

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING

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### PRINCIPLE 1:

BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE



### PRINCIPLE 2:

BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



### PRINCIPLE 3:

BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



### PRINCIPLE 4:

BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



### PRINCIPLE 5:

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



### PRINCIPLE 6:

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



### PRINCIPLE 7:

BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT



### PRINCIPLE 8:

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



### PRINCIPLE 9:

BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Entity

|     |                                                                                                       |                                                                                                                                                                          |
|-----|-------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | Corporate Identity Number (CIN) of the Company                                                        | L85195TG1984PLC004393                                                                                                                                                    |
| 2.  | Name of the Company                                                                                   | Neuland Laboratories Limited                                                                                                                                             |
| 3.  | Year of Incorporation                                                                                 | 07/01/1984                                                                                                                                                               |
| 4.  | Registered office address                                                                             | 11 <sup>th</sup> Floor (5 <sup>th</sup> Level), Phoenix IVY Building, Plot No. 573A-III, Road No. 82, Jubilee Hills, Hyderabad, 500033, Telangana                        |
| 5.  | Corporate office address                                                                              | 11 <sup>th</sup> Floor (5 <sup>th</sup> Level), Phoenix IVY Building, Plot No. 573A-III, Road No. 82, Jubilee Hills, Hyderabad, 500033, Telangana                        |
| 6.  | E-mail id                                                                                             | <a href="mailto:ir@neulandlabs.com">ir@neulandlabs.com</a>                                                                                                               |
| 7.  | Telephone                                                                                             | +91 40 67611600 / 700                                                                                                                                                    |
| 8.  | Website                                                                                               | <a href="http://www.neulandlabs.com">www.neulandlabs.com</a>                                                                                                             |
| 9.  | Financial year for which reporting is being done                                                      | April 1, 2025, to March 31, 2026                                                                                                                                         |
| 10. | Name of the Stock Exchange(s) where shares are listed                                                 | a. BSE Limited<br>b. National Stock Exchange of India Limited                                                                                                            |
| 11. | Paid-up capital                                                                                       | ₹12,82,98,890/-                                                                                                                                                          |
| 12. | Name and contact details of the person who may be contacted in case of any queries on the BRSR report | Ms. Sarada Bhamidipati<br>Company Secretary & Compliance Officer<br>Tel: +91 40-6761 1600<br>Email: <a href="mailto:saradab@neulandlabs.com">saradab@neulandlabs.com</a> |
| 13. | Reporting boundary                                                                                    | Standalone basis                                                                                                                                                         |
| 14. | Name of assessment or assurance provider                                                              | BDO India Services Private Limited                                                                                                                                       |
| 15. | Type of assessment or assurance obtained                                                              | Reasonable Assurance for BRSR Core Indicators.                                                                                                                           |

### II. Products/services

#### 16. Details of business activities

| S. No. | Description of main activity                       | Description of business activity                   | % of turnover of the entity |
|--------|----------------------------------------------------|----------------------------------------------------|-----------------------------|
| 1      | Manufacturing of Active Pharmaceutical Ingredients | Manufacturing of Active Pharmaceutical Ingredients | 100%                        |

#### 17. Products/services sold by the entity

| S. No. | Product/Service                                                                                         | NIC Code | % of total turnover contributed |
|--------|---------------------------------------------------------------------------------------------------------|----------|---------------------------------|
| 1      | Development, manufacturing & sale of Active Pharmaceutical Ingredients & Custom Manufacturing Solutions | 21001    | 100.00%                         |

### 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      | 4*                | 1                 | 5     |
| International | 0                 | 2                 | 2     |

\*The R&D Unit of the Company is included under Number of plants. The Company entered into a lease arrangement for a new R&D location during the FY 2025-26. The facility had not commenced during the reporting period and therefore the site has not been included within the operational reporting boundary.

## 19. Markets served by the entity

- a. *Number of locations – This refers to locations where goods were transported to during the financial year, however the consumption of final product & even customer footprint is larger.*

| Locations                        | Number |
|----------------------------------|--------|
| National (No. of states)         | 11     |
| International (No. of countries) | 59     |

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

The company has a global presence with exports accounting for approximately 76% of its revenue.

- c. *A brief on types of customers*

Neuland serves a diversified global customer base across its core business verticals: Generic Drug Substances (GDS), Custom Manufacturing Solutions (CMS), and peptide APIs. The Company caters to pharmaceutical and biotechnology companies across regulated and semi-regulated markets in over 80 countries, including the United States, Europe, Japan, and Latin America.

### Generic Drug Substances (GDS):

The GDS business primarily serves generic pharmaceutical companies seeking high-quality, regulatory-compliant Active Pharmaceutical Ingredients (APIs). Its customers include large multinational generic companies, regional and domestic pharmaceutical manufacturers, distributors, and companies involved in dossier development and niche product filings.

### Custom Manufacturing Solutions (CMS):

The CMS business caters to innovator pharmaceutical and biotechnology companies requiring end-to-end API development and manufacturing support. Customers range from emerging biotech firms and mid-sized innovators to large global pharmaceutical companies. Neuland supports these customers across the product lifecycle, from pre-clinical and clinical development to commercial manufacturing and regulatory support.

### Peptide API Customers:

Neuland also serves customers requiring peptide synthesis and manufacturing solutions, including companies involved in advanced therapeutics and specialty pharmaceutical products. The Company supports peptide development for clinical and commercial requirements through its expanding peptide manufacturing capabilities.

## IV. Employees

### 20. Details as of March 31, 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)            | 2097      | 1837    | 87.60%  | 260     | 12.40%  |
| 2.        | Other than permanent (E) | 374       | 367     | 98.13%  | 7       | 1.87%   |
| 3.        | Total employees (D + E)  | 2471      | 2204    | 89.19%  | 267     | 10.81%  |
| WORKERS   |                          |           |         |         |         |         |
| 1.        | Permanent (F)            | 86        | 86      | 100.00% | 0       | 0.00%   |
| 2.        | Other than permanent (G) | 1324      | 1234    | 93.20%  | 90      | 6.80%   |
| 3.        | Total workers (F + G)    | 1410      | 1320    | 93.62%  | 90      | 6.38%   |

**b. Differently abled employees**

| S. No.                      | Particulars                                      | Total (A) | Male    |         | Female  |         |
|-----------------------------|--------------------------------------------------|-----------|---------|---------|---------|---------|
|                             |                                                  |           | No. (B) | % (B/A) | No. (C) | % (C/A) |
| DIFFERENTLY ABLED EMPLOYEES |                                                  |           |         |         |         |         |
| 1.                          | Permanent (D)                                    | 1         | 1       | 100%    | 0       | 0%      |
| 2.                          | Other than permanent (E)                         | 0         | 0       | 0%      | 0       | 0%      |
| 3.                          | <b>Total differently abled employees (D + E)</b> | 1         | 1       | 100%    | 0       | 0%      |
| DIFFERENTLY ABLED WORKERS   |                                                  |           |         |         |         |         |
| 1.                          | Permanent (F)                                    | 0         | 0       | 0%      | 0       | 0%      |
| 2.                          | Other than permanent (G)                         | 0         | 0       | 0%      | 0       | 0%      |
| 3.                          | <b>Total differently abled workers (F + G)</b>   | 0         | 0       | 0%      | 0       | 0%      |

**21. Participation/inclusion/representation of women**

|                                           | Total (A) | No. and percentage of females |         |
|-------------------------------------------|-----------|-------------------------------|---------|
|                                           |           | No. (B)                       | % (B/A) |
| Board of Directors                        | 8         | 1                             | 12.50%  |
| Key Management Personnel (other than BoD) | 2         | 1                             | 50.00%  |

**22. Turnover rate for permanent employees**

|                     | FY 2025-26 (%) |        |       | FY 2024-25 (%) |        |       | FY 2023-24 (%) |        |       |
|---------------------|----------------|--------|-------|----------------|--------|-------|----------------|--------|-------|
|                     | Male           | Female | Total | Male           | Female | Total | Male           | Female | Total |
| Permanent Employees | 13.40          | 16.10  | 14.30 | 15.69          | 25.26  | 16.81 | 18.41          | 18.45  | 18.42 |
| Permanent Workers   | 0              | 0      | 0     | 0              | 0      | 0     | 0              | 0      | 0     |

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**
**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

| S. No | Name of the holding/ subsidiary/ associate companies/joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|-------|-------------------------------------------------------------------------|----------------------------------------------------------------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 1     | Neuland Laboratories Inc., USA                                          | Subsidiary                                                     | 100%                              | Yes                                                                                                                          |
| 2     | Neuland Laboratories K.K., Japan                                        | Subsidiary                                                     | 100%                              | Yes                                                                                                                          |

**VI. CSR Details**

|         |                                                                     |   |                  |
|---------|---------------------------------------------------------------------|---|------------------|
| 24. (i) | Whether CSR is applicable as per section 135 of Companies Act, 2013 | : | Yes              |
| (ii)    | Turnover                                                            | : | ₹ 2,02,299 Lakhs |
| (iii)   | Net worth                                                           | : | ₹ 1,86,498 Lakhs |
| (iv)    | Total amount spent on CSR for FY 2025-26                            | : | ₹ 609 Lakhs      |

## VII. Transparency and Disclosures Compliances

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

The Company's key stakeholders include investors, customers, employees, value chain partners/ suppliers and community besides governments/regulatory authorities.

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanisms in Place (Yes/No)<br><br>(If yes, then provide web-link for grievance redress policy)                                                                                                                                                                                                                                                                                                 | FY 2025-26                                 |                                                              |         | FY 2024-25                                 |                                                              |         |
|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|---------|--------------------------------------------|--------------------------------------------------------------|---------|
|                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                      | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities                                       | Yes<br>We actively participate in the periodical meetings with the villagers and local communities in the presence of Village Sarpanch and other Government agencies to address community related grievances of all locations                                                                                                                                                                                        | 0                                          | 0                                                            | -       | 0                                          | 0                                                            | -       |
| Investors (other than shareholders)               | <a href="https://www.neulandlabs.com/en/investors/investor-services/investor-contacts">https://www.neulandlabs.com/en/investors/investor-services/investor-contacts</a>                                                                                                                                                                                                                                              | 0                                          | 0                                                            | -       | 0                                          | 0                                                            | -       |
| Shareholders                                      | <a href="https://www.neulandlabs.com/en/investors/investor-services/investor-contacts">https://www.neulandlabs.com/en/investors/investor-services/investor-contacts</a>                                                                                                                                                                                                                                              | 4                                          | 0                                                            | -       | 3                                          | 0                                                            | -       |
| Employees and workers                             | Yes. Grievance Redressal policy is available for both employees and workmen in our intranet portal. Notice board displays are available for workmen                                                                                                                                                                                                                                                                  | 2                                          | 0                                                            | -       | 8*                                         | 0                                                            | -       |
| Customers                                         | Yes, the customers raise their grievances through various channels of communication such as e-mail, phone calls, in-person meetings, periodic customer surveys, etc.                                                                                                                                                                                                                                                 | 0                                          | 0                                                            | -       | 0                                          | 0                                                            | -       |
| Value Chain Partners                              | Yes, the grievance redressal mechanism for value chain partners is through a dedicated email ID for suppliers available at <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/sustainable-supply-chain/supplier-code-of-conduct.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/sustainable-supply-chain/supplier-code-of-conduct.pdf</a> | 0                                          | 0                                                            | -       | 0                                          | 0                                                            | -       |

\* Excluding employee queries and requests.

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

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

Material topic identification was conducted through a survey with key stakeholders identified. Board members, Investors/Analysts, Employees, Customers, Bankers, and Suppliers have participated in the survey. The material topics are suitably incorporated in the Environment, Social and Governance (ESG) Strategy of the Company.

| S. No. | Material issue identified                                                | Indicate whether risk or opportunity | Rationale for identifying the risk/opportunity                                                                                                                                | In case of risk, approach to adapt or mitigate                                                                                                                                                   | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--------------------------------------------------------------------------|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 1      | Sustainable Supply Chain Management                                      | Risk & Opportunity                   | Dependence on global suppliers for key raw materials, intermediates, and logistics disruptions can impact production continuity.                                              | Supplier diversification, vendor audits, inventory planning, strengthening supplier ESG compliance and digital supply chain visibility.                                                          | Negative                                                                                       |
| 2      | Human Capital Management                                                 | Opportunity                          | Highly skilled workforce critical for complex API manufacturing, R&D, and regulatory compliance.                                                                              | Structured learning & development programs, leadership pipeline, succession planning, employee engagement and retention strategies.                                                              | Positive                                                                                       |
| 3      | Enterprise Risk Management, Emergency Preparedness & Business Continuity | Risk                                 | Exposure to operational disruptions (pandemics, geopolitical risks, plant shutdowns).                                                                                         | Business continuity planning, emergency response systems, periodic drills, risk monitoring frameworks.                                                                                           | Negative                                                                                       |
| 4      | Product Quality & Regulatory Compliance                                  | Risk                                 | Stringent global regulatory requirements (USFDA, EMA) directly impact market access and reputation.                                                                           | Robust Quality Management Systems (QMS), audits, training, compliance monitoring, continuous improvement.                                                                                        | Negative                                                                                       |
| 5      | GHG Emissions and Climate Change                                         | Risk                                 | Increasing regulatory and investor focus on carbon footprint and decarbonization. Exposure to extreme weather events affecting operations, infrastructure, and supply chains. | Energy efficiency initiatives, renewable energy adoption, emissions monitoring and reduction targets. Climate risk assessment, resilient infrastructure, diversification of sites and suppliers. | Negative                                                                                       |
| 6      | Green Chemistry & Sustainable Manufacturing                              | Opportunity                          | Shift toward sustainable pharma manufacturing and reduced environmental footprint.                                                                                            | Process optimization, solvent recovery, reduced hazardous inputs, adoption of green chemistry principles.                                                                                        | Positive                                                                                       |
| 7      | Water Stewardship                                                        | Risk & Opportunity                   | High water dependency in API manufacturing; increasing regulatory and community scrutiny.                                                                                     | Water conservation, recycling, ZLD systems, rainwater harvesting, water stewardship initiatives.                                                                                                 | Negative                                                                                       |
| 8      | Energy Management                                                        | Risk & Opportunity                   | Energy-intensive operations leading to high costs and emissions.                                                                                                              | Energy efficiency programs, process optimization, renewable energy integration.                                                                                                                  | Negative                                                                                       |
| 9      | Information & Cyber Security                                             | Risk                                 | Increased digitalization exposes the Company to cyber threats and data breaches.                                                                                              | Strong IT governance, cybersecurity frameworks, regular audits, employee awareness training.                                                                                                     | Negative                                                                                       |

