads/image/1930imguf_CodeofConduct_JPM-August2021.pdf

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY26 (Current Financial Year)		FY25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

   No such cases reported during reporting year FY26

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

	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Number of days of accounts payables	32	114

**Standalone figure*

9. Open-ness of business

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

Parameter	Metrics	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
*Concentration of Purchases	a. Purchases from trading houses as % of total purchases	42.48	33.36
	b. Number of trading houses where purchases are made from	30	38
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	89.66	70.64
*Concentration of Sales	a. Sales to dealers/distributors as % of total sales	9.8	11
	b. Number of dealers/distributors to whom sales are made	1	1
	c. Sales to top 10 dealers / distributors as % of total sales to dealers/distributors	9.8	11
Share of RPTs in million INR	a. Purchases (Purchases with related parties/ Total Purchases)	0.86	0.54
	b. Sales (Sales to related parties/Total Sales)	0.85	0.61
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	3.91	3.99
	d. Investments (Investments in related parties/Total Investments made)	1.30	17.34

**All above figures are standalone basis considering API at Nanjangud*

Leadership Indicators

1. Awareness programs 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 programmes
3	All ESG principles covered with special emphasis on Principle 1, Principle 3, Principle 5 & 6	16

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

Yes. The Company has formulated a Code of Conduct for Directors and Senior Management. Apart from this, the Directors keep the Board informed about disclosure of interest in particular transaction/entity wherever they are director or member. The Code can be accessed at the web link: https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-conduct

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 products and processes to total R&D and capex investments made by the entity, respectively.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100%	100%	Environmental innovation, resource efficiency, social impact, and sustainable supply chains, driving positive environmental and social outcomes
Capex	100%	100%	Environmental innovation, resource efficiency, social impact, and sustainable supply chains, driving positive environmental and social outcomes

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

   Yes.

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

   Around 9% of total inputs were sourced from suppliers who went through a sustainability assessment this year.

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.**

   Since we are in the Pharma business we don't reclaim our products to recycle & reuse. However, we do have a policy and system in place to manage different types of waste generated in our pant premises. In brief following approaches followed while handling and disposing of our wastes:

   Waste Management approach:

   The Company adopted the 3R approach for waste minimisation: Reduce, Reuse, Recycle

   a) **Hazardous waste**

   The Company follows the following methods for proper disposal of the hazardous waste generated at its facilities, depending on their nature and local regulations:

   o Recycle and Reuse through authorised third-party

   o Co-processing at cement kiln

   o Secured land fill

   o Incineration (both solid and liquid)

   b) **Non-hazardous waste**

   At the Company, the non-hazardous wastes are either recycled or reused by third parties. Metal scrap, plastic scrap, paper and wooden material scraps are a few major contributors of non-hazardous waste.

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.**

   Since the operations in India do not sell branded products (with plastic packaging) to consumers directly and also do not import any plastic packaging items, EPR is not applicable

Leadership Indicators

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

   Not yet.

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

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.**

   Not applicable, since not conducted any product LCA yet. However, the Company is careful about and complies with all social & environmental concerns, if any, arising from its production and disposal of products as briefed below:

Name of Product / Service	Description of the risk / concern	Action Taken
Pharmaceutical products like API, dosage, Radiopharma, etc.	Process wastes mostly come under the hazardous category. The Company takes care of all such hazardous waste and disposes them in line with local regulations.	There is a dedicated EHS Team at every site who takes care of all environmental issues/impacts in line with local regulations and beyond.

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).**

   Since the Company is engaged in the Pharmaceuticals sector, we do not recycle or reuse input materials.

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

   Since the Company is engaged in the Pharmaceuticals sector, we do not reclaim products for reusing recycling and disposing of them at the end of their life.

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

   Since the Company is engaged in Pharmaceuticals sector, we do not reclaim products for reusing recycling and disposing them at the end of their life.

