JUBILANT PHARMOVA

VISION-LED, GROWTH-DRIVEN A BRIGHTER FUTURE

SUSTAINABILITY REPORT FY 2024-25

Contents GRI 2-22

Message from the Chairmen

GRI 2-22

Shyam S Bhartia
Chairman

Hari S Bhartia
Co-Chairman

Dear Stakeholders,

At Jubilant Pharmova Limited, sustainability is not an adjunct to business - it is embedded at the very core of our operations. It shapes our purpose, guides strategic decisions and reinforces our long-term vision of delivering value responsibly.

In an era where Environmental, Social and Governance (ESG) performance is viewed as a critical measure of business resilience, stakeholder trust and competitive advantage, Jubilant Pharmova Limited has embraced ESG as a foundational enabler of both transformation and continuity.

Our sustainability approach is rooted in a commitment to responsible growth, aimed at building a better world for future generations. This commitment transcends regulatory compliance. It reflects a deep understanding that talented people, resource-efficient processes and community-conscious operations are essential to securing our future. Today, ESG performance is not only evaluated by investors and customers - it is a key reason our people choose to stay, grow and contribute.

Jubilant Pharmova Limited's sustainability strategy is aligned with global frameworks, such as the United Nations Sustainable Development Goals (UN SDGs) and follows the Global Reporting Initiative (GRI) Standards. Our annual Sustainability Report, assured by Ernst & Young, outlines our progress, guided by a Board-level Sustainability & CSR Committee. A materiality matrix, developed through stakeholder engagement, helps us prioritise the issues that matter most to our business and the world around us.

Message from the Chairmen (Contd.)

GRI 2-22

Our ESG roadmap is organised into three pillars - environmental stewardship, social responsibility and ethical governance - each designed to drive impact and support our Vision 2030 ambition of doubling revenues, expanding EBITDA margins, becoming net debt-free and delivering a high-teens Return on Capital Employed (RoCE).

Our commitment to sustainability is evident through our achievements in ESG ratings. We attained an outstanding score of 60 out of 100 in the S&P Global ESG Indices CSA 2024 (DJSI). In the EcoVadis assessment, we scored 61 out of 100 last year. ESG rating agency, NSE Sustainability Ratings & Analytics Ltd also assessed and rated our ESG performance in June 2025 and our score was 68 out of 100. NSE Sustainability Ratings & Analytics Ltd ('NSE Sustainability'), a subsidiary of NSE Indices Limited ('NSEIL') and a group company of National Stock Exchange of India Ltd, is a registered ESG Rating Provider ('ERP') under Category I, as per the Securities and Exchange Board of India (Credit Rating Agencies) Regulations, 1999. Crisil ESG Ratings & Analytics also scored us 63 out of 100 and placed us under 'Strong' ESG performance category. These achievements underscore our dedication to Environmental, Social and Governance factors.

FY 2025 was landmark year in our environmental journey. We accelerated our energy transition efforts by investing in renewable sources, such as solar and wind. A landmark partnership with O2 Power supports a captive solar plant that supplied 56% purchased power in our Karnataka operations with renewable power during this year. Our progress towards sustainability goals has been truly remarkable. We have surpassed expectations by achieving a 32.5% renewable in total purchased power, a 19% decrease in specific water consumption, and an impressive 15% reduction in specific greenhouse gas (GHG) emissions compared to our FY 2025 target. During this period, we have also set our FY 2029 ESG targets which we will pursue to adhere in future.

In FY2025, our JUBICARE tele-clinic platform and mobile/static health services reached over 13,682 beneficiaries, while agricultural empowerment programs collaborated with more than 21 farmers to build sustainable rural livelihoods. This year our CSR program also provided vocational training to 1,383 youths in Nanjangud, Karnataka, India. In addition, 1,102 candidates have received training under the HP program. WOW and Life certificate were given to 925 & 177 participants respectively.

Message from the Chairmen (Contd.)

GRI 2-22

Internally, our employee well-being and inclusion efforts are equally impactful. Over 24.5% of our global workforce are women, with targeted DE&I initiatives such as leadership programs for women at Jubilant Radiopharma. Our people development programs emphasise skill building and in FY2025, we exceeded our FY 2025 target (>6.5 training man-days/employee/ year in operation).

Jubilant Pharmova Limited's sustainability journey is not about ticking the boxes alone. It is about building a business that lasts - one that is resilient, respected and regenerative. Whether through resource conservation, emission cuts, community upliftment or ethical governance, every ESG effort feeds into a broader vision: to create shared value for all stakeholders.