| S. No. | Material issue identified                                           | Indicate whether risk or opportunity | Rationale for identifying the risk/opportunity                                        | In case of risk, approach to adapt or mitigate                                                                 | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------------------------------------------------|--------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 10     | Waste & Effluent Management                                         | Risk                                 | Generation of hazardous waste and effluents requires strict regulatory compliance.    | Zero Waste to Landfill initiatives, co-processing, advanced effluent treatment systems, compliance monitoring. | Negative                                                                                       |
| 11     | Digitalisation & AI Adoption                                        | Opportunity                          | Enhances operational efficiency, predictive analytics, and process optimization.      | Investment in digital tools, automation, AI-driven analytics in manufacturing and supply chain.                | Positive                                                                                       |
| 12     | Occupational health and Safety, Workforce Wellbeing & Mental Health | Opportunity                          | Employee well-being directly impacts productivity, retention, and safety performance. | Wellness programs, counselling support, health monitoring, safe and inclusive work environment.                | Positive                                                                                       |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

| Disclosure Questions                                                                                           | P1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
| <b>POLICY AND MANAGEMENT PROCESS</b>                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |    |    |    |    |    |    |    |    |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| b. Has the policy been approved by the Board? (Yes/No)                                                         | The statutory policies are approved by the Board or Board Committees, as applicable. Other applicable policies are either approved by the Board or by the appropriate authority.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |    |    |    |    |    |    |    |    |
| c. Web Link of the Policies, if available.                                                                     | <p><b>P1:</b></p> <ul style="list-style-type: none"> <li>Code of Ethical Conduct: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/career/our-people/code-of-ethical-conduct.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/career/our-people/code-of-ethical-conduct.pdf</a></li> <li>Code of Conduct for the Board Members and Senior Management Personnel: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/Codeof%20ConductfortheBoardandSeniorManagement_10.02.2025.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/Codeof%20ConductfortheBoardandSeniorManagement_10.02.2025.pdf</a></li> <li>Neuland Code for Fair Disclosures: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/neuland-code-of-fair-disclosures.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/neuland-code-of-fair-disclosures.pdf</a></li> <li>Nomination and Remuneration Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/NominationandRemuerationPolicy22042025.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/NominationandRemuerationPolicy22042025.pdf</a></li> <li>Whistle Blower Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/whistle-blower-policy.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/whistle-blower-policy.pdf</a></li> </ul> <p><b>P2:</b></p> <ul style="list-style-type: none"> <li>Environment, Health, Safety and Sustainability (EHS&amp;S) Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf</a></li> <li>Quality Policy – Available on intranet</li> </ul> <p><b>P3:</b></p> <ul style="list-style-type: none"> <li>Environment, Health, Safety and Sustainability (EHS&amp;S) Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf</a></li> <li>Prevention of Sexual Harassment (PoSH) Policy – Available on intranet</li> </ul> |    |    |    |    |    |    |    |    |

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|                                                                                                                                                                                                                                                               | <p><b>P4:</b></p> <ul style="list-style-type: none"><li>Supplier Code of Conduct: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/sustainable-supply-chain/supplier-code-of-conduct.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/sustainable-supply-chain/supplier-code-of-conduct.pdf</a></li><li>Corporate Social Responsibility (CSR) Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/corporate-social-responsibility-csr-policy.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/corporate-social-responsibility-csr-policy.pdf</a></li></ul> <p><b>P5:</b></p> <ul style="list-style-type: none"><li>Human Rights Commitment: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/career/our-people/human-rights.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/career/our-people/human-rights.pdf</a></li></ul> <p><b>P6:</b></p> <ul style="list-style-type: none"><li>Environment, Health, Safety and Sustainability (EHS&amp;S) Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf</a></li></ul> <p><b>P7:</b></p> <ul style="list-style-type: none"><li>Position on Policy Advocacy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/esg-supplementary-book/Neuland_Policy_Advocacy.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/esg-supplementary-book/Neuland_Policy_Advocacy.pdf</a></li></ul> <p><b>P8:</b></p> <ul style="list-style-type: none"><li>Corporate Social Responsibility (CSR) Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/corporate-social-responsibility-csr-policy.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/corporate-social-responsibility-csr-policy.pdf</a></li></ul> <p><b>P9:</b></p> <ul style="list-style-type: none"><li>Privacy Policy: <a href="https://www.neulandlabs.com/en/privacy-policy">https://www.neulandlabs.com/en/privacy-policy</a></li><li>AI Usage Policy – Available on intranet</li><li>Quality Policy – Available on intranet</li><li>Business Continuity Management System (BCMS) policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/NLL_BCMS_BCM_Policy.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/NLL_BCMS_BCM_Policy.pdf</a></li></ul> |
| 2. Whether the entity has translated the policy into procedures. (Yes / No)                                                                                                                                                                                   | Each function maintains its own set of procedures, such as those for EHS (Environmental, Health, and Safety), Supplier Management, and Cybersecurity. Board policies, including those concerning CSR (Corporate Social Responsibility), Whistleblower protocols, and Human Rights, are directly overseen through policy monitoring, thus separate procedures are not deemed necessary for these areas.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No)                                                                                                                                                                                     | Yes. The company has a Supplier Code of Conduct that encompasses business principles and ethics, guidance on employment practices and human rights, environmental health, and safety practices, as well as other business and legal compliance requirements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                                                                                                                                                                                                                                                               | P1P2P3P4P5P6P7P8P9                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | <ul style="list-style-type: none"><li>ISO 9001,</li><li>ISO 14001:2015,</li><li>ISO 27001:2022,</li><li>ISO 45001:2018,</li><li>British Safety Council (BSC) Occupational Health and Safety and Wellbeing</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 5. Specific commitments, goals targets and performance by the entity with defined timelines, if any.                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.                                                                                                                            | Refer to our Integrated Report for the year FY 2025-26 – Section ESG Strategy and progress.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

**GOVERNANCE, LEADERSHIP AND OVERSIGHT**

|                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)</b> | <p>At Neuland, our ESG journey remains integral to our identity as a responsible corporate citizen. We are committed to embedding sustainability into our business strategy and fostering a culture of shared responsibility across all levels of the organization.</p> <p>During FY 2025-26, we continued to strengthen our sustainability and governance framework through a range of strategic initiatives aimed at enhancing long-term resilience, transparency, and stakeholder value creation. Our reporting continues to be aligned with globally recognized frameworks, including the GRI Standards and the IFRS Integrated Reporting (&lt;IR&gt;) Framework.</p> <p>A key milestone during the year was our transition towards a Double Materiality approach, enabling a more comprehensive assessment of material sustainability topics, risks, and opportunities. FY 2025-26 also marked the first year of independent assurance for our BRSR Core Indicators, in addition to select GRI disclosures, reinforcing the credibility to the robustness of our reporting practices.</p> <p>We made meaningful progress across several ESG priorities during the year. Notable achievements included the validation of our Science Based Targets initiative (SBTi), advancement of our Green Chemistry initiatives, and continued improvements in environmental performance. We also enhanced our climate-related disclosures, including the development of an Environmental Profit &amp; Loss (EP&amp;L) assessment for the Company.</p> <p>We progressed our digital transformation agenda through initiatives focused on digitalization, cybersecurity, data privacy, and the implementation of an Artificial Intelligence (AI) Policy. We also strengthened our social impact initiatives through SA8000 readiness assessment, water rejuvenation projects, and the launch of a supplier sustainability engagement program in partnership with EcoVadis.</p> <p>A significant milestone during the year was the operationalization of the Neuland Foundation, extending the Company's social impact beyond its traditional CSR initiatives and creating a platform for broader community engagement.</p> <p>While we continue to view ESG as a key driver of long-term value creation, we recognize the challenges associated with operating in a highly regulated industry, where the pace of transformation can be constrained. We also acknowledge the importance of supportive policy frameworks and incentives, particularly in accelerating transitions such as renewable energy adoption.</p> <p>For further details on our ESG performance, initiatives, and progress, we invite stakeholders to refer to our FY 2025-26 Integrated Report.</p> |
| <b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</b>                                                                                           | Mr. Davuluri Sucheth Rao (DIN: 00108880), Executive Vice Chairman, is responsible for the implementation and oversight of the Company's Business Responsibility policies. This responsibility is carried out under the guidance and supervision of the Board of Directors and its respective Committees.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>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.</b>                                              | Yes, the Risk and Sustainability (R&S) Committee, a sub-committee of the Board, serves as the primary body for guidance and oversight on sustainability and ESG matters. The Committee convenes at regular intervals to deliberate on, and contribute to, the Company's ESG priorities and strategic direction. It also reviews progress against established goals and targets and provides recommendations for continuous improvement. The Business Responsibility and Sustainability Report (BRSR) is presented to the R&S Committee and the Board of Directors for their review and inputs.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

**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                                                     |    |    |    |    |    |    |    |    |
|----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
|                                                                                                                | P1                                                                                                                                                              | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action                                                        | The policies of the Company are reviewed periodically / on a need basis by department heads / director / board committees / board members, wherever applicable. |    |    |    |    |    |    |    |    |
| Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances | The Company is in compliance with the extant regulations, as applicable.                                                                                        |    |    |    |    |    |    |    |    |

| 11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency | P1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
|                                                                                                                                                                     | <p>Yes, the Company's policies are periodically reviewed and assessed by the Internal Auditors of the Company within the defined audit scope. In addition, the effectiveness and implementation of these policies are continuously monitored by departmental heads, senior management, Board Committees, and the Board of Directors, in line with their respective roles and responsibilities.</p> <p>Further, the Company has obtained independent third-party assurance for its sustainability performance. During the reporting year, the accuracy and reliability of the data and systems disclosed in its sustainability reporting were assured by an independent external assurance provider. This assurance was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) at a 'Reasonable Assurance' level.</p> <p>Additionally, the Company undertakes relevant third-party assessments and certifications across its business units on a periodic basis to ensure ongoing compliance and continuous improvement.</p> |    |    |    |    |    |    |    |    |

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

| Questions                                                                                                                       | P 1 | P 2 | P 3 | P 4 | P 5 | P 6            | P 7 | P 8 | P 9 |
|---------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|----------------|-----|-----|-----|
| The entity does not consider the principles material to its business (Yes/No)                                                   |     |     |     |     |     |                |     |     |     |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) |     |     |     |     |     |                |     |     |     |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No)                         |     |     |     |     |     | Not Applicable |     |     |     |
| It is planned to be done in the next financial year (Yes/No)                                                                    |     |     |     |     |     |                |     |     |     |
| Any other reason (please specify)                                                                                               |     |     |     |     |     |                |     |     |     |

## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE


**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE**
**Essential Indicators:**
**1. Percentage coverage by training and awareness programmes on any of the principles during the financial year**

| Segment                                   | Total number of training and awareness programmes held | Topics/ principles covered under the training and its impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | % of persons in respective category covered by the awareness programmes |
|-------------------------------------------|--------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| Board of directors                        | 12                                                     | The Company conducts familiarisation programmes for its Board of Directors and Key Managerial Personnel at regular intervals which covers topics such as ESG parameters and targets, corporate governance practices, Cybersecurity and Artificial Intelligence, Risk Management, Employee well-being, innovation, Code of Conduct and R&D and various other regulatory updates. In addition, frequent updates are shared with all the Board members/KMPs to apprise them of developments in the Company, key regulatory changes, risks, compliances and legal cases                                                                                                                                                                                                                                | 93.51%                                                                  |
| Key Managerial Personnel (Other than BoD) | 11                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 100%                                                                    |
| Employees other than BOD and KMPs         | 300                                                    | At Neuland, employee capability development is anchored in structured interventions across leadership development, functional capability building, and technical and process excellence including identified sustainability topics. Beginning with a well-structured induction, training programs are designed to strengthen leadership effectiveness, enhance role-specific competencies, and reinforce technical, compliance, safety, and process-related capabilities across the organization. These initiatives, introduced through a structured induction framework and sustained through continuous learning, support regulatory compliance, operational excellence, and the development of a skilled and future-ready workforce aligned with the Company's values and governance standards. | 100%                                                                    |
| Workers                                   | 86                                                     | Neuland provides comprehensive training for all employees and workmen, beginning with an induction program. We offer continuous learning opportunities in critical areas like leadership, compliance, safety, and function-specific skills to support their personal and professional development.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 100%                                                                    |

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

| Monetary        |                 |                                                                       |                   |                   |                                        |
|-----------------|-----------------|-----------------------------------------------------------------------|-------------------|-------------------|----------------------------------------|
|                 | NGRBC Principle | Name of the regulatory / enforcement agencies / judicial institutions | Amount (₹)        | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine   |                 |                                                                       |                   |                   |                                        |
| Settlement      |                 |                                                                       | NIL               |                   |                                        |
| Compounding Fee |                 |                                                                       |                   |                   |                                        |
| Non-Monetary    |                 |                                                                       |                   |                   |                                        |
|                 | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial Institutions   | Brief of the case |                   | Has an appeal been preferred? (Yes/No) |
| Imprisonment    |                 |                                                                       |                   |                   |                                        |
| Punishment      |                 |                                                                       | NIL               |                   |                                        |

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 established a comprehensive Anti-Bribery, Anti-Corruption, and Anti-Money Laundering (ABAC & AML) Policy, reflecting its strong commitment to conducting business with the highest standards of ethics, integrity, and transparency. The policy is applicable to all stakeholders, including employees, directors, suppliers, agents, consultants, and business partners.