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

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2799	2799	100%	2799	100%	NA	NA	2298	82%	2799	100%
Female	963	963	100%	963	100%	963	100%	NA	NA	963	100%
Total	**3762**	**3762**	**100%**	**3762**	**100%**	**963**	**26%**	**2298**	**61%**	**3762**	**100%**
Other than Permanent employees											
Male	11	11	100%	11	100%	NA	NA	NA	NA	11	100%
Female	13	13	100%	13	100%	13	100%	NA	NA	13	100%
Total	**24**	**24**	**100%**	**24**	**100%**	**13**	**54%**	**NA**	**NA**	**24**	**100%**

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1450	1450	100%	1450	100%	NA	NA	1368	94%	1450	100%
Female	445	445	100%	445	100%	445	100%	NA	NA	445	100%
Total	**1895**	**1895**	**100%**	**1895**	**100%**	**445**	**23%**	**1368**	**72%**	**1895**	**100%**
Other than Permanent workers											
Male	688	688	100%	688	100%	NA	NA	NA	NA	688	100%
Female	17	17	100%	17	100%	17	100%	NA	NA	17	100%
Total	**705**	**705**	**100%**	**705**	**100%**	**17**	**2%**	**NA**	**NA**	**705**	**100%**

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

	*FY26 Current Financial Year	*FY25 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the Company	0.73	0.05

**Figures provided are standalone basis*

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

Benefits	FY26 Current Financial Year			FY25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
*PF	100	100	Yes	100	100	Yes
*Gratuity	100	100	Yes	100	100	Yes
**ESI	100	100	Yes	100	100	Yes
Others – please specify	NA	NA	NA	NA	NA	NA

** 100% covered for all permanent employees as applicable under local regulation*

***100% covered for all employees/ workers (contract workers) as applicable under local regulation*

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.

Our Offices in India have accessibility for differently-abled employees & workers. However, our manufacturing site premises are not completely accessible for differently abled employees and workers.

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

Yes, please refer to the link for our Code of Conduct policy and our approach to diversity and inclusion -

https://www.jubilantpharmova.com/Uploads/image/1930imguf_CodeofConduct_JPM-August2021.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	**100%**	**100%**	**100%**	**100%**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has a Whistle-Blower policy and a dedicated Ombudsperson office for addressing employee grievances in a neutral and unbiased manner. The policy is available in the company website. This policy allows stakeholders, including employees, to voice their concerns and guide the Company to resolve challenges efficiently. To maintain the reporting and anonymity of the whistle-blower, the Company has a dedicated portal and Ombudsperson email address. Portal: https://www.cwiportal.com Email: Ombudsperson@jubl.com
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY26 (Current Financial Year)			FY25 (Previous Financial Year)		
	Total employees/ workers in the respective category (A)	No. of employees/ workers in the respective category, who are part of the association(s) or Union (B)	% (B / A)	Total employees/ workers in the respective category (C)	No. of employees/ workers in the respective category, who are part of the association(s) or Union (D)	% (D / C)
Total Permanent Employees	3762	0	0	3798	0	0
- Male	2799	0	0	2821	0	0
- Female	963	0	0	977	0	0
Total Permanent Workers	1895	333	18	1749	255	15
- Male	1450	292	20	1350	244	18
- Female	445	41	9	399	11	3

8. **Details of training given to employees and workers:**

Category	FY 2026 (Current Financial Year)					FY 2025 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
					Employees					
Male	2799	2271	81	2001	71	2821	2309	82	2584	92
Female	963	777	81	854	89	977	856	88	897	92
Total	**3762**	**3048**	**81**	**2855**	**76**	**3798**	**3165**	**83**	**3481**	**92**
					Workers					
Male	1450	1101	76	1113	77	1350	1342	99	1346	100
Female	445	445	100	445	100	399	380	95	398	100
Total	**1895**	**1546**	**82**	**1558**	**82**	**1749**	**1722**	**98**	**1744**	**100**

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

Category	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
			Employees			
Male	2799	2799	100	2821	2821	100
Female	963	963	100	977	977	100
Total	**3762**	**3762**	**100**	**3798**	**3798**	**100**
			Workers*			
Male	1450	1450	100	1350	1350	100
Female	445	445	100	399	399	100
Total	**1895**	**1895**	**100**	**1749**	**1749**	**100**

**All permanent employees and workers in Indian operations covered other than unionized employees who are covered under long-term agreements.*

10. **Health and safety management system:**

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

Yes, the coverage is 100%

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

The Company ensures Occupational Health and Safety (OHS) standards are bench-marked with global best practices and standards at all locations. A knowledgeable and experienced Environmental, Health, and Safety (EHS) management team has been deployed across all locations to continuously monitor and manage the systems and respond to emergencies whenever needed. The Company's one out of two manufacturing sites & 3 R&D facilities in India are ISO 45001 & ISO 14001 certified. All employees who have access to operating sites are covered under these Occupational Health and Safety management systems which are audited periodically.