These responsible practices are tightly interwoven with our innovation roadmap, ensuring that R&D investments and capital expenditures prioritise technologies that reduce environmental impact and enhance social outcomes. This integration underscores our belief that sustainability is not a constraint to growth - but a catalyst for it.

As we chart the course toward 2030, we will continue to scale ESG impact, enhance data-driven reporting and drive climate-positive innovations. From advancing green chemistry to embedding sustainability into supplier practices and digital operations, we are committed to building a future-ready pharmaceutical enterprise.

Thank you for your continued trust and support.

Warm regards,

Shyam S Bhartia
Chairman

Hari S Bhartia
Co-Chairman

About Our Organisation

GRI 2-1, 2-6)

Our Businesses

Jubilant Pharmova Limited (formerly Jubilant Life Sciences Limited) is a global integrated pharmaceutical company, advancing healthcare through science, technology and precision execution. It is involved in the businesses of Radiopharma, Allergy Immunotherapy, CDMO Sterile Injectables, Contract Research Development and Manufacturing Organisation (CRDMO), Generics and Proprietary Novel Drugs. The Company has a team of multicultural people across the globe and is committed to delivering value to its customers. The Company is well recognised as a 'Partner of Choice' by leading pharmaceutical companies worldwide.

Business Segments

The Company has six business segments, namely:

Radiopharma:

- Leading Radiopharmaceutical manufacturer in North America
- 2nd largest Radio pharmacy network in the US with 45 radiopharmacies

Allergy Immunotherapy:

- No. 2 in the US Sub-Cutaneous allergy immunotherapy market
- Sole supplier of Venom Immunotherapy in the US

CDMO Sterile Injectables:

- Leading contract manufacturer of Sterile Injectables in North America
- Serves top global pharmaceutical companies

(GRI 2-1, 2-6)

CRDMO:

- Fully integrated drug discovery and development services provider
- Offers more than 100 different APIs from various therapeutic categories such as CNS, CVS, anti-infective and anti-diabetic.

About Our Organisation (Contd.)

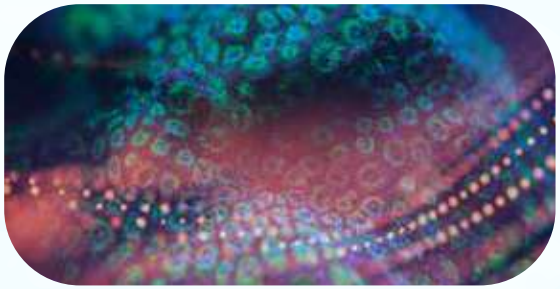
GRI 2-1, 2-6

Generics

- Global presence in more than 50 countries including United States, Europe, Canada, Japan, Australia and Rest of the World
- Products across CVS, CNS, gastro-intestinal and other therapeutic segments

Proprietary Novel Drugs

- High potential programs in Oncology & Auto immune disorders
- Mid-stage biotech with one asset in Phase 2 and another in Phase I clinical trial



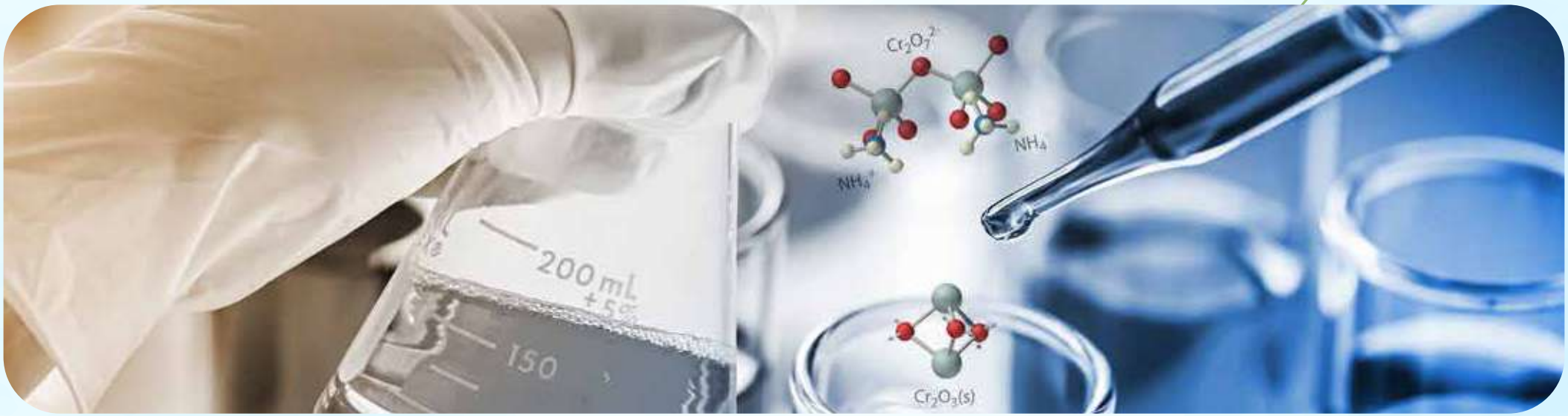
Shareholding pattern for Jubilant Pharmova Limited as on 31.3.2025:

Promoter and Promoter Group:

50.68%

Public:

49.32%



About Our Organisation (Contd.)