The Company maintains a zero-tolerance approach towards bribery, corruption, and money laundering. It strictly prohibits the offering, giving, soliciting, or acceptance of bribes, facilitation payments, or kickbacks, whether directly or indirectly. Any exchange of gifts, hospitality, or entertainment must be reasonable, transparent, and in compliance with internal guidelines. The use of Company resources for political contributions is prohibited, and charitable donations must align with the Corporate Social Responsibility (CSR) Policy and must not be used as a means of undue influence.

The Company ensures high standards of integrity in all dealings, particularly with government officials, and complies with all applicable laws and regulations. It also undertakes appropriate due diligence when engaging with third parties to ensure alignment with its ABAC & AML principles.

Robust systems are in place to maintain accurate records and ensure transparency in financial and operational reporting. Conflicts of interest are required to be disclosed to the Compliance Officer, who is responsible for overseeing policy implementation and adherence.

To strengthen compliance, the Company conducts regular training and awareness programs and undertakes periodic risk assessments. It provides secure and confidential channels for reporting concerns and encourages stakeholders to report suspected violations in good faith, with assurance of a strict non-retaliation policy.

Any violations of the policy are treated seriously and may result in disciplinary action, termination of employment or business relationships, and/or legal action, as appropriate. All reported concerns are investigated confidentially by the Compliance Officer, who reports to the Chairperson of the Audit Committee. Significant matters may be escalated to the Board of Directors.

Policy Link:

<https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/anti-bribery-and-anti-corruption-abac-anti-money-laundering-aml-policy.pdf>

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

|           | FY 2025-26 | FY 2024-25 |
|-----------|------------|------------|
| Directors | 0          | 0          |
| KMPs      | 0          | 0          |
| Employees | 0          | 0          |
| Workers   | 0          | 0          |

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

|                                                                                          | FY 2025-26 |         | FY 2024-25 |         |
|------------------------------------------------------------------------------------------|------------|---------|------------|---------|
|                                                                                          | Number     | Remarks | Number     | Remarks |
| Number of complaints received in relation to issues of conflict of interest of directors | 0          | -       | 0          | -       |
| Number of complaints received in relation to issues of conflict of interest of KMPs      | 0          | -       | 0          | -       |

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

Not Applicable.

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

|                                     | FY 2025-26 | FY 2024-25 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 111        | 136        |

Note: The above figures have been computed solely for BRSR disclosure purposes. The Company uses Sales as the denominator for calculating Accounts Payable Days for both internal and external reporting. Had the calculation been based on Sales, the Accounts Payable Days would have been 50 days for FY 2025-26 and 64 days for FY 2024-25.

**9. Open-ness of business**

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

| Parameter                  | Metrics                                                                                  | FY 2025-26 | FY 2024-25 |
|----------------------------|------------------------------------------------------------------------------------------|------------|------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                 | 18.77%     | 20.80%     |
|                            | b. Number of trading houses where purchases are made from                                | 505        | 80         |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses      | 46.21%     | 69.10%     |
| Concentration of Sales     | a. Sales to dealers / distributors as % of total sales                                   | -          | -          |
|                            | b. Number of dealers / distributors to whom sales are made                               | -          | -          |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors  | -          | -          |
| Share of RPTs in           | a. Purchases (Purchases with related parties / Total Purchases)                          | -          | -          |
|                            | b. Sales (Sales to related parties / Total Sales)                                        | -          | -          |
|                            | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | -          | -          |
|                            | d. Investments (Investments in related parties / Total Investments made)                 | -          | -          |

**Leadership Indicators:****1. Awareness programmes conducted for value chain partners on any of the principles during the financial year.**

| Total number of awareness programmes held | Topics / principles covered under the training | % of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|-------------------------------------------|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| 2                                         | ESG, Sustainable Procurement                   | 20.51%                                                                                                          |

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

Yes. The Company is committed to maintaining the highest standards of transparency, ethics, and accountability in its governance practices. To this end, it has established a robust Code of Conduct for Board Members and Senior Management and a comprehensive Related Party Transactions Policy.

Any transaction involving a member of the Board—including the Executive Chairman, Executive Vice Chairman and CEO & Managing Director—or their relatives, or entities in which they have a personal or financial interest, is subject to stringent disclosure requirements. Such transactions are reviewed and approved by the Audit Committee and the Board of Directors. Directors with a potential conflict are required to recuse themselves from deliberations and decision-making processes, ensuring objectivity and alignment with the Company's best interests.

In addition, senior management is required to disclose all material financial and commercial transactions in which they may have a personal interest that could potentially conflict with the interests of the Company.

The Company also mandates annual affirmations from all Board members and senior management, confirming compliance with the Code of Conduct and disclosure of any actual or potential conflicts of interest. This process ensures timely identification, review, and mitigation of any such conflicts in a transparent manner.

All Board members and Senior management have affirmed that there were no instances of any actual or potential conflicts of interest in relation to the Company's business, during the financial year.

**Policy Links:**

- Code of Conduct for Board Members and Senior Management: [https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/Codeof%20ConductfortheBoardandSeniorManagement\\_10.02.2025.pdf](https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/Codeof%20ConductfortheBoardandSeniorManagement_10.02.2025.pdf)
- Related Party Transactions Policy: <https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/RelatedPartyTransactionPolicy25.pdf>



## PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

### Essential Indicators:

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

|       | FY 2025-26 | FY 2024-25 | Details of improvements in environmental and social impacts                                                                                                                                                                                                                     |
|-------|------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| R&D   | 1%         | 0.34%      | Investments were directed towards safety-related equipment and initiatives aimed at strengthening workplace safety, reducing occupational risks, and enhancing employee well-being.                                                                                             |
| Capex | 5%         | 11.15%     | Capital investments were allocated towards projects such as energy-efficient technologies, process optimization, pollution control systems, resource conservation initiatives, and infrastructure upgrades to improve environmental performance and operational sustainability. |

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?

9.99 % (by value of the order) of the suppliers are screened through ESG factors

We consider supplier commitment to our Supplier Code of Conduct as the first step towards sustainability. As part of the regulated market, our code emphasizes compliance with all applicable regulations. It prohibits child labour, mandates upholding basic human rights, and requires ethical business practices, such as respecting data privacy, intellectual property rights, fair competition, and ensuring safe operating conditions for all workmen. Our goal is for all suppliers to commit to this code of conduct. Additionally, we encourage our suppliers to obtain valid ISO 9001, ISO 14001, and ISO 45001 certifications.

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.*

The Company has established comprehensive Standard Operating Procedures (SOPs) for the management of hazardous, non-hazardous, and general waste streams, ensuring safe handling, recycling, and environmentally responsible disposal.

- (a) Plastics (including packaging) and Other Non-Hazardous Waste:

Non-hazardous waste such as plastics, paper, glass, metals, and empty drums is segregated at source and managed through authorized recyclers and co-processing facilities. The Company has implemented structured recycling programs and invests in resource recovery practices to maximize material reuse. Technologies such as composting, anaerobic digestion, and material recovery are leveraged, where applicable, to extract value from waste streams and support circular economy principles.

- (b) E-waste:

The Company follows a structured approach to e-waste management to mitigate environmental and health risks. This includes:

- Dedicated collection mechanisms for obsolete or non-functional electronic equipment
- Engagement with certified e-waste recyclers for safe dismantling and disposal
- Refurbishment and reuse of functional equipment within the organization
- Safe handling and disposal of hazardous constituents such as lead, mercury, and cadmium

- Compliance with applicable e-waste management regulations
- Rigorous vendor selection and due diligence processes
- Employee awareness and training programs
- Maintenance of records for tracking and regulatory reporting

(c) Hazardous Waste:

The Company generates hazardous waste such as evaporation salts, process residues, spent carbon, ETP sludge, insulation waste, mixed solvents, used oil, and used PPE. All hazardous waste is managed in strict compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.

Key practices include:

- Segregation, secure collection, and storage in labeled MS drums or double-layered containers
- Handling by trained personnel to ensure safety and regulatory compliance
- Detoxification and controlled containment processes
- Environmentally sound disposal through co-processing in cement kilns, where waste is treated at high temperatures (~1450°C), resulting in complete destruction of hazardous components and incorporation of residues into clinker, with no residual waste

(d) Other Waste:

Other waste streams are managed through a combination of recycling, co-processing, and recovery methods in line with regulatory requirements and sustainability goals. Continuous monitoring and process improvements ensure minimization of waste generation and enhancement of recovery efficiencies.

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

Extended Producer Responsibility (EPR) is currently not applicable to the Company's core manufacturing activities. However, as part of its commitment to responsible environmental practices, the Company has proactively registered under EPR in its capacity as an importer and has obtained the requisite approvals from the Pollution Control Board (PCB). The Company's waste collection and management plan is fully aligned with the EPR framework and is in accordance with the plan submitted to the PCB.

**Leadership Indicators:**

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

| NIC Code | Name of the Product/ Service | % of 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       |                              |                           |                                                                         |                                                           |                                                                               |

**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.**

There are no significant environmental or social concerns identified in our operations. We have procedures and systems in place to effectively mitigate risks, including robust waste management practices and adherence to circular economy principles.

**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).***

Not applicable. In the pharmaceutical industry, the use of recycled or reused input materials in the core manufacturing process is generally not feasible due to stringent quality, safety, and regulatory requirements. However, the Company undertakes selective resource recovery initiatives within its operations. This includes recovery of spent solvents through dedicated solvent recovery systems and reclamation of certain catalysts for reuse in the manufacturing process, wherever technically and commercially feasible.

| Input material | Recycled or re-used input material to total material |            |
|----------------|------------------------------------------------------|------------|
|                | FY 2025-26                                           | FY 2024-25 |
| Solvents       | 18%                                                  | 23.20%     |

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

Not applicable, our products are used in further manufacturing of finished dosage form by our customers.

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

Not applicable, our products are used in further manufacturing of finished dosage form by our customers.



### PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

#### Essential Indicators

##### 1. A. Details of measures for the well-being of employees

| Category                       | % of employees covered by |                  |         |                    |         |                    |         |                    |         |                     |         |
|--------------------------------|---------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
|                                | Total (A)                 | Health insurance |         | Accident insurance |         | Maternity benefits |         | Paternity benefits |         | Day care facilities |         |
|                                |                           | No. (B)          | % (B/A) | No. (C)            | % (C/A) | No. (D)            | % (D/A) | No. (E)            | % (E/A) | No. (F)             | % (F/A) |
| PERMANENT EMPLOYEES            |                           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male                           | 1837                      | 1837             | 100%    | 1837               | 100%    | -                  | -       | 1837               | 100%    | 1837                | 100%    |
| Female                         | 260                       | 260              | 100%    | 260                | 100%    | 260                | 100%    | -                  | -       | 260                 | 100%    |
| Total                          | 2097                      | 2097             | 100%    | 2097               | 100%    | 260                | 12.40%  | 1837               | 87.60%  | 2097                | 100%    |
| OTHER THAN PERMANENT EMPLOYEES |                           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male                           | 367                       | 367              | 100%    | 367                | 100%    | -                  | -       | 367                | 100%    | 367                 | 100%    |
| Female                         | 7                         | 7                | 100%    | 7                  | 100%    | 7                  | 100%    | -                  | -       | 7                   | 100%    |
| Total                          | 374                       | 374              | 100%    | 374                | 100%    | 7                  | 1.87%   | 367                | 98.13%  | 374                 | 100%    |

##### B. Details of measures for the well-being of workers

| Category                     | % of employees covered by |                  |         |                    |         |                    |         |                    |         |                     |         |
|------------------------------|---------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
|                              | Total (A)                 | Health insurance |         | Accident insurance |         | Maternity benefits |         | Paternity benefits |         | Day care facilities |         |
|                              |                           | No. (B)          | % (B/A) | No. (C)            | % (C/A) | No. (D)            | % (D/A) | No. (E)            | % (E/A) | No. (F)             | % (F/A) |
| PERMANENT WORKERS            |                           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male                         | 86                        | 86               | 100%    | 86                 | 100%    | 0                  | 0%      | 86                 | 100%    | 86                  | 100%    |
| Female                       | 0                         | 0                | 0%      | 0                  | 0%      | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |
| Total                        | 86                        | 86               | 100%    | 86                 | 100%    | 0                  | 0%      | 86                 | 100%    | 86                  | 100%    |
| OTHER THAN PERMANENT WORKERS |                           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male                         | 1234                      | 1234             | 100%    | 1234               | 100%    | 0                  | 0%      | 1234               | 0%      | 1234                | 100%    |
| Female                       | 90                        | 90               | 0%      | 90                 | 0%      | 90                 | 0%      | 0                  | 0%      | 90                  | 0%      |
| Total                        | 1324                      | 1324             | 100%    | 1324               | 100%    | 90                 | 6.80%   | 1234               | 93.20%  | 1324                | 100%    |

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

|                                                                             | FY 2025-26 | FY 2024-25 |
|-----------------------------------------------------------------------------|------------|------------|
| Cost incurred on well-being measures as a % of total revenue of the Company | 0.62%      | 0.70%      |

##### 2. Details of retirement benefits for the current and previous financial year

| Benefits                              | FY 2025-26                                         |                                                  |                                                        | FY 2024-25                                         |                                                  |                                                      |
|---------------------------------------|----------------------------------------------------|--------------------------------------------------|--------------------------------------------------------|----------------------------------------------------|--------------------------------------------------|------------------------------------------------------|
|                                       | No. of employees covered as a % of total employees | No. of workers covered as a % of total employees | 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 employees | Deducted and deposited with the authority (Y/N/N.A.) |
| <b>PF</b>                             | 100%                                               | 100%                                             | Y                                                      | 100%                                               | 100%                                             | Y                                                    |
| <b>Gratuity</b>                       | 100%                                               | 100%                                             | Y                                                      | 100%                                               | 100%                                             | Y                                                    |
| <b>Employee State Insurance (ESI)</b> | 16%                                                | 0%                                               | Y                                                      | 3%                                                 | 0%                                               | Y                                                    |
| <b>Others</b>                         | 0%                                                 | 0%                                               | Y                                                      | 0%                                                 | 0%                                               | Y                                                    |

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

For differently abled employees, the infrastructure facilities across the offices and manufacturing and R&D facilities adhere to accessibility standards as required. The Equal Opportunity Policy safeguards the rights of the differently abled employees.