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

Yes

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

Yes

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

Safety Incident/Number	Category*	FY26 Current Financial Year	FY25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person	Employees	2.08**	1.35**
	Workers		
Total recordable work-related injuries	Employees	28***	20***
	Workers		
No. of fatalities	Employees	0	1
	Workers		
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	6	3
	Workers		

Including contract workforce

*** Reported figure presents Lost Time (>=24 Hrs.) Injury Frequency Rate per one million-person hours worked*

**** Reported figure presents total number of lost time (>=24 Hrs.) injuries including fatality*

12. **Describe the measures taken by the entity to ensure a safe and healthy work place.**

The Company ensures Occupational Health and Safety (OHS) standards are bench-marked with global best practices and standards at all locations. A knowledgeable and experienced Environmental, Health, and Safety (EHS) management team has been deployed across all locations to continuously monitor and manage the systems and respond to emergencies whenever needed. The Company's one out of two manufacturing sites in India is ISO 45001 certified. All employees who have access to operating sites are covered under these Occupational Health and Safety management systems which are audited periodically. All visitors and contractors are briefed on safety requirements before entering the premises. A comprehensive EHS management software solution has been implemented with the majority of sites in the network and arrangements made to add the remaining sites. Leadership is actively involved in improving Jubilant's health and safety performance. The Board level Sustainability and CSR committee reviews Jubilant's health and safety performance bi-annually.

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

	FY26 (Current Financial Year)			FY25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

**Response provided for Indian operation*

14. Assessments for the year:

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

There is a dedicated personnel who continuously reviews and reports to the senior management on different OHS-(Occupational health & safety) performance parameters (OHS practices, working conditions) of all manufacturing sites, R&D facilities and corporate offices.

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.

All OHS-related incidents are investigated and where applicable (e.g. lost time incidents) are reported to respective regulatory bodies. No significant risks/concerns in relation to OHS practices & working conditions came to our notice during FY26.

Leadership Indicators

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

Yes, for all permanent Employees and Workers

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

The Company expects its value chain partners to conduct & govern business with ethics, transparency and accountability.

The Company collects necessary certificates and proofs from its contractors with respect to payment of statutory dues like PF, ESIC, etc. relating to contractual employees and workers. Our agreement with our suppliers clearly mentions about compliance to all applicable regulations in their country of origin as a minimum.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY26 (Current Financial Year)	FY25 (Previous Financial Year)	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Employees Workers	6	3+1*	6	3

**One fatal accident of a driver in radio pharma business in North America*

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)**

   None at this moment.

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	9
Working Conditions	9

In Indian operation

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.**

   No significant risk came to our notice from above mentioned supplier's health safety assessment during reporting period.

   The Company has laid down supplier's code of conduct (CoC) and communicated it to 75% of total tire 1 critical suppliers & 55% of total tire 1 critical suppliers had acknowledged it. During FY 26 and total 24% (45/188) of total tier 1 critical suppliers' sustainability/ ESG performance assessment completed following company established supplier's sustainability policy. No significant ESG risk came to our notice during this assessment. During this reporting period FY 26 dedicated training of our supply chain/ procurement team members were organized covering supplier's sustainability/ ESG issues and their management. Total 27 procurement team members (>60%) from our Indian operation participated in this buyer's training program. During this reporting period the Company also conducted supplier's ESG/ sustainability training program covering topics like company supplier code of conduct (CoC), company policy & procedures on suppliers ESG program and key ESG issues impacting our supplier's sustainability performance. Total 90 suppliers, including critical suppliers were reached out and engaged during these 3 training programs organised by the Company. The company wish to engage with its supplier more and more in coming days and have plan to capture our supplier's climate change performance in near future. To meet our supply chain sustainability policy requirement our businesses have made it mandatory to included clauses on environment, labor and human rights requirements into all our supplier's contract or in PO at least. Our target is to achieve 100% by 2030 or earlier.