GRI 2-1

OUR VALUES

The Company started its journey more than 40 years ago and its Values have been the foundation of its success. Backed by the belief of each employee, every step at Jubilant Pharmova Limited is driven by these set of values.

These values are deeply inculcated in the employees at all levels through regular training and other initiatives.

INSPIRE CONFIDENCE

*We will carefully select, train and develop our people to be creative and empower them to take decisions, so that they respond to all stakeholders with **agility, confidence** and **teamwork.***

ALWAYS STRETCH

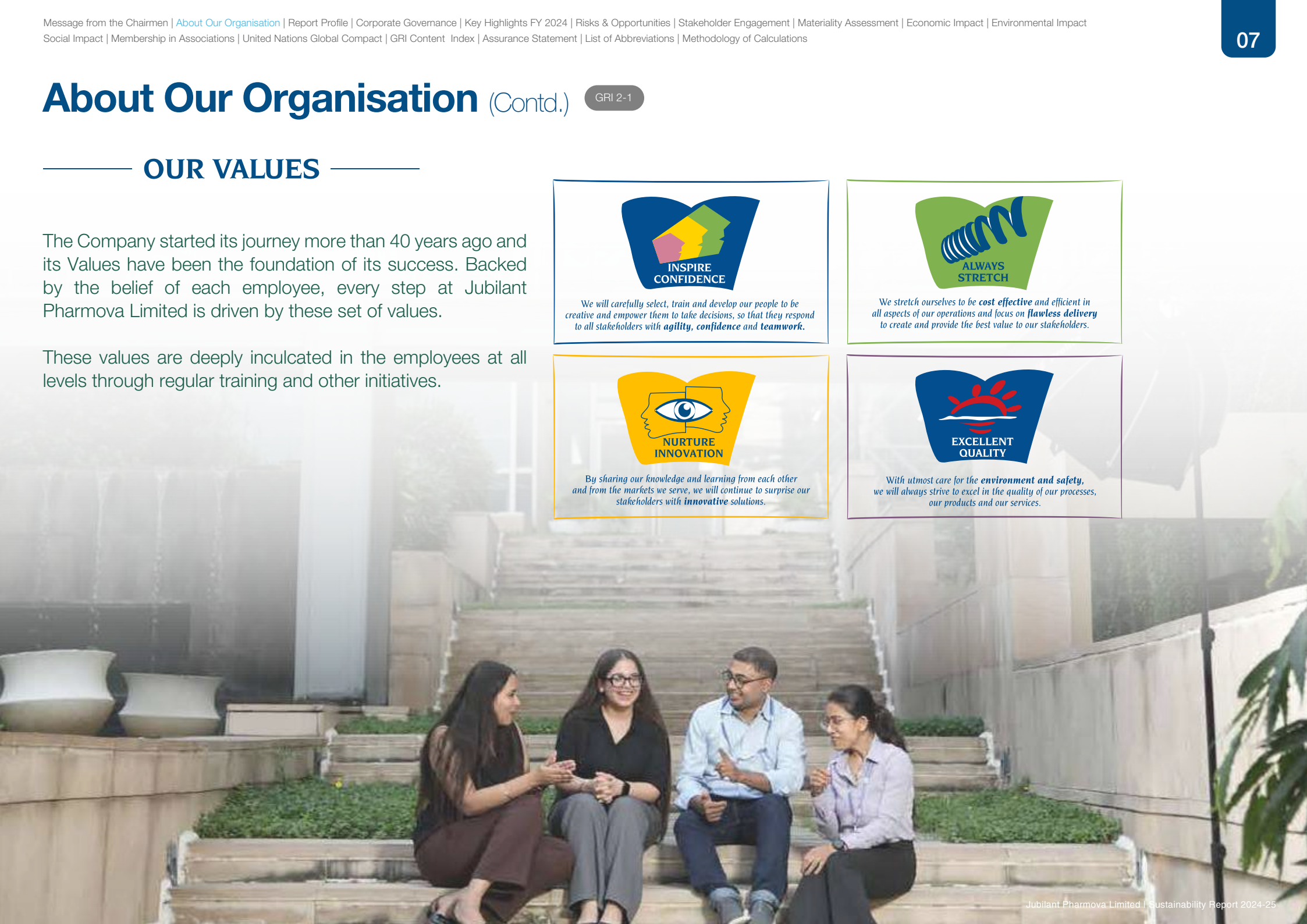
*We stretch ourselves to be **cost effective** and efficient in all aspects of our operations and focus on **flawless delivery** to create and provide the best value to our stakeholders.*