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

Yes, the policy is accessible on the Company's intranet. We are committed to being an equal opportunities employer, fostering an inclusive environment where everyone can thrive. We do not discriminate in any aspect of employment based on factors such as race, religion, disability, gender, or age. Our code of ethical conduct reinforces our commitment to hiring and promoting individuals based on their qualifications and abilities, without regard to protected categories. For more information on our company culture, visit <https://www.neulandlabs.com/en/careers/people>.

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

| Permanent employees |                     |                |
|---------------------|---------------------|----------------|
| Gender              | Return to work rate | Retention rate |
| Male                | 96.84%              | 96.30%         |
| Female              | 38.89%              | 64.29%         |
| <b>Total</b>        | <b>87.61%</b>       | <b>92.62%</b>  |

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

| Yes/No (If yes, then give details of the mechanism in brief) |     |
|--------------------------------------------------------------|-----|
| Permanent Employees                                          | Yes |
| Other than Permanent Employees                               | Yes |
| Permanent Workers                                            | Yes |
| Other than Permanent Workers                                 | Yes |

The Company has established a comprehensive grievance redressal mechanism for its employees and workmen, ensuring that all concerns raised through various channels are addressed in accordance with its formal Grievance Redressal Policy, which is accessible on the Company's intranet.

To promote a transparent and supportive work environment, the Company has constituted Central and Location-level Grievance Committees that are responsible for the timely and effective resolution of employee concerns. Employees are encouraged to report grievances, including any human rights concerns, through multiple channels such as the internal grievance portal, email ([grievances@neulandlabs.com](mailto:grievances@neulandlabs.com)), or physical drop boxes available across all locations. The policy is also displayed on notice boards, including in vernacular languages, to ensure accessibility for all workmen. Anonymous submissions are permitted to encourage open reporting.

In addition, the Company has implemented a robust Whistleblower Policy/Vigil Mechanism that extends to all stakeholders, including employees, directors, investors, contractors, customers, consultants, suppliers, vendors, and associated parties. Concerns raised under this mechanism are reviewed by the Compliance Officer and reported to the Audit Committee and, where necessary, escalated to the Board of Directors.

Employees may also raise concerns directly with their reporting managers or the Human Resources team. Complaints related to sexual harassment are addressed in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Company's internal policy aligned with the same.

## 7. Membership of employees in association(s) or unions

| Category                         | FY 2025-26                                           |                                                                                                |         | FY 2024-25                                           |                                                                                                |         |
|----------------------------------|------------------------------------------------------|------------------------------------------------------------------------------------------------|---------|------------------------------------------------------|------------------------------------------------------------------------------------------------|---------|
|                                  | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D/C) |
| <b>Total Permanent Employees</b> | 2,097                                                | 0                                                                                              | 0%      | 1,699                                                | 0                                                                                              | 0%      |
| <b>Male</b>                      | 1,837                                                | 0                                                                                              | 0%      | 1,495                                                | 0                                                                                              | 0%      |
| <b>Female</b>                    | 260                                                  | 0                                                                                              | 0%      | 204                                                  | 0                                                                                              | 0%      |
| <b>Total Permanent Workers</b>   | 86                                                   | 86                                                                                             | 100%    | 95                                                   | 95                                                                                             | 100%    |
| <b>Male</b>                      | 86                                                   | 86                                                                                             | 100%    | 95                                                   | 95                                                                                             | 100%    |
| <b>Female</b>                    | 0                                                    | 0                                                                                              | 0%      | 0                                                    | 0                                                                                              | 0%      |

## 8. Details of training given to employees

| Category  | FY 2025-26 |                                        |         |                      |         | FY 2024-25 |                                         |         |                      |         |
|-----------|------------|----------------------------------------|---------|----------------------|---------|------------|-----------------------------------------|---------|----------------------|---------|
|           | Total (A)  | On health and safety/wellness measures |         | On skill upgradation |         | Total (A)  | On health and safety measures/ wellness |         | On skill upgradation |         |
|           |            | No. (B)                                | % (B/A) | No. (C)              | % (C/A) |            | No. (B)                                 | % (B/A) | No. (C)              | % (C/A) |
| EMPLOYEES |            |                                        |         |                      |         |            |                                         |         |                      |         |
| Male      | 2,097      | 2,097                                  | 100%    | 2,097                | 100%    | 1,784      | 1,784                                   | 100%    | 1,784                | 100%    |
| Female    | 374        | 374                                    | 100%    | 374                  | 100%    | 207        | 207                                     | 100%    | 207                  | 100%    |
| Total     | 2,471      | 2,471                                  | 100%    | 2,471                | 100%    | 1,991      | 1,991                                   | 100%    | 1,991                | 100%    |
| WORKERS   |            |                                        |         |                      |         |            |                                         |         |                      |         |
| Male      | 86         | 86                                     | 100%    | 86                   | 100%    | 1,238      | 1,238                                   | 100%    | 1,238                | 100%    |
| Female    | 1,324      | 1,324                                  | 100%    | 1,324                | 100%    | 75         | 75                                      | 100%    | 75                   | 0%      |
| Total     | 1,410      | 1,410                                  | 100%    | 1,410                | 100%    | 1,313      | 1,313                                   | 100%    | 1,313                | 100%    |

## 9. Details of performance and career development reviews\* of employees

| Category         | FY 2025-26   |              |               | FY 2024-25   |            |               |
|------------------|--------------|--------------|---------------|--------------|------------|---------------|
|                  | Total (A)    | No. (B)      | % (B/A)       | Total (C)    | No. (D)    | % (D/C)       |
| <b>EMPLOYEES</b> |              |              |               |              |            |               |
| Male             | 1,508        | 1,116        | 74.01%        | 1,443        | 880        | 60.98%        |
| Female           | 219          | 188          | 85.84%        | 189          | 111        | 58.73%        |
| <b>Total</b>     | <b>1,727</b> | <b>1,304</b> | <b>75.51%</b> | <b>1,632</b> | <b>991</b> | <b>60.72%</b> |
| <b>WORKERS</b>   |              |              |               |              |            |               |
| Male             | 0            | 0            | 0%            | 0            | 0          | 0%            |
| Female           | 0            | 0            | 0%            | 0            | 0          | 0%            |
| <b>Total</b>     | <b>0</b>     | <b>0</b>     | <b>0%</b>     | <b>0</b>     | <b>0</b>   | <b>0%</b>     |

\* Cut-off date for the performance appraisal is 31<sup>st</sup> May 2026.

Performance goals are established for all employees at the start of the financial year. Our employees participate in mid-year and annual performance reviews as part of our performance management process. The performance appraisals are conducted for permanent employees who joined on or before December 31, 2025, and are on the organization's payroll in the current appraisal cycle. However, performance appraisals are not applicable to our permanent workmen, as they are governed by wage 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 of such system?

Yes, Neuland is certified for ISO 45001 :2018 Occupational Health and Safety Management System for all manufacturing sites and R&D.

- 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 has established a robust framework for the identification of work-related hazards and assessment of risks across both routine and non-routine operations. Key processes include structured workplace risk assessments, Hazard and Operability Studies (HAZOP), and Hazard Identification and Risk Assessment (HIRA) methodologies.

These are supported by a comprehensive permit-to-work system, regular safety inspections, and a Safety Audit Management System to ensure adherence to established safety standards. The Company conducts periodic safety audits across its facilities to monitor compliance and promptly address identified gaps. Inter-facility safety audits are carried out on a half-yearly basis, while independent external audits are conducted annually.

In addition, a rigorous internal audit and reporting mechanism is in place to track, address, and close compliance issues in a timely manner. The Company remains committed to continuous improvement of its processes to strengthen workplace health and safety performance.

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

Yes. The Company has established robust mechanisms that enable workers to report work-related hazards through both online and offline channels. These reporting systems are monitored on a 24x7 basis, ensuring that concerns are promptly addressed.

The Company's incident management system ensures that all incidents are reported to relevant internal teams and, where required, to statutory authorities. Following any reported incident, cross-functional teams undertake detailed investigations to identify root causes. Based on the findings, appropriate corrective and preventive actions (CAPA) are recommended.

These actions are systematically tracked and reviewed through periodic management reviews to ensure effective implementation. Where similar risks are identified across multiple locations, a global CAPA is initiated and implemented across all sites to prevent recurrence.

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

Yes, we have an Occupational Health Centre at all our locations, with an inhouse doctor. First aid facility is available at corporate office. All the employees undergo pre-employment and periodic health assessments to ensure good health.

## 11. Details of safety related incidents

| Safety Incident/Number                                                        | Category  | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0          | 0          |
|                                                                               | Workers   | 0          | 0          |
| Total recordable work-related injuries                                        | Employees | 0          | 0          |
|                                                                               | Workers   | 0          | 0          |
| No. of fatalities (safety incident)                                           | Employees | 0          | 0          |
|                                                                               | Workers   | 0          | 0          |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees | 0          | 0          |
|                                                                               | Workers   | 0          | 0          |

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

The Company is committed to maintaining the highest standards of occupational health, safety, and environmental (EHS) practices, with a strong focus on continuous improvement and employee well-being.

A comprehensive risk management framework is implemented, including regular workplace risk assessments, Hazard and Operability Studies (HAZOP), and Hazard Identification and Risk Assessment (HIRA) processes. These enable proactive identification and mitigation of potential hazards associated with operations. In addition, a stringent permit-to-work system ensures that all high-risk activities are appropriately authorized and assessed prior to execution.

The Company has established a structured governance mechanism through periodic Safety Committee meetings, conducted in line with EHS Standard Operating Procedures. Its EHS Management System is aligned with internationally recognized standards such as ISO 45001:2018 and ISO 14001:2015, and is subject to regular internal, inter-facility, and external audits. These audits support compliance, strengthen controls, and drive continual improvement. As a result, the Company has maintained a strong safety record with no significant workplace incidents during the reporting period.

Employee health and well-being are supported through a range of initiatives, including pre-employment and periodic medical examinations, regular health check-ups, wellness programs, vaccination drives, and workplace environment improvements. The Company also maintains individual health records and provides counselling and targeted support for employees at higher medical risk.

A strong safety culture is fostered through Behaviour-Based Safety (BBS) programs, regular safety training sessions, and employee engagement initiatives such as safety awareness programs and committee participation. These efforts encourage proactive involvement and accountability across the workforce.

The effectiveness of these initiatives is reflected in the Company's robust safety performance and external recognition, including prestigious accolades such as the British Safety Council Five Star Rating and the Sword of Honour, underscoring its commitment to maintaining a safe and healthy workplace.

## 13. Number of complaints on the following made by employees

|                    | FY 2025-26            |                                       |         | FY 2024-25            |                                       |         |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
|                    | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working conditions | 2,815                 | 11                                    | -       | 1,646                 | 11                                    | -       |
| Health and safety  | 862                   | 18                                    | -       | 285                   | 0                                     | -       |

## 14. Assessments for the year

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

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

The Company has established a comprehensive framework to identify, assess, and address safety-related incidents and risks. Prior to the initiation of any project, a detailed Environmental, Health, and Safety (EHS) assessment is conducted to evaluate feasibility and ensure minimal impact on employee health, safety, and the environment.

Risk assessments are carried out periodically in accordance with internal Standard Operating Procedures (SOPs) and audit protocols. All identified gaps are addressed through structured Corrective and Preventive Actions (CAPA), which are tracked and closed within defined timelines under the supervision of site-level and senior management.

The Company adopts a zero-tolerance approach to safety incidents, ensuring that all incidents are promptly reported, investigated, and resolved. Root cause analysis is conducted by cross-functional teams, and appropriate corrective measures are implemented to prevent recurrence. Where similar risks are identified across locations, standardized corrective actions are deployed across all sites.

To mitigate significant risks, the Company implements enhanced safety controls, including strengthening operating procedures, upgrading equipment or infrastructure, provision of appropriate personal protective equipment (PPE), and introducing additional safety protocols where required.

Regular safety audits, inspections, and compliance reviews are conducted to ensure adherence to regulatory requirements and internal standards. In parallel, ongoing training and awareness programs are conducted to enhance employee understanding of workplace hazards and safe practices.

The Company also maintains robust incident reporting mechanisms to encourage timely reporting of concerns, enabling swift investigation and resolution. Through these proactive and systematic measures, the Company continues to strengthen its safety performance and ensure a safe and healthy working environment for all stakeholders.

For more information kindly refer to Human Capital section of our integrated annual report for FY 2025-26.

### Leadership Indicators

1. *Does the entity extend any life insurance or any compensatory package in the event of death of a. Employees (Y/N) and b. Workers (Y/N)*

Yes, for both our employees and workmen.