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

Essential Indicators

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

   We consider individuals, groups, institutions or entities that contribute to shaping our business, which add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external, and direct as well as indirect. We began stakeholder prioritisation in FY15, involving top management, who engages with various stakeholders at regular intervals. Stakeholder groups are identified as mentioned below in point no. 2.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others– please specify)	Purpose and scope of engagement including key topics and Concerns raised during such engagement
Customers	No	• Customer meets & Exhibitions • Direct visits • Feedback calls • Online platform – Customer Relation Management (CRM)	Regularly all throughout the year	• Quality • Packaging and Labelling • Climate Change • Timely Delivery

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others– please specify)	Purpose and scope of engagement including key topics and Concerns raised during such engagement
Investors and Shareholders	No	• Investor Meetings & Calls (Through participation in investor conferences, Non-Deal Roadshows & One on One interactions with institutional investors) • Shareholders/Investors Grievance forums (Dedicated team) Please check if Secretarial team has this forum as we don't have any in investor Relations • Investors are provided with an Annual Report, Quarterly Earnings Presentation, Press Release & FAQ's and Annual Sustainability Report • Started Half yearly Earnings Webinar with first one conducted post Q4'FY26 & full year FY26 results • The Company's website is updated regularly with relevant information • AGM	Regularly all throughout the year	• Create sustainable & long-term shareholder value • Timely receipt of financial reports (e.g. Annual Report) • Timely receipt of dividends and shares
Employees	No	• Town Hall meets • Skip level meets • Chairmen's Award • New Joiners' meet • Online forum • Great Place to Work annual survey • CEO Videos • Exit Interviews	Regularly all throughout the year	• Faster decision making • Larger Talent pool • Collaboration • Job enrichment • Career growth • No discrimination • Work-Life Balance
Suppliers and Vendors	No	• Time to time Suppliers meeting • Vendor council, vendor meetings • Online forums, supply chain and contract manufacturer's site audits	Regularly all throughout the year	• Timely payment
Regulatory Bodies	No	• One to one meetings • Industry bodies and other related platforms	Regularly all throughout the year	• Compliance related to EHS, TAX, labour practice
Community	No	• Meetings during formal community engagements • Community interface meet • Suggestion box at the gate	Regularly all throughout the year	• Road safety • Local employability • Environmental pollution • Health and hygiene • Vocational training • Water

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.**

   Respective business/ functional heads engage with the stakeholders on various ESG topics and the relevant feedback from such consultation is provided to the Board, wherever applicable.

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 the policies and activities of the entity.**

   Yes, our material issues are identified based on our engagement with our stakeholders. Based on the identified material topics, we have formulated policies and have set stretched yearly sustainability goals till 2029. Annually we publish our performance against these targets in our sustainability report.

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

   For our Indian operation, every year CSR team engage with surrounding community members (including vulnerable/ marginalised groups, if any) and prioritises the stakeholder needs and makes an action plan accordingly. Post approval CSR team implement different projects covering these community members.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3762	3520	94	3798	2976	78
Other than Permanent	24	12	50	77	67	87
Total Employees	**3786**	**3532**	**93**	**3875**	**3043**	**79**
Workers						
Permanent	1895	1894	100	1749	1347	77
Other than Permanent	705	7	1	465	15	3
Total Workers	**2600**	**1901**	**73**	**2214**	**1362**	**62**

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

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	3762	0	0	3798	100	3798	0	0	3798	100
Male	2799	0	0	2799	100	2821	0	0	2821	100
Female	963	0	0	963	100	977	0	0	977	100
Other than Permanent	24	0	0	77	100	77	0	0	77	100
Male	11	0	0	11	100	53	0	0	53	100
Female	13	0	0	13	100	24	0	0	24	100

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent	1895	0	0	1895	100	1749	0	0	1749	100
Male	1450	0	0	1450	100	1350	0	0	1350	100
Female	445	0	0	445	100	399	0	0	399	100
Other than Permanent	705	705	100	0	0	465	465	100	0	0
Male	688	688	100	0	0	452	452	100	0	0
Female	17	17	100	0	0	13	13	100	0	0

3. **Details of remuneration/salary/wages**

a. **Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ salary/wages of the respective category	Number	Median remuneration/ salary/wages of the respective category
Board of Directors (BoD)	9	32,50,000	1	31,75,000
Key Managerial Personnel	4	4,46,84,196	0	Nil
*Employees other than BoD and KMP	117	30,00,005	44	24,75,800
*Workers	0	NA	0	NA

**Numbers are on a standalone basis as on 31st March 2026*

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

	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Gross wages paid to females as % of total wages	12.7	9.7

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 issue or concern may be reported by e-mail to ombudsperson@jubl.com

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

The Company has formulated a 'Whistle Blower Policy' to enable the employees and Directors to voice their concerns anonymously without the fear of retaliation /victimisation/discrimination which is a sine qua non for an ethical organisation. To further augment the Corporate Governance standards, an office of the Ombudsperson for the Jubilant Bhartia Group has been established. Any issue or concern may be reported by e-mail to ombudsperson@jubl.com or by logging on to www.cwiportal.com, an external web portal with the Group tied up for processing issues/ concerns independently and confidentially.