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

We maintain robust mechanisms to ensure that all applicable statutory dues related to transactions with its value chain partners are accurately deducted and deposited in accordance with regulations. These processes undergo regular audit scrutiny. We diligently collect relevant certificates and proofs from our contractors regarding the payment of statutory dues such as PF, ESIC, etc., for contractual employees and workmen. Furthermore, we emphasize ethical behaviour and integrity with our value chain partners in all business dealings and adherence to fair business practices.

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

|           | Total no. of affected employees/Workers |            | No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment |            |
|-----------|-----------------------------------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------|------------|
|           | FY 2025-26                              | FY 2024-25 | FY 2025-26                                                                                                                                | FY 2024-25 |
| Employees | 0                                       | 0          | 0                                                                                                                                         | 0          |
| Workers   | 0                                       | 0          | 0                                                                                                                                         | 0          |

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

Yes, the Company provides opportunities to retired or separated employees as consultants or advisors, subject to requirement.

**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 | 17.28%                                                                                      |
| Working conditions          |                                                                                             |

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

There were no significant risks/concerns identified during the supplier assessments.



## 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.

Our key stakeholders include customers, investors, board members, workmen, clients, suppliers, the community, and regulators, among others. We believe that businesses that invest in building trust and fostering a cooperative working environment with stakeholders are more likely to succeed. Therefore, effective stakeholder communication is a cornerstone of our strategy. Over the years, we have built strong relationships with our stakeholders based on trust and respect. We engage with them regularly through various channels to understand their needs and goals, ensuring our efforts are aligned with their expectations.

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

| Key Stakeholders                         | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others               | Frequency of engagement (Annually/Half yearly/ Quarterly / Others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement                                                                                                         |
|------------------------------------------|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Board and Committees of the Board</b> | No                                                             | Emails, virtual and in-person meetings, group calls, messaging platforms                                                                     | Quarterly and need-based                                                            | Oversight of business operations, performance, strategy, risks and opportunities, compliance, audit reports, ESG initiatives, R&D updates, industry trends, business continuity, and crisis management. |
| <b>Employees and Workmen</b>             | No                                                             | Performance feedback, surveys, training sessions, toolbox talks, emails, intranet, digital communication, message broadcasting, townhalls    | Continuous                                                                          | To foster a safe, inclusive, and engaging workplace; enable transparent communication, capability building, employee feedback, recognition, and dissemination of company and industry updates.          |
| <b>Suppliers</b>                         | No                                                             | Supplier audits, supplier meets, targeted engagements, grievance redressal mechanisms                                                        | Frequent and need-based                                                             | To ensure business continuity, maintain quality standards, ensure cGMP compliance, promote Supplier Code of Conduct adherence, enhance ESG awareness, and address feedback/queries.                     |
| <b>Customers</b>                         | No                                                             | Customer meetings, site visits, audits, surveys, structured engagements                                                                      | Frequent and need-based                                                             | To expand market reach, promote product portfolio, ensure fair business practices, assess creditworthiness, and address customer feedback and queries.                                                  |
| <b>Government and No Regulators</b>      | No                                                             | Regulatory filings, submissions, inspections, structured meetings, emails, website disclosures                                               | Need-based                                                                          | To ensure compliance with applicable regulations and support product development, manufacturing, and commercialization activities.                                                                      |
| <b>Community</b>                         | Yes                                                            | Physical visits, community meetings, digital channels                                                                                        | Frequent and need-based                                                             | To understand local needs, support sustainable development, and implement CSR initiatives in healthcare, education, women empowerment, environment, water, sanitation, and rural infrastructure.        |
| <b>Investors / Financial Partners</b>    | No                                                             | Investor meetings/calls, conferences, earnings calls, emails, press releases, stock exchange filings, presentations, annual reports, website | Frequent and need-based                                                             | To enable informed investment decisions through updates on financial performance, business strategy, growth opportunities, risks, ESG initiatives, and material developments.                           |

| Key Stakeholders  | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others | Frequency of engagement (Annually/Half yearly/ Quarterly / Others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement                                                                                                         |
|-------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Senior Management | No                                                             | Emails, virtual and in-person meetings, group calls, messaging platforms                                                       | Quarterly and need-based                                                            | Oversight of business operations, performance, strategy, risks and opportunities, compliance, audit reports, ESG initiatives, R&D updates, industry trends, business continuity, and crisis management. |

## Leadership Indicators

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

The Company is committed to the principle that robust stakeholder engagement is essential to realize its vision of sustainable and inclusive growth. To this end, a comprehensive framework has been established to navigate the complexities of stakeholder interactions. The Board of Directors exercises oversight through the Corporate Social Responsibility (CSR) and Risk & Sustainability Committees, which, among other responsibilities, assess, oversee, and set the course for the Company's CSR initiatives and sustainability endeavours. Progress reports concerning these areas are regularly presented to these Committees by the Management. Furthermore, the Company has instituted an ESG Apex Committee, composed of senior management, tasked with the supervision of the Company's ESG objectives. This Committee operates with the support of a dedicated Core Committee and an Operational driving team.

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

Yes, In FY 2025–26, Neuland Laboratories Limited refreshed its materiality assessment after three years, transitioning from a Single Materiality approach to conducting its first Double Materiality Assessment (DMA) in order to strengthen its sustainability governance and align with evolving regulatory expectations.

The Double Materiality Assessment (DMA) was conducted through a structured process to identify the sustainability topics most relevant to Neuland and its stakeholders. The assessment began with the identification of over 60 (Sixty) topics, which were refined to 40 relevant topics through framework mapping, peer benchmarking, and internal review.

Extensive stakeholder engagement was then undertaken across 14 internal and external stakeholder groups through surveys and workshops, where topics were assessed based on relevance.

The outcomes were consolidated and validated by the Company's senior management, resulting in the identification of the final 12 (twelve) material topics, with final review and approval by the Company's Senior Management and Board-level Risk and Sustainability Committee.

Key topics are also listed in Section A - Question 24 of this report. Materiality Assessment is now conducted once in two years, and the next one is due in FY 2027-28. Our ESG strategy and downstream focus areas are formulated based on the inputs received from key stakeholders on these material topics.

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

We are dedicated to serving disadvantaged, vulnerable, and marginalized stakeholders in areas near our manufacturing facilities through various CSR initiatives. We implement numerous programs focusing on education, women empowerment, clean water and sanitation, skills development and livelihoods, health and well-being, environmental sustainability, and sustainable communities. These initiatives are carried out both directly and in partnership with other organizations to support marginalized sections of the community. For more details, please refer to Principle 8 of this report.



## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### Essential Indicators

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

| Category               | FY 2025-26   |                              |             | FY 2024-25   |                              |             |
|------------------------|--------------|------------------------------|-------------|--------------|------------------------------|-------------|
|                        | Total (A)    | No. of employees covered (B) | % (B/A)     | Total (C)    | No. of employees covered (D) | % (D/C)     |
| <b>EMPLOYEES</b>       |              |                              |             |              |                              |             |
| Permanent              | 2,097        | 2,097                        | 100%        | 1,699        | 1,699                        | 100%        |
| Other than permanent   | 374          | 374                          | 100%        | 292          | 292                          | 100%        |
| <b>Total Employees</b> | <b>2,471</b> | <b>2,471</b>                 | <b>100%</b> | <b>1,991</b> | <b>1,991</b>                 | <b>100%</b> |
| <b>WORKERS</b>         |              |                              |             |              |                              |             |
| Permanent              | 86           | 86                           | 100%        | 95           | 95                           | 100%        |
| Other than permanent   | 1,324        | 1,324                        | 100%        | 1,218        | 1,218                        | 100%        |
| <b>Total Workers</b>   | <b>1,410</b> | <b>1,410</b>                 | <b>100%</b> | <b>1,313</b> | <b>1,313</b>                 | <b>100%</b> |

2. *Details of minimum wages paid to employees*

| Category             | FY 2025-26 |                       |         |                        |         | FY 2024-25 |                       |         |                        |         |
|----------------------|------------|-----------------------|---------|------------------------|---------|------------|-----------------------|---------|------------------------|---------|
|                      | Total (A)  | Equal to Minimum Wage |         | More than Minimum Wage |         | Total (D)  | Equal to Minimum Wage |         | More than Minimum Wage |         |
|                      |            | No. (B)               | % (B/A) | No. (C)                | % (C/A) |            | No. (E)               | % (E/D) | No. (F)                | % (F/D) |
| EMPLOYEES            |            |                       |         |                        |         |            |                       |         |                        |         |
| Permanent            | 2,097      | 0                     | 0%      | 2,097                  | 100%    | 1,699      | 0                     | 0%      | 1,699                  | 100%    |
| Male                 | 1,837      | 0                     | 0%      | 1,837                  | 100%    | 1,495      | 0                     | 0%      | 1,495                  | 100%    |
| Female               | 260        | 0                     | 0%      | 260                    | 100%    | 204        | 0                     | 0%      | 204                    | 100%    |
| Other than Permanent | 374        | 0                     | 0%      | 374                    | 100%    | 292        | 0                     | 0%      | 292                    | 100%    |
| Male                 | 367        | 0                     | 0%      | 367                    | 100%    | 289        | 0                     | 0%      | 289                    | 100%    |
| Female               | 7          | 0                     | 0%      | 7                      | 100%    | 3          | 0                     | 0%      | 3                      | 100%    |
| WORKERS              |            |                       |         |                        |         |            |                       |         |                        |         |
| Permanent            | 86         | 0                     | 0%      | 86                     | 100%    | 95         | 0                     | 0%      | 95                     | 100%    |
| Male                 | 86         | 0                     | 0%      | 86                     | 100%    | 95         | 0                     | 0%      | 95                     | 100%    |
| Female               | 0          | 0                     | 0%      | 0                      | 0%      | 0          | 0                     | 0%      | 0                      | 0%      |
| Other than Permanent | 1,324      | 0                     | 0%      | 1,324                  | 100%    | 1,218      | 0                     | 0%      | 1,218                  | 100%    |
| Male                 | 1,234      | 0                     | 0%      | 1,234                  | 100%    | 1,143      | 0                     | 0%      | 1,143                  | 100%    |
| Female               | 90         | 0                     | 0%      | 90                     | 100%    | 75         | 0                     | 0%      | 75                     | 100%    |

**3. A. Details of remuneration/salary/Wages, in the following format:**

|                                                           | Male   |                                                               | Female |                                                               |
|-----------------------------------------------------------|--------|---------------------------------------------------------------|--------|---------------------------------------------------------------|
|                                                           | Number | Median remuneration/ salary/ wages of respective category (₹) | Number | Median remuneration/ salary/ wages of respective category (₹) |
| Board of Directors (BoD) (including whole-time directors) | 7      | 42,60,000                                                     | 1      | 43,10,000                                                     |
| Key Managerial Personnel (other than BoD)                 | 1      | 2,11,29,517                                                   | 1      | 52,00,008                                                     |
| Employees other than BoD and KMP*                         | 1,833  | 6,79,908                                                      | 259    | 5,00,004                                                      |
| Workers                                                   | 86     | 10,15,667                                                     | 0      | -                                                             |

\*Employee count here is excluding 3 whole-time directors and 2 KMP.

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

|                                                 | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------|------------|------------|
| Gross wages paid to females as % of total wages | 8.93%      | 9.28%      |

**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, we have a Grievance Redressal policy in place, Central Grievance Committee addresses grievances of permanent employees and Location Grievance Committee addresses grievances of permanent workmen. The policy and the committee members list are available to all employees in our intranet portal. Additionally, we encourage employees to raise their concerns and ask for help in case of any violation or perceived violation of human rights. They can report any grievance to Grievance Cell ([grievances@neulandlabs.com](mailto:grievances@neulandlabs.com)). For more details, please refer to Principle 3, Point 6.

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

Any grievance arising out of violation of human rights shall be dealt with as per process defined under Grievance Redressal policy. They can report any grievance to Grievance Cell ([grievances@neulandlabs.com](mailto:grievances@neulandlabs.com)). For more details, please refer to Principle 3, Point 6.

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

|                                   | FY 2025-26            |                                           |         | FY 2024-25            |                                           |         |
|-----------------------------------|-----------------------|-------------------------------------------|---------|-----------------------|-------------------------------------------|---------|
|                                   | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Sexual Harassment                 | 0                     | 0                                         | -       | 3                     | 0                                         | -       |
| Discrimination at workplace       | 0                     | 0                                         | -       | 0                     | 0                                         | -       |
| Child Labour                      | 0                     | 0                                         | -       | 0                     | 0                                         | -       |
| Forced Labour/ Involuntary Labour | 0                     | 0                                         | -       | 0                     | 0                                         | -       |
| Wages                             | 0                     | 0                                         | -       | 0                     | 0                                         | -       |
| Other human rights related issues | 0                     | 0                                         | -       | 0                     | 0                                         | -       |

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

|                                                                                                                                     | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0          | 3          |
| Complaints on POSH as a % of female employees / workers                                                                             | 0.00%      | 1.06%      |
| Complaints on POSH upheld                                                                                                           | 0          | 2          |

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

The Company has established robust mechanisms to ensure protection of complainants in cases of discrimination, harassment, or any related grievances. Its Prevention of Workplace Discrimination & Equal Opportunity Employment Policy explicitly ensures that no adverse action is taken against individuals who raise concerns in good faith.

Additionally, the Grievance Redressal Policy provides safeguards to protect not only the complainant but also any individual assisting in the investigation, including witnesses, from retaliation, victimization, or unfair treatment during and after the inquiry process.

The Company actively promotes a speak-up culture through regular training and awareness programs, reinforcing employees' understanding of their rights and responsibilities. It encourages reporting of concerns in good faith and maintains a strict non-retaliation stance.

Further, the Human Rights Policy enables employees to report any actual or perceived violations without fear of reprisal. Employees can raise concerns via email ([grievances@neulandlabs.com](mailto:grievances@neulandlabs.com)), which are addressed in accordance with the established grievance redressal framework. Contract labour is also provided access to reporting channels through the site Human Resources team.