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

	FY26 (Current Financial Year)			FY25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	Both the cases resolved.	2	0	Both the cases resolved.
Discrimination at workplace	0	NA	NA	0	NA	NA
Child Labour	0	NA	NA	0	NA	NA
Forced Labour/Involuntary Labour	0	NA	NA	0	NA	NA
Wages	0	NA	NA	0	NA	NA
Other human rights related issues	NA	NA	NA	NA	NA	NA

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	2
Complaints on POSH as a % of female employees / workers	0.1	0.1
Complaints on POSH upheld*	0	2

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

The Company has a robust Whistle Blower Policy and Ombudsman Process which make the workplace at Jubilant conducive to open communication regarding business practices. It enables the Directors and full-time employees to voice their concerns or disclose or report fraud, unethical behaviour, violation of the Code of Conduct, questionable accounting practices, grave misconduct, etc. without fear of retaliation/ unlawful victimisation/ discrimination which is a sine qua non for an ethical organisation. To maintain the reporting and anonymity of the whistle-blower, the Company has a dedicated portal and Ombudsperson email address.

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

(Yes/No)

Yes

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	NA

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

Not applicable

Leadership Indicators

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

   NA

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

   NA

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, our office premises in India have accessibility for differently-abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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	9
Discrimination at workplace	9
Child labour	9
Forced/involuntary labour	9
Wages	9
Others – please specify	NA

**Response provided for Indian operation*

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

   None during the reporting period.

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	**FY26 (Current Financial Year)**	**FY25 (Previous Financial Year)**
From renewable sources (in PJ)		
Total electricity consumption (A)	0.13622	0.08786
Total fuel consumption (B)	0.00977	0.00973
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0.14600	0.09759
From non-renewable sources (in PJ)		
Total electricity consumption (D)	0.31123	0.33408
Total fuel consumption (E)	0.20210	0.18560
Energy consumption through other sources F (purchased steam)	0.18641	0.18869
Total energy consumed from non- renewable sources (D+E+F) (in PJ)	0.69974	0.70836
Total energy consumed (A+B+C+D+E+F) (in PJ)	0.84574	0.80595
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) [in Kilo Joule/ INR]	10.21	11.14
****Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total energy consumed / Revenue from operations adjusted for PPP) in KJ/US$	208	230
*Energy intensity in terms of physical output (in GJ/million Units)	488	191
Energy intensity *(optional)* – the relevant metric may be selected by the entity	NA	NA

** Considering production and energy from 3 formulation units (Roorkee, Spokane & Montreal)*

*** Considering IMF 2026 PPP of INR 20.34/ Int $*

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

Yes, this year's performance is covered under independent assurance of BRSR Core by TUV SUD SOUTH ASIA PVT. LTD.

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

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

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0
(ii) Groundwater	84438	82208
(iii) Third-party water	511823	450714
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	596261	532923
Total volume of water consumption (in kilolitres)	255628	532923
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (m^3/INR)	0.0000031	0.0000074
****Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption / Revenue from operations adjusted for PPP) (lit/Int $)	0.0628	0.152
***Water intensity in terms of physical Output** (in m^3/Million Unit)	151	596
Water intensity (optional) – the relevant metric may be selected by the Entity	NA	NA

** Considering production and water consumption from 3 formulation units (Roorkee, Spokane & Montreal)*

*** Considering IMF 2026 PPP of INR 20.34/ Int $*

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, this year's performance is covered under independent assurance of BRSR Core by TUV SUD SOUTH ASIA PVT. LTD.

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

Parameter	**FY26 (Current Financial Year)***	**FY25 (Previous Financial Year)***
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment		
- With treatment – please specify the level of treatment		
(ii) To Groundwater	NA	NA
- No treatment		
- With treatment – please specify the level of treatment		
(iii) To Seawater	NA	NA
- No treatment		
- With treatment – please specify the level of Treatment		
(iv) Sent to third-parties**		
- No treatment	340194	239226
- With treatment – please specify the level of Treatment (through Treatment in ETP)	0	0
(v) Others		
- No treatment	0	0
- With treatment – [Treated (Biological) in-house in compliance to consent conditions]	439	5747
Total water discharged (in kilolitres)	340633	244973

**Both the Indian manufacturing facilities are ZLD (Zero liquid discharge) plants*

***Effluent sent to third parties for treatment and discharge in compliance to local regulation*

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, this year's performance is covered under independent assurance of BRSR Core by TUV SUD SOUTH ASIA PVT. LTD.