In addition, the Whistleblower Policy provides a confidential and secure mechanism for reporting concerns, including instances of retaliation. Complaints can be submitted through designated email channels, and all matters are investigated under a structured whistleblower mechanism. Any concerns regarding retaliation may be escalated to the Compliance Officer or senior management, including the CEO/MD.

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

Yes, the Company has human rights related requirements as part of the business agreements and contracts.

**10. Assessments for the year**

|                                           | % of offices that were assessed (by entity or statutory authorities or third parties) |
|-------------------------------------------|---------------------------------------------------------------------------------------|
| Child labour                              |                                                                                       |
| Forced/involuntary labour                 |                                                                                       |
| Sexual harassment                         |                                                                                       |
| Discrimination at workplace               | 100%                                                                                  |
| Wages                                     |                                                                                       |
| Others – please specify (Health & Safety) |                                                                                       |

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

No significant risks or concerns were identified through the Company's internal monitoring and review mechanisms during the reporting year. Accordingly, no corrective actions were required or are currently underway.

## Leadership Indicators

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

There have been no changes to our processes, as no human rights grievances or complaints were received.

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

The scope covered all locations of the organization and covered the following areas:

Organizational governance, human rights, labour practices, fair operating practices, consumer issues and community involvement and development.

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?***

For the differently abled visitors, the infrastructure facilities across the offices and manufacturing and R&D facilities adhere to accessibility standards, to the extent required.

4. ***Details on assessment of value chain partners***

|                                  | % of value chain partners (by value of business done with such partners)<br>that were assessed |
|----------------------------------|------------------------------------------------------------------------------------------------|
| Sexual Harassment                |                                                                                                |
| Discrimination at workplace      |                                                                                                |
| Child Labour                     |                                                                                                |
| Forced Labour/Involuntary Labour | 17.28%                                                                                         |
| Wages                            |                                                                                                |
| Others – please specify          |                                                                                                |

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

No significant risks or concerns were identified during the supplier assessments referenced in Question 4. As such, no corrective actions were required or are currently underway. We continue to monitor supplier performance regularly to ensure ongoing compliance and risk mitigation.



## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

### Essential Indicators:

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

| Parameter                                                                                                                                              | FY 2025-26  | FY 2024-25  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
| <b>From renewable sources</b>                                                                                                                          |             |             |
| Total electricity consumption (A)                                                                                                                      | 0           | 0           |
| Total fuel consumption (B)                                                                                                                             | 31,589.41   | 0           |
| Energy consumption through other sources (C)                                                                                                           | 0           | 0           |
| Total energy consumed from renewable sources (A+B+C)                                                                                                   | 31,589.41   | 0           |
| <b>From non-renewable sources</b>                                                                                                                      |             |             |
| Total electricity consumption (D) in GJ                                                                                                                | 1,76,700.14 | 1,53,802.75 |
| Total fuel consumption (E) in GJ                                                                                                                       | 2,64,482.20 | 2,29,563.15 |
| Energy consumption through other sources (F) in GJ                                                                                                     | 0           | 0           |
| Total energy consumed from non-renewable sources (D+E+F) in GJ                                                                                         | 4,72,771.75 | 3,83,365.90 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) GJ/₹                                                             | 0.000023    | 0.000026    |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)* | 0.000475    | 0.000536    |
| Energy intensity in terms of physical output (GJ/MT of production)                                                                                     | 1.25        | 0.86        |

\* PPP – IMF conversion factors for FY 2025-26 - 20.34

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.** - Yes, BDO India Services Private Limited, a third party conducted a reasonable assurance for FY 2025-26 on BRSR Core Indicators and limited assurance on other sustainability parameters reported in our integrated report.

#### 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.

The PAT Scheme is not applicable to Neuland, as none of our sites or facilities have been identified as Designated Consumers (DCs) under the scheme by the Government of India.

#### 3. Provide details of the following disclosures related to water.

| Parameter                                                                                                                                                        | FY 2025-26  | FY 2024-25  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                                                                                                |             |             |
| (i) Surface water                                                                                                                                                | -           | -           |
| (ii) Groundwater                                                                                                                                                 | -           | -           |
| (iii) Third party water                                                                                                                                          | 1,88,097.65 | 1,41,490.40 |
| (iv) Seawater / desalinated water                                                                                                                                | -           | -           |
| (v) Others                                                                                                                                                       | -           | -           |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)                                                                                         | 1,88,097.65 | 1,41,490.40 |
| Total volume of water consumption (in kilolitres)                                                                                                                | 1,88,097.65 | 1,41,490.40 |
| <b>Water intensity per rupee of turnover</b><br>(Total water consumption / Revenue from operations)                                                              | 0.00000930  | 0.00000958  |
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b><br>(Total water consumption / Revenue from operations adjusted for PPP) | 0.000189    | 0.000198    |
| <b>Water intensity in terms of physical output (KL/Kg of production)</b>                                                                                         | 0.49        | 0.32        |

\*PPP – IMF conversion factors for FY 2025-26 - 20.34

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, BDO India Services Private Limited, a third party conducted a reasonable assurance for FY 2025-26 on BRSR Core Indicators and limited assurance on other sustainability parameters reported in our integrated report.

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

|                                                                              | FY 2025-26 | FY 2024-25          |
|------------------------------------------------------------------------------|------------|---------------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |            |                     |
| <b>(i) To Surface water</b>                                                  |            |                     |
| - No treatment                                                               | Nil        | Nil                 |
| - With treatment – please specify level of treatment                         | Nil        | Nil                 |
| <b>(ii) To Groundwater</b>                                                   |            |                     |
| - No treatment                                                               | Nil        | Nil                 |
| - With treatment – please specify level of treatment                         | Nil        | Nil                 |
| <b>(iii) To Seawater</b>                                                     |            |                     |
| - No treatment                                                               | Nil        | Nil                 |
| - With treatment – please specify level of treatment                         | Nil        | Nil                 |
| <b>(iv) Sent to third parties</b>                                            |            |                     |
| - No treatment                                                               | Nil        | Nil                 |
| - With treatment – please specify level of treatment                         | Nil        | Nil                 |
| <b>(v) Others</b>                                                            |            |                     |
| - No treatment                                                               | Nil        | Nil                 |
| - With treatment – please specify level of treatment                         | Nil        | 1,700.00 (Tertiary) |
| <b>Total water discharged (in kilolitres)</b>                                | Nil        | 1,700.00            |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – Yes, BDO India Services Private Limited, a third party conducted a reasonable assurance for FY 2025-26 on BRSR Core Indicators and limited assurance on other sustainability parameters reported in our integrated report.

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

To conserve natural resources and protect the environment, Neuland has implemented Zero Liquid Discharge (ZLD) systems across all its manufacturing facilities. These systems are designed to ensure that all wastewater generated during operations is treated, recycled, and reused within the facility, leaving no liquid effluent for external discharge. The ZLD process typically involves multiple stages, including primary treatment, ultrafiltration, reverse osmosis, and evaporation, followed by crystallization to recover usable water and safely manage residual solids. By adopting this closed-loop water management system, Neuland effectively eliminates the risk of water pollution, complies with stringent regulatory norms, and reinforces its commitment to environmental sustainability.

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

| Parameter                           | Please specify unit | FY 2025-26 | FY 2024-25 |
|-------------------------------------|---------------------|------------|------------|
| NOx                                 | Tons                | 18.50      | 26.02      |
| SOx                                 | Tons                | 55.91      | 70.14      |
| Particulate matter (PM)             | Tons                | 30.85      | 35.70      |
| Persistent organic pollutants (POP) | -                   | -          | -          |
| Volatile organic compounds (VOC)    | -                   | -          | -          |
| Hazardous air pollutants (HAP)      | -                   | -          | -          |
| Others – please specify             | -                   | -          | -          |

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

| Parameter                                                                                                                                                                                                   | Unit                                                             | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|------------|------------|
| <b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                                | Metric tonnes of CO <sub>2</sub> equivalent                      | 29,324.15  | 27,760.95  |
| <b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                                | Metric tonnes of CO <sub>2</sub> equivalent                      | 34,849.39  | 31,059.61  |
| <b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>                                                                                                                                            | Metric tonnes of CO <sub>2</sub> equivalent per Rupee            | 0.0000032  | 0.0000040  |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP*) | Metric tonnes of CO <sub>2</sub> equivalent per Rupee            | 0.0000645  | 0.0000823  |
| <b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>                                                                                                                             | Metric tonnes of CO <sub>2</sub> equivalent per Kg of production | 0.14       | 0.13       |

\*PPP- IMF Conversion Factors for FY 2025-26 - 20.34

**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, BDO India Services Private Limited, a third party conducted a reasonable assurance for FY 2025-26 on BRSR Core Indicators and limited assurance on other sustainability parameters reported in our integrated report.

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

Yes. The Company has undertaken several projects and initiatives aimed at improving energy efficiency, reducing fuel consumption, and lowering greenhouse gas (GHG) emissions across its operations. These initiatives form part of the Company's broader commitment towards operational sustainability and long-term decarbonisation.

Key initiatives undertaken during the year include:

- Prioritisation of renewable power arrangements, including wheeling, group-captive, and third-party renewable energy procurement models, to support long-term reduction in carbon emissions.
- Installation of IE3 energy-efficient motors to reduce electrical losses and improve equipment efficiency.
- Deployment of kVAR energy controllers and capacitor banks to improve power factor, stabilize voltage, and reduce energy wastage.
- Upgradation to energy-efficient Electronically Commutated (EC) blowers for lower power consumption and improved operational performance.
- Optimization of cooling tower systems through improved thermal efficiency and reduced water and energy usage.
- Implementation of heat recovery systems to capture and reuse waste heat from industrial processes and HVAC systems, thereby reducing fuel and energy requirements.
- Increased adoption of automation technologies to optimize equipment performance and maintain energy-efficient operating conditions.
- Deployment of HHO (Hydroxy Gas) systems to improve combustion efficiency, reduce fuel consumption, and lower carbon emissions.
- Installation of automatic boiler blowdown controls and oxygen (O<sub>2</sub>) trim control systems to improve steam generation efficiency and reduce fuel losses.

- Optimization and right-sizing of boiler capacities to improve fuel efficiency and operational reliability.
- Structured monitoring and reduction of leakages in compressed air and nitrogen systems to minimize utility-related energy losses.
- Voltage optimization initiatives to reduce excess power consumption and improve equipment life.
- Optimization of the fuel mix by partially replacing coal with biomass briquettes, resulting in approximately 15% reduction in overall coal consumption.

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

| Parameter (in metric tonnes)                                                                                                                        | FY 2025-26       | FY 2024-25      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------|
| <b>Total Waste generated (in metric tonnes)</b>                                                                                                     |                  |                 |
| Plastic waste (A)                                                                                                                                   | -                | 3.11            |
| E-waste (B)                                                                                                                                         | 0.46             | 0.90            |
| Bio-medical waste (C)                                                                                                                               | 5.47             | 5.47            |
| Construction and demolition waste (D)                                                                                                               | 3,885.81         | 2,500.30        |
| Battery waste (E)                                                                                                                                   | 2.60             | 0.03            |
| Radioactive waste (F)                                                                                                                               | -                | -               |
| Other Hazardous waste. Please specify, if any. (G)                                                                                                  | 7,864.48         | 5,276.35        |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)                | 3,117.00         | 113.41          |
| <b>Total (A+B + C + D + E + F + G + H)</b>                                                                                                          | <b>14,875.81</b> | <b>7,899.57</b> |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)                                                             | 0.0000008        | 0.00000053      |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | 0.000016         | 0.000011        |
| Waste intensity in terms of physical output (MT/Kg of production)                                                                                   | 0.04             | 0.02            |
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>      |                  |                 |
| <b>Category of waste</b>                                                                                                                            |                  |                 |
| (i) Recycled                                                                                                                                        | 6,983.47         | 2,504.34        |
| (ii) Re-used                                                                                                                                        | 7,887.41         | 5,389.76        |
| (iii) Other recovery operations                                                                                                                     | -                | -               |
| <b>Total</b>                                                                                                                                        | <b>14,870.88</b> | <b>7,894.11</b> |
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>                                   |                  |                 |
| <b>Category of waste</b>                                                                                                                            |                  |                 |
| (i) Incineration                                                                                                                                    | 5.48             | -               |
| (ii) Landfilling                                                                                                                                    | -                | -               |
| (iii) Other disposal operations                                                                                                                     | -                | 5.47            |
| <b>Total</b>                                                                                                                                        | <b>5.48</b>      | <b>5.47</b>     |

**Note:** Plastic waste quantity of 3.5 MT has been considered and reported under the Hazardous Waste category.

**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, BDO India Services Private Limited, a third party conducted a reasonable assurance for FY 2025-26 on BRSR Core Indicators and limited assurance on other sustainability parameters reported in our integrated report.

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

At Neuland, waste management is guided by a comprehensive Standard Operating Procedure (SOP) that ensures the safe and sustainable handling of all waste categories—hazardous, non-hazardous, and general waste. Our approach emphasizes strict adherence to the Hazardous Waste Management Rules, 2016, particularly for materials such as evaporation salt, process salt, and spent carbon. These are carefully collected by trained personnel using appropriately labelled MS drums or double-layer polythene bags to ensure safe containment and traceability.

A key element of our waste strategy is the co-processing of hazardous waste in cement kilns, which not only prevents landfill accumulation but also promotes resource recovery and circularity. Additionally, our facilities implement rigorous waste segregation, recycling, and tracking mechanisms to ensure environmental compliance and minimize ecological impact.

Our commitment to sustainable waste management resulted in the successful diversion of 100% of waste from landfills, reflecting our ongoing efforts to eliminate waste at source, improve material efficiency, and achieve zero landfill goals.