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

All our Indian manufacturing sites are Zero Liquid Discharge (ZLD). This is in line with local regulatory requirements.

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

Parameter	**Please specify unit**	**FY26 (Current Financial Year)**	**FY25 (Previous Financial Year)**
NOx	MT	0.69	1.20
Sox	MT	0.26	0.43
Particulate matter (PM)	MT	0.29	0.65
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No. However, the Company publish a sustainability report following GRI Standards every year where all our sustainability performances are assured by independent third party.

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

Parameter	Unit	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	10787	10084
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	54761	64219
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	gmCO_2e/INR	0.79	1.03
****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)	gmCO_2e/Int $	13.45	21.22
*Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO_2e/ million Unit	34.15	37.03
Total Scope 1 and Scope 2 emission intensity *(optional)* – the relevant metric may be selected by the entity	NA	NA	NA

** Considering production and GHG from 3 formulation units (Roorkee, Spokane & Montreal)*

*** Considering IMF 2026 PPP of INR 20.34/ Int $*

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, this year's performance is covered under independent assurance of BRSR Core by TUV SUD SOUTH ASIA PVT. LTD.

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

The Company has a dedicated business excellence team that every year identifies different resource efficiency projects across manufacturing sites. These include energy-saving projects also. This year Indian operations of the Company has implemented 3 no. of new energy saving projects. New projects and last year carry forward projects, combined together led to a reduction of 1378.5 tCO_2 (GHG) emissions during this reporting period.

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

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	39.20	43.32
E-waste (B)	4.38	1.12
Bio-medical waste (C)	39.51	89.11
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	3.70	6.06
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	9503.65	9060.14
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	653.74	654.34
Total (A+B + C + D + E + F + G + H)	**10244.18**	**9854.10**

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (in gm/ INR revenue)	0.124	0.136
****Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total waste generated / Revenue from operations adjusted for PPP) (in gm/Int $)	2.52	2.81
***Waste intensity in terms of physical output Waste intensity (optional) – the relevant metric may be selected by the entity** (in MT/ million Units)	0.83	0.87
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	6420.28	5586.08
(ii) Re-used	0.00	0.00
(iii) Other recovery operations (Co-processing)	1432.60	1871.49
Total	**7852.88**	**7457.58**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	367.83	288.84
(ii) Landfilling	1983.96	2018.57
(iii) Other disposal operations	39.51	89.11
Total	**2391.30**	**2396.52**

** Considering production and waste generation from 3 formulation units (Roorkee, Spokane & Montreal)*

*** Considering IMF 2026 PPP of INR 20.34/ Int $*

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, this year's performance is covered under independent assurance of BRSR Core by TUV SUD SOUTH ASIA PVT. LTD.

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

The Company follows the following methods for proper disposal of the hazardous waste generated at its facilities, depending on their nature and local regulations:

- Recycle and Reuse through authorised third-party
- Co-processing at cement kiln
- Secured land fill
- Incineration (both solid and liquid)

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

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

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 an independent external agency (Yes / No)	Results communicated in the public domain (Yes / No)	Relevant Web link
NA	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, and Environment protection act & rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

Response provided for Indian operation

Leadership Indicators

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

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

(i) Name of the area: NA

(ii) Nature of operations: NA

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

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Water withdrawal by source (in kilo litres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third-party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
The total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

Yes, this year's performance is covered under independent assurance of BRSR Core by TUV SUD SOUTH ASIA PVT. LTD.

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

Parameter	Unit	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	829435	745697
Total Scope 3 emissions per rupee of turnover	$kgCO_2$/INR	0.0100	0.0103
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

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

No. However, the Company publish a sustainability report following GRI Standards every year where all our sustainability performances are assured by independent third party.

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

NA as mentioned above against question no. 11.