To reduce the use of hazardous and toxic chemicals, Neuland continues to invest in green chemistry practices, process optimization, and substitution of harmful substances with safer alternatives, aligning with our broader environmental sustainability objectives.

**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.**

None of our operational sites are located in or around ecologically sensitive areas.

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

During the reporting year, no projects undertaken by Neuland required an Environmental Impact Assessment (EIA) under the applicable environmental laws. As such, no EIAs were conducted in the current financial year.

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

Yes, Neuland is compliant with applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, the Environment (Protection) Act, and the rules framed thereunder. The company consistently adheres to regulatory requirements and maintains a strong focus on environmental stewardship across all its operations.

## Leadership Indicators

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

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

- (i) Name of the area: Bonthapally, Pashamylaram and Gaddapotharam (Sangareddy District) and Jubilee Hills, Hyderabad
- (ii) Nature of operations: Manufacturing, R&D and Administration

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

| Parameter                                                                                         | FY 2025-26  | FY 2024-25          |
|---------------------------------------------------------------------------------------------------|-------------|---------------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                                 |             |                     |
| (i) Surface water                                                                                 | -           | -                   |
| (ii) Groundwater                                                                                  | -           | -                   |
| (iii) Third party water                                                                           | 1,88,097.65 | 1,41,490.40         |
| (iv) Seawater / desalinated water                                                                 | -           | -                   |
| (v) Others                                                                                        | -           | -                   |
| <b>Total volume of water withdrawal (in kilolitres)</b>                                           | 1,88,097.65 | 1,41,490.40         |
| <b>Total volume of water consumption (in kilolitres)</b>                                          | 1,88,097.65 | 1,41,490.40         |
| <b>Water intensity per rupee of turnover (Water consumed / turnover) KL/Rs.</b>                   | 0.00000930  | 0.00000958          |
| <b>Water intensity (optional) – the relevant metric may be selected by the entity KL/Rs. Lakh</b> | 0.93        | 0.96                |
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>                      |             |                     |
| (i) To Surface water                                                                              |             |                     |
| - No treatment                                                                                    | Nil         | Nil                 |
| - With treatment – please specify level of treatment                                              | Nil         | Nil                 |
| (ii) To Groundwater                                                                               |             |                     |
| - No treatment                                                                                    | Nil         | Nil                 |
| - With treatment – please specify level of treatment                                              | Nil         | Nil                 |
| (iii) To Seawater                                                                                 |             |                     |
| - No treatment                                                                                    | Nil         | Nil                 |
| - With treatment – please specify level of treatment                                              | Nil         | Nil                 |
| (iv) Sent to third parties                                                                        |             |                     |
| - No treatment                                                                                    | Nil         | Nil                 |
| - With treatment – please specify level of treatment                                              | -*          | -*                  |
| (v) Others                                                                                        |             |                     |
| - No treatment                                                                                    | Nil         | Nil                 |
| - With treatment – please specify level of treatment                                              | Nil         | 1,700.00 (Tertiary) |
| <b>Total water discharged (in kilolitres)</b>                                                     | Nil         | 1,700.00            |

\* The company is not tracking its water discharge at corporate office, as it is a leased asset with common STP, and the consumption and discharge being insignificant.

**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, BDO India Services Private Limited, a third party conducted a reasonable assurance for FY 2025-26 on BRSR Core Indicators and limited assurance on other sustainability parameters reported in our integrated report.

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

| Parameter                                                                                                                                                          | Unit                                                        | FY 2025-26  | FY 2024-25  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-------------|-------------|
| <b>Total Scope 3 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b> | Metric tonnes of CO <sub>2</sub> equivalent                 | 1,58,999.72 | 1,28,243.58 |
| <b>Under Total Scope 3 emissions per rupee of turnover</b>                                                                                                         | Metric tonnes of CO <sub>2</sub> equivalent per Rupee       | 0.0000079   | 0.0000087   |
| <b>Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity</b>                                                             | Metric tonnes of CO <sub>2</sub> equivalent per Lakh Rupees | 0.79        | 0.87        |

**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, BDO India Services Private Limited, a third party conducted a reasonable assurance for FY 2025-26 on BRSR Core Indicators and limited assurance on other sustainability parameters reported in our integrated report.

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

Not Applicable, as we do not operate in ecologically sensitive areas.

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

At Neuland, environmental sustainability and responsible resource management are embedded into our core operational philosophy. We firmly believe in creating “wealth from waste,” and this mindset drives our comprehensive efforts toward achieving zero waste to landfill through robust waste reduction, reuse, and recycling programs.

For details about this, please refer the natural capital section of our FY 2025-26 Integrated Report.

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

We, at Neuland currently have a Disaster Management Plan in place from an IT perspective, along with established plans for Supply Chain and Manufacturing Operations. These frameworks enabled the Company to respond swiftly during the pandemic and other emergencies. From a manufacturing standpoint, certain products are qualified across multiple production lines, and vice versa, ensuring operational continuity and risk mitigation. Our Business Continuity Policy aligned to ISO 22301 is available intranet for access to our employees and internal stakeholders. Additionally, Neuland is actively developing comprehensive Business Continuity Plans (BCP) aligned with ISO 22301, covering all departments and potential scenarios, with the goal of achieving full accreditation by June 2026.

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.*

Increased emissions from procurement activities were identified as a significant environmental impact within our value chain. In response, we, at Neuland implemented a supply chain de-risking strategy aimed at reducing geographic dependencies and shortening supply chains, an approach particularly relevant in the context of the pandemic and evolving global challenges.

As part of this initiative, we successfully onboarded an alternate Indian supplier for a key starting material used in the production of one of our beta-blocker drugs, reducing reliance on the existing overseas vendor. This move not only led to process improvements and cost savings but also contributed to a notable reduction in carbon emissions, aligning with our broader environmental sustainability goals.

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

17.28% of the significant suppliers were assessed for environmental impacts.

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

a. By the listed entity – Nil

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



## PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

### Essential Indicators

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

Neuland is an active member of six trade and industry chambers and associations, reflecting its commitment to industry collaboration, knowledge sharing, and policy advocacy.

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

| S No. | Name of the trade and industry chambers/associations              | Reach of trade and industry chambers/ associations (State/National) |
|-------|-------------------------------------------------------------------|---------------------------------------------------------------------|
| 1     | Confederation of Indian Industry (CII)                            | National                                                            |
| 2     | Pharmaexcil                                                       | State                                                               |
| 3     | Federation of Telangana Chambers of Commerce and Industry (FTCCI) | State                                                               |
| 4     | Bulk Drug Manufacturers Association (India) (BDMA)                | National                                                            |
| 5     | Society for Cyberabad Security Council (SCSC)                     | State                                                               |
| 6     | Society for Sangareddy Security Council (SSSC)                    | 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.

There have been no adverse orders from regulatory authorities related to anti-competitive conduct against Neuland. As such, no corrective actions are currently required or underway in this regard. The company remains committed to fair business practices and compliance with all applicable competition laws and regulations.

### Leadership Indicators

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

The company is involved in advocating for industry advancement and broader public welfare. Our focus areas include sustainable product development, environmental stewardship, women's safety and security, and corporate social responsibility (CSR). We contribute through active participation in industry associations and collaborate with local government authorities to support and promote initiatives aligned with these priorities.



## PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### Essential Indicators

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

Not Applicable, the Company has not undertaken any SIA during the reporting period.

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

Not Applicable, the Company has not undertaken any projects which required R&R.

- Describe the mechanisms to receive and redress grievances of the community.**

We actively collaborate with villagers and local communities, alongside Village Sarpanch and other Government agencies, to address any community-related issues in all locations where we operate. In case of any grievances, the community leaders have access to the Company's representatives at each of the units and depending on the nature of the grievance, relevant stakeholders are engaged to resolve such issue.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers.**

| Parameter                                    | FY 2025-26 | FY 2024-25 |
|----------------------------------------------|------------|------------|
| Directly sourced from MSMEs/ small producers | 35.20%     | 42.66%     |
| Directly from within India                   | 77.89%     | 63.84%     |

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

| Location     | FY 2025-26 | FY 2024-25 |
|--------------|------------|------------|
| Rural        | 0%         | 0%         |
| Semi-Urban*  | 69.73%     | 69.94%     |
| Urban        | 0%         | 0%         |
| Metropolitan | 30.27%     | 30.06%     |

\*Based on people working in the areas, but not all live there.

### Leadership Indicators

- 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, As Social Impact Assessment was not required to be conducted during the reporting period.

- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies**

Neuland has not taken up any CSR activities in the aspirational districts as listed by the government.

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

No. We are in the process of building a diversified vendor base to mitigate the risks associated with relying on a single vendor and do not discriminate vendors on any basis. This approach also allows us to engage with small and medium enterprises, contributing to the growth of the local economy and supply chain. Our procurement efforts are focused on a range of vendors, and we have transitioned to an e-procurement portal, ensuring equal access for all vendors to transparently engage with our company. However, we have not specifically targeted marginalized groups in our supplier selection process.

- b. From which marginalized /vulnerable groups do you procure? What percentage of total procurement (by value) does it constitute?**

Not Applicable

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

Not Applicable

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

Not Applicable

- 6. Details of beneficiaries of CSR Projects**

| Sl. No. | Project                                                                                               | SDGs          | No. of persons benefitted | % of beneficiaries from vulnerable and marginalized groups                                                                                                                                                                                                |
|---------|-------------------------------------------------------------------------------------------------------|---------------|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1       | Medical camps (4)                                                                                     | SDG-3         | 1,560                     | The main objective of CSR activities of the Company is to focus on serving disadvantaged, vulnerable and marginalized stakeholders from weak socioeconomic background in core areas near to its manufacturing facilities through various CSR initiatives. |
| 2       | Women empowerment through safe commuting (She shuttle-3)                                              | SDG-5         | 653                       |                                                                                                                                                                                                                                                           |
| 3       | Comprehensive Development of school children through Sports facilities                                | SDG-4         | 1,984                     |                                                                                                                                                                                                                                                           |
| 4       | Upgradation of infrastructure in schools for effective learning                                       | SDG-4         | 600                       |                                                                                                                                                                                                                                                           |
| 5       | Better facilities for residential school children (SCs) by provisioning of blanket distribution       | SDG- 4        | 1,500                     |                                                                                                                                                                                                                                                           |
| 6       | Adding Mechanical workshop facility at Shivampet polytechnic college                                  | SDG-4         | 440                       |                                                                                                                                                                                                                                                           |
| 7       | Green women entrepreneurs in Gummadidala                                                              | SDG-5         | 30                        |                                                                                                                                                                                                                                                           |
| 8       | Clean and safe Drinking water facility – 60KL Overhead Tank                                           | SDG-6         | 230                       |                                                                                                                                                                                                                                                           |
| 9       | Neuland Nandanvans – Nutri oxyzones                                                                   | SDG-2,3 &13   | 1,050                     |                                                                                                                                                                                                                                                           |
| 10      | Manjeera Bird Sanctuary photography contest to promote biodiversity of flora and fauna among citizens | SDG-13 & 15   | 330                       |                                                                                                                                                                                                                                                           |
| 11      | Social protection for Informal sector workers                                                         | SDG-8         | 500                       |                                                                                                                                                                                                                                                           |
| 12      | Classroom to career pathways                                                                          | SDG-4         | 1,560                     |                                                                                                                                                                                                                                                           |
| 13      | Integrated watershed management program                                                               | SDG-6,7,13&15 | 2,686                     |                                                                                                                                                                                                                                                           |
| 14      | Rapid Action Project promoting biodiversity                                                           | SDG-13&15     | 225                       |                                                                                                                                                                                                                                                           |
| 15      | Heart surgeries for children                                                                          | SDG-3         | 17                        |                                                                                                                                                                                                                                                           |



## 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.**

We do not have any direct consumers for our products as we supply to pharmaceutical companies into finished dosage manufacturers. Any customer complaints are being managed timely as per internal SOP.

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

|                                                             | As a percentage to total turnover                                                                                                                                                                                                              |
|-------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental and social parameters relevant to the product | 100 %.                                                                                                                                                                                                                                         |
| Safe and responsible usage                                  | The company provides safety data sheets that are shared with the customers for all its products wherever applicable and as required. Our products are not sold to retail customers as it is and therefore product information is not provided. |
| Recycling and/or safe disposal                              |                                                                                                                                                                                                                                                |

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

|                             | FY 2025-26               |                                   | Remarks | FY 2024-25               |                                   | Remarks |
|-----------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
|                             | Received during the year | Pending resolution at end of year |         | Received during the year | Pending resolution at end of year |         |
| Data privacy                | 0                        | 0                                 | -       | 0                        | 0                                 | -       |
| Advertising                 | 0                        | 0                                 | -       | 0                        | 0                                 | -       |
| Cyber-security              | 0                        | 0                                 | -       | 0                        | 0                                 | -       |
| Restrictive Trade Practices | 0                        | 0                                 | -       | 0                        | 0                                 | -       |
| Unfair Trade Practices      | 0                        | 0                                 | -       | 0                        | 0                                 | -       |
| Others                      | 0                        | 0                                 | -       | 0                        | 0                                 | -       |

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

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0      | -                  |
| Forced recalls    | 0      | -                  |

**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, we have Cyber security framework related policies are available on the Company's intranet. We have obtained ISO 27001:2022 certification for our organization. Also, we the Company has a data privacy policy, and the web-link at <https://www.neulandlabs.com/en/privacy-policy>.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.**

No incidents reported hence no corrective actions.