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 the outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	The outcome of the initiative
1.	GHG emission reduction.	This year (FY26) the Company has implemented 3 no. of new energy-saving projects. New projects and last year carry forward projects, combined together led to a reduction of 1378.5 tCO_2 emissions during this reporting period. Refer to page no. 44 of third-party assured sustainability reports available in the below link to find GHG emission reduction incurred during last year (FY25): https://www.jubilantpharmova.com/pdf/jubilant_pharmova-sustainability_report_2024-25.pdf	Reduction of 1378.5 tCO_2 emissions during this reporting period.

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

Our API (Active Pharmaceutical Ingredient) plant in India has both business continuity plan disaster management in place. Other facilities in India have onsite emergency plans at every site to take care of site-specific emergency situations and site mock drill is conducted at regular intervals.

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

   No significant adverse impact has come to our notice yet.

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

   9% of value chain partners of Indian operations were assessed during FY26

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

   a. **By the listed entity**

      None

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

      None to our knowledge.

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

Essential Indicators

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

   The Company and its subsidiaries have 53 affiliations with trade and industry chambers/ associations in India & abroad

   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	All India Management Association (AIMA)	National
2	Centre for Social and Economic Progress (Formerly Brookings India)	National
3	Confederation of Indian Industry (CII)	National
4	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5	Global Compact Network	International
6	Indo-Canadian Business Chamber (ICBC)	International
7	International Ombudsman Association (IOA)	International
8	International Society of Pharmaceutical Engineering (ISPE)	International
9	Karnataka Drugs and Pharmaceuticals Manufacturers' Association (KDPMA)	State
10	Mysore Chamber of Commerce & Industry	State

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

Name of authority	Brief of the case	Corrective action taken
NA	None	NA

Leadership Indicators

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

Sl. No.	Public Policy advocated	Method resorted to such advocacy	Whether information available in the public domain? (Yes/ NO)	Frequency of policy review by the Board (Annually/ Half-yearly/ Quarterly / Others (please specify)	Web link if available
1	SEZ to DTA sales	Representations through industry Associations, connecting with the Ministry and actively participating in stakeholder consultations	No	NA	NA
2	Reinstating and increasing RoDTEP duties	Representations through industry Associations, connecting with the Ministry and actively participating in stakeholder consultations	No	NA	NA

**Advocacy is channelized through the Industry Chambers and Associations as well with the relevant Ministries at the state and center.*

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.

None of the projects undertaken by Jubilant Pharmova Limited in FY25-26 required Social Impact Assessments.

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

Not Applicable.

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

There are multiple mechanisms to receive and address the grievances like regular meetings with the community, community interface meetings, suggestion box at the factory gates, etc. Grievances could also be sent to any of the HR / Admin teams of the plant locations who will handle it appropriately. The grievance could also be sent to grievance@jubl.com through email.

A policy on grievance receipt & redress is uploaded on the company's website https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/grievance-redressal-policy

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

	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Directly sourced from MSMEs/ small Producers*	5	15
Directly from within India*	51	34

**percentage of input materials (RM + consumables) from Indian operation*

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	FY26 (Current Financial Year**)	FY25 (Previous Financial Year*)
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	32	99.8
Metropolitan	68	0.19

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

**Standalone value;*

*** complete Indian operation*

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:**

   The Company recognises the communities surrounding its manufacturing units as key stakeholders and remains committed to fostering inclusive growth alongside them. CSR initiatives are accordingly designed and implemented with a focus on addressing local development needs and enhancing socio-economic outcomes in these areas. During the year under review, none of the Company's operations were in districts identified as Aspirational Districts by the Government of India.

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

   (b) From which marginalized /vulnerable groups do you procure? None

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

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

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

   Not applicable.

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Health	13731	100
2	Education	10410	100
3	Livelihood	1471	100

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

Essential Indicators

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

   All sites have appropriate procedures for complaint investigations, and requirements for further actions such as recall, field alert, etc.

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. **The number of consumer complaints in respect of the following:**

	FY26 (Current Financial Year)		Remarks	FY25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at end of year	
Data privacy	0	NA	None	0	NA	None
Advertising	0	NA	None	0	NA	None
Cyber-security	0	NA	None	0	NA	None
Delivery of essential Services	802	71	None	776	122	None
Restrictive Trade Practices	0	NA	None	0	NA	None
Unfair Trade Practices	0	NA	None	0	NA	None
Other	NA	NA	None	NA	NA	None

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

	Number	Reasons for recall
Voluntary recalls	3	One in JHS Montreal due to particles found in retention samples of NaCl and 2 in JDI business (one due to venting needles expired prior to product vials in mertiatide kit & one due to incorrect package insert for sodium iodide I-131 capsules)
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, Weblink - https://www.jubilantpharmova.com/privacy-policy

   Our IT processes are ISO 27001 certified and we follow the NIST Cyber Security framework which ensures compliance with international standards and frameworks.

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 the safety of products/services.**

   Out of total 802 complains in relation to delivery services 731 has been resolved. Actions are in place to resolve & address remaining 71 complains in relation to delivery services which will be addressed & resolved soon.

   As mentioned in the above table there were no cases or complaints in relation to data privacy & cyber security during FY 2026 reporting period in the Company.

7. Provide the following information relating to data breaches:
   a. Number of instances of data breaches - None
   b. Percentage of data breaches involving personally identifiable information of customers - None
   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 a web link, if available).**

   Web link - https://www.jubilantpharmova.com/#business-segments

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

   The Company displays product information on the product label, over and above what is mandated as per local laws. Our products also carry a detailed information leaflet on the safe use of the products wherever applicable. As a pharmaceutical manufacturer, the Company's manufacturing facilities are required to comply with all applicable Quality and Regulatory authority requirements of the country of origin and country of export, including ensuring that quality and manufacturing processes conform to current Good Manufacturing Practices (cGMP).

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

   Our team gives advance intimation to the concerned customers, if there are any disruptions in supplies of our products and likely timelines to restore the supplies so that customers are accordingly prepared.

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)**

   No. Our products are regulated by many agencies and do not display information on the product over and above what is mandated per regulations. All product labelling must be approved by the regulatory agencies to ensure compliance with the regulations and laws.

Independent Assurance statement on third-party verification of sustainability information

To

The Directors and Management, **Jubilant Pharmova Limited.**

1A, Sector 16A, Noida - 201 301, Uttar Pradesh, India

Unique identification no.: **3153255514**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **Jubilant Pharmova Limited,** to perform an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR') of **Jubilant Pharmova Limited** for the period from 01-04-2025 to 31-03-2026. The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

Reporting standard/framework

The disclosures have been prepared by Jubilant Pharmova Limited in reference to:

BRSR and BRSR Core – Framework for ESG disclosures and assurance as per SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, including Annexure 16 and Annexure 17A.

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July12, 2023.

BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2025-26 as listed below

Reasonable level of assurance of 'BRSR 9 Core Attributes (Annexure 1- Format of BRSR Core)

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR report, and accordingly, we do not express a conclusion on those information.

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

Level of Assurance

Reasonable Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls

- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures, along with control mechanisms, through onsite and Remote verification and Below Mentioned sites were selected for out audit Purpose.

Sl. No.	Company Name	Site Address of the facilities under different subsidiaries of the company	
1	Jubilant Pharmova Limited.	Roorkee Facility of Jubilant Generics Ltd.	Sikandarpur Bhaiswal, Bhagwanpur, Roorkee-247661, Distt. Haridwar, Uttarakhand India
2		Corporate Office	1A, Sector 16A, Noida - 201 301, Uttar Pradesh, India
3		Nanjangud Facility of Jubilant Biosys Ltd. (Offsite Review from Corporate Office)	56 Industrial Area, Nanjangud Distt. Mysuru-571302, Karnataka, India

Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 06-05-2026 to 14-05-2026, the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-2026 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on those information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Place, Mumbai, Date 20-07-2026

Prosenjit Mitra	Sanjeev Sharma
General Manager- Verification, Validation and Audit	Verification Team Leader, TÜV SÜD
Management System Assurance	Management System Assurance

Annexure I

Sr. No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/E- Essential Indicator)
1.	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) GHG Emission Intensity (Scope 1 +2)	P6-E7
2.	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	P6-E3 P6-E4
3.	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	P6-E1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Other Hazardous waste. Please specify, if any. (G) Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated ((A+B + C + D + E + F + G + H) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste dis-posed by nature of disposal method	P6-E9
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company Details of safety related incidents for employees and work-ers (including contract-workforce e.g. workers in the com-pany's construction sites)	P3-E1 P3-E11
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	P5-E3 P5-E7
7.	Enabling Inclusive Development	Input material sourced from following sources as % of to-tal purchases – Directly sourced from MSMEs/ small pro-ducers and from within India Job creation in smaller towns – Wages paid to persons em-ployed in smaller towns (permanent or no permanent /on contract) as % of total wage cost	P8-E4 P8-E5
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	P9-E7 P1-E8
9.	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9