**7. Provide the following information relating to data breaches:**

a. Number of instances of data breaches: **0**

b. Percentage of data breaches involving personally identifiable information of customers: **0%**

c. Impact, if any, of the data breaches: **NA**

## Leadership Indicators

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

- <https://www.neulandlabs.com/en>
- <https://www.neulandlabs.com/en/insights/resources>
- <https://www.neulandlabs.com/en/generic-apis>
- <https://www.neulandlabs.com/en/cdmo-services>
- <https://www.linkedin.com/company/neuland-laboratories-limited>
- <https://www.facebook.com/NeulandLaboratories/>
- <https://www.youtube.com/@neulandlaboratories537>

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

The Company primarily operates in a B2B environment and does not have direct consumer interactions. However, it ensures that its customers are adequately informed about the safe and responsible handling of its products.

Comprehensive Safety Data Sheets (SDS) are provided along with all products, in alignment with the Globally Harmonized System (GHS). These documents offer detailed information on product composition, hazards, safe handling practices, storage requirements, and emergency measures, including clear dos and don'ts for material handling.

In addition, the Company provides specific guidelines on product handling, storage, and transportation to ensure safety across the entire product lifecycle. Product safety is also rigorously evaluated during the research and development phase to ensure compliance with applicable safety standards.

The Company maintains appropriate communication mechanisms to keep customers informed of any potential risks, including disruptions or discontinuation of essential products or services, thereby enabling responsible and informed usage.

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

Neuland has established mechanisms to proactively communicate any potential risk of disruption or discontinuation of product supply to its customers. The Company maintains regular engagement with customers through dedicated account management teams, quality and regulatory functions, and supply chain coordination. In the event of any anticipated supply disruption arising from operational, regulatory, quality, or external factors, customers are informed in advance through formal communication channels to facilitate appropriate planning and business continuity. Where applicable, the Company works closely with customers to assess alternative supply arrangements, production scheduling, inventory management, and regulatory requirements to minimize the impact of any disruption. These measures are supported by Neuland's business continuity planning, robust quality management systems, and integrated supply chain processes, ensuring reliable product availability and continuity of supply.

**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)**

Yes. The Company provides comprehensive product information on its labels that goes beyond regulatory requirements. This includes details such as product name and grade, batch number, manufacturing and re-test dates, quantity, manufacturer information, as well as storage and handling instructions. Additionally, precautionary and hazard statements, along with disposal guidelines, are clearly communicated to ensure safe usage and compliance across the product lifecycle.

Yes, the Company undertakes periodic customer satisfaction assessments. During the reporting year, structured surveys were conducted for customers across both business segments Generic Drug Substances (GDS) and Custom Manufacturing Solutions (CMS) to evaluate satisfaction levels and gather feedback for continuous improvement.

## Annexure – 3

### FORM - A

Disclosure of particulars with respect to conservation of energy (to the extent applicable)

#### A. CONSERVATION OF ENERGY

##### i. the steps taken or impact on conservation of energy:

During the course of the year, the Company has invested in infrastructure to improve energy efficiency and conserve energy. Some of the steps are listed below:

- Underperforming and high energy consuming vacuum pumps were replaced with new vacuum pumps.
- To minimise the liquid nitrogen consumption (-50 °C), installation of brine chilling plants was initiated.
- Replaced old, less energy efficient motors with energy efficient IE3 motors.
- Automatic tube cleaning systems were installed in refrigeration plants, resulting in reduction in a energy consumption.
- Underperforming reciprocated air compressors were replaced with new energy efficient screw compressors.
- Water jet vacuum pumps were replaced with new dry vacuum pumps to minimize the operation cycle times.
- Localized capacitor banks were installed at MCCs to minimize the transmission losses in power.

##### ii. the steps taken by the Company for utilising alternate sources of energy: Biomass briquettes utilisation was initiated as an alternative to coal (1,827 tons of briquettes used instead of coal).

##### iii. the capital investment on energy conservation equipment: The Company has invested around ₹ 817 lakhs on equipment for energy conservation.

##### iv. Power & Fuel Consumption:

|                                              | FY 2025-26 | FY 2024-25 |
|----------------------------------------------|------------|------------|
| <b>1. Electricity</b>                        |            |            |
| <b>a. Purchased</b>                          |            |            |
| Unit in lakhs (kWh)                          | 487.95     | 425.41     |
| Total Amount (₹ in lakhs)                    | 3,989.9    | 3,490.82   |
| Rate/Unit (₹ /kWh)                           | 8.2        | 8.2        |
| <b>b. Own generation (Unit in lakhs) kWh</b> | 8.83       | 7.83       |
| (Through Diesel Generator)                   |            |            |
| Units per litre of Diesel Oil                | 3.07       | 2.97       |
| Cost/Unit (₹ /kWh)                           | 31.42      | 33.24      |
| <b>2. Coal</b>                               |            |            |
| Quality "C" Grade used in Steam Boiler       |            |            |
| Quantity (Tonnes)                            | 12,590.6   | 12,578.7   |
| Total cost (₹ in lakhs)                      | 1,138.97   | 1,195.32   |
| Average rate (₹ /Tonne)                      | 9,046.2    | 9,502.00   |

## FORM - B

Disclosure of particulars with respect to conservation of energy (to the extent applicable)

### (B) TECHNOLOGY ABSORPTION

#### i. Efforts made towards technology absorption:

During the year in review, we were able to carry out complex transformations in peptides, such as cyclization on a resin bed. Further, we were able to gain a better understanding of the chemistry and engineering aspects of peptides using peptide synthesizers.

#### ii. Benefits derived like product improvement, cost reduction, product development or import substitution:

- CMS division project details for the FY 2025-26

| Particulars                     | No. of projects* |
|---------------------------------|------------------|
| Total projects completed by CMS | 26               |
| Under progress CMS projects     | 10               |

*\*Projects do not refer to individual products but components of a bigger program.*

- Neuland filed DMF's details for the FY 2025-26

##### USDMFs

| S. No. | DMF No. | Product                            |
|--------|---------|------------------------------------|
| 1.     | 42655   | VONOPRAZAN FUMARATE                |
| 2.     | 43618   | ENALAPRIL MALEATE USP (PROCESS-II) |
| 3.     | 43905   | EDOXABAN TOSYLATE MONOHYDRATE      |

CEP – 3 Filings

ROW – 15 Filings

- Neuland GDS ongoing project details for the FY 2025-2026: 19 Projects ongoing
- Life cycle management of the existing manufacturing processes for APIs resulted in lower production costs, reduced cycle times, and customer retention: 6 projects were completed during this financial year, and 9 projects are currently ongoing.
- Neuland has filed 17 patent applications and no patent granted in India FY 2025-2026.

#### iii. Expenditure on R&D:

|              | (₹ In lakhs)    |                 |
|--------------|-----------------|-----------------|
|              | FY 2025-26      | FY 2024-25      |
| Capital      | 2,714.99        | 2,157.13        |
| Recurring    | 5,205.59        | 3,966.74        |
| <b>Total</b> | <b>7,920.58</b> | <b>6,123.77</b> |

### C. FOREIGN EXCHANGE EARNINGS AND OUTGO

Foreign exchange earned in terms of actual inflows and foreign exchange outgo in terms of actual outflows during the year ended March 31, 2026:

- Foreign exchange earned in terms of actual Inflows: ₹ 1,47,538.51 lakhs.
- Foreign exchange outgo in terms of actual Outflows: ₹ 38,350.92 lakhs.

## Annexure – 4

### Particulars of Remuneration

Details pertaining to remuneration as required under Section 197(12) of the Companies Act, 2013 read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

#### THE INFORMATION REQUIRED UNDER SECTION 197 OF THE ACT AND THE RULES MADE THERE-UNDER, IN RESPECT OF EMPLOYEES OF THE COMPANY, IS AS FOLLOWS:

**i. The ratio of the remuneration of each director to the median remuneration of the employees of the Company and the percentage increase in remuneration of each director and KMP for the financial year:**

| S. No. | Name of the Directors & Key Managerial Personnel                   | Ratio of remuneration to median remuneration of employees | % increase/decrease <sup>1</sup> in remuneration over previous year |
|--------|--------------------------------------------------------------------|-----------------------------------------------------------|---------------------------------------------------------------------|
| 1.     | Dr. D. R. Rao (Executive Chairman)                                 | 222.27                                                    | 45.97                                                               |
| 2.     | Mr. D. Sucheth Rao (Executive Vice-Chairman)                       | 209.09                                                    | 37.31                                                               |
| 3.     | Mr. D. Saharsh Rao (CEO & MD)                                      | 209.09                                                    | 37.31                                                               |
| 4.     | Dr. Christopher M. Cimarusti <sup>2</sup> (Non-Executive Director) | 5.83                                                      | 37.50                                                               |
| 5.     | Mr. Homi Rustam Khusrokhhan (Non-Executive Director)               | 6.50                                                      | 37.50                                                               |
| 6.     | Mr. Prasad Raghava Menon (Non-Executive Director)                  | 6.41                                                      | 42.91                                                               |
| 7.     | Mr. Sugata Sircar (Non-Executive Director)                         | 6.32                                                      | 38.08                                                               |
| 8.     | Ms. Pallavi Bakhru (Non-Executive Director)                        | 6.53                                                      | 38.14                                                               |
| 9.     | Dr. Ravi Gopinath <sup>3</sup> (Non-Executive Director)            | 5.71                                                      | -                                                                   |
| 10.    | Mr. Abhijit Majumdar (Chief Financial Officer)                     | 32.02                                                     | 9.00                                                                |
| 11.    | Ms. Sarada Bhamidipati (Company Secretary & Compliance Officer)    | 7.88                                                      | 13.04                                                               |

<sup>1</sup>Changes in the remuneration paid to non-executive directors reflect an increase / decrease in the sitting fees paid based on the number of meetings compared to the previous year and also an increase in provision for commission.

<sup>2</sup>Ceased to be director due to his demise on February 28, 2026.

<sup>3</sup>Appointed as a director with effect from August 1, 2025, hence not comparable.

- ii. The number of permanent employees on the rolls of company as on March 31, 2026, was 2,183.
- iii. The median remuneration of all employees who were present throughout the last & current financial year was ₹ 6,60,000 and ₹ 6,12,960 per annum for the FY 2025-26 and FY 2024-25, respectively. The increase in median remuneration of employees for the FY 2025-26, as compared to the FY 2024-25, is 7.67%.
- iv. The commission (variable) payable to the directors is based on the annual performance of the Company, i.e., the Net Profit calculated as per the provisions of the Companies Act, 2013 ("the Act").
- v. The Company affirms that the remuneration paid is as per the Remuneration Policy of the Company for Directors, Key Managerial Personnel and Employees.
- vi. The statement containing particulars of employees as required under Section 197(12) of the Act read with Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, is provided in a separate annexure forming part of this report. Further, the report and the accounts are being sent to the members excluding the aforesaid annexure. In terms of Section 136 of the Act, the said annexure is open for inspection at the Registered Office of the Company during business hours on working days of the Company up to the date of the forthcoming Annual General Meeting. Any shareholder interested in obtaining a copy of the same may write to the Company Secretary.

## Annexure – 5

### FORM NO. AOC -2

(Pursuant to clause (h) of sub-section (3) of section 134 of the Act and Rule 8(2) of the Companies (Accounts) Rules, 2014)

Form for Disclosure of particulars of contracts/arrangements entered into by the Company with related parties referred to in sub section (1) of section 188 of the Companies Act, 2013 including certain arms' length transaction under third proviso thereto.

#### 1. DETAILS OF CONTRACTS OR ARRANGEMENTS OR TRANSACTIONS NOT AT ARM'S LENGTH BASIS:

There were no contracts or arrangements or transactions entered into during the financial year ended March 31, 2026, which were not at arm's length basis.

#### 2. DETAILS OF CONTRACTS OR ARRANGEMENTS OR TRANSACTIONS AT ARM'S LENGTH BASIS:

| Name of the Related party & nature of relationship                                 | Duration of contract                  | Salient terms | Date of approval by Board, if any | Amount paid (₹ Lacs) | Amount paid as advances, if any |
|------------------------------------------------------------------------------------|---------------------------------------|---------------|-----------------------------------|----------------------|---------------------------------|
| Dr. Christopher M Cimarusti<br>Non-Executive Non-Independent Director <sup>1</sup> | May 20, 2021 - February 28, 2026      | Refer Note 1  | May 11, 2021                      | 8.59                 | -                               |
| Mrs. Vijaya Rao<br>Relative of Key Managerial Personnel                            | 5 years from July 1, 2024 – Ongoing   | Refer Note 2  | 10 May 2024                       | 96.26                | -                               |
| Mr. Davuluri Sucheth Rao,<br>Executive Vice Chairman                               | 5 years from August 7, 2025 – Ongoing | Refer Note 3  | 15 May 2025                       | 129.09               | -                               |
| Mr. Davuluri Saharsh Rao<br>Chief Executive Officer & Managing Director            | 5 years from August 7, 2025 - Ongoing | Refer Note 3  | 15 May 2025                       | 129.09               | -                               |

<sup>1</sup> Ceased to be a director due to his demise on February 28, 2026

**Note 1:** The Shareholders had, at the Annual General Meeting held on July 7, 2021, approved a consultancy fee of USD 2,500 per day (net of taxes) for each day spent at the Company's facilities to Dr. Christopher M Cimarusti.

**Note 2:** The Company had renewed the three separate Lease agreements with Mrs. Vijaya Rao effective July 1, 2024 and the terms and conditions of the Lease Agreements dated July 1, 2014 remained unchanged.

**Note 3:** The Company had renewed the Lease Deed with Mr. Davuluri Sucheth Rao and Mr. Davuluri Saharsh Rao ("Lessors"), for office space to be used by the Company for a period of five years with effect from August 7, 2025. As per the renewed terms of the Lease Deed, the Company is required to pay lease rentals of ₹ 78/- per sq. ft. per month, subject to an increase of 12% every three years.

All the above transactions were entered by the Company with Related Parties in the ordinary course of business at prevailing market rates.

For and on behalf of the Board

**Dr. Davuluri Rama Mohan Rao**  
Executive Chairman  
DIN: 00107737