NURTURE INNOVATION

*By sharing our knowledge and learning from each other and from the markets we serve, we will continue to surprise our stakeholders with **innovative** solutions.*

EXCELLENT QUALITY

*With utmost care for the **environment and safety**, we will always strive to excel in the quality of our processes, our products and our services.*



About Our Organisation (Contd.)

Our Global Presence

GRI 2-1, 2-6

India | USA | Canada | Belgium | China | Singapore | South Africa | United Kingdom | Australia | France

About Our Organisation (Contd.)

Our Global Presence GRI 2-2, 2-6

Scope of this report: All sites and subsidiaries of the Company as shown in the above map. Further, information from Company offices only accounts for headcount numbers.

Location of Headquarters:

Jubilant Pharmova Limited
Plot 1A, Sector 16A, Noida-201301,
Uttar Pradesh, India

Our Facilities:

Kirkland, Montreal, Canada
US FDA approved facility for contract manufacturing of Sterile Injectable

Kirkland, Montreal, Canada
US FDA approved facility for Radiopharmaceuticals

Nanjangud, Karnataka, India
US FDA approved Active Pharmaceutical Ingredients (API) facility

Roorkee, Uttarakhand, India
Solid Dosage formulation (Tablets & Capsules) facility

Spokane, Washington, USA
US FDA approved facility for contract manufacturing of Sterile Injectable and Allergy Therapy Products

Salisbury, Maryland, USA
US FDA approved facility for Generics (Tablets & Capsules)

Contract Research and Development Services

- **Noida, Uttar Pradesh, India**
  Research Facility
- **Bengaluru, Karnataka, India**
  Research Facility
- **Saint-Julien-en-Genevois, France**
  Research Facility

Key Subsidiary Companies

Jubilant Pharma Limited
- Jubilant HollisterStier LLC, Spokane, USA
- Jubilant DraxImage Inc., Montreal, Canada
- Jubilant Cadista Pharmaceuticals Inc., Salisbury, USA
- Jubilant DraxImage Radiopharmacies Inc. (JDRI), USA
- Jubilant Pharma Holdings Inc. (JPHI)
- Jubilant Generics Limited, India

Jubilant Biosys Limited, India

Jubilant Therapeutics Inc

Partnerships

Jubilant HollisterStier GP, Montreal, Canada**

**It is a Canada based partnership managed by two subsidiaries of the Company - Jubilant HollisterStier Inc. and Draxis Pharma LLC.

Please refer to the Company's Annual Report for further information: *https://www.jubilantpharmova.com/uploads/downloads/JPM_AnnualReport_2024-25.pdf*

Report Profile

Topic Boundaries

GRI 2-2, 2-3, 2-14

Jubilant Pharmova Limited (earlier Jubilant Life Sciences Limited) has been publishing its sustainability report since 2003 following the GRI reporting framework and its principles.

The report boundary covers all subsidiaries, namely, Jubilant Pharma Limited and its subsidiaries in India, South Africa, Belgium, UK, Australia, Europe and North America, Jubilant Biosys Limited, Jubilant Therapeutics Inc and Jubilant Business Services. Jubilant Biosys France SAS has been incorporated as wholly owned subsidiary of Jubilant Biosys Limited in March 2025. Hence ESG performance of this newly added facility will be covered in our next year sustainability report boundary. In April 2024, Jubilant Cadista Pharmaceuticals Inc., USA, a wholly owned subsidiary of the Group, decided to close the manufacturing operations of its solid dosage formulation facility at Salisbury, Maryland, USA. Accordingly, operation related ESG data of the facility not considered in this year sustainability report of the Company. Otherwise all ESG performance information covering all facilities including R&Ds & pharmacies under all subsidiaries and stepdown subsidiaries are covered in this report unless it is specifically mentioned against any ESG performance indicator in the report. This report has been prepared in accordance GRI Standards. Our Sustainability report is published every year. The reporting period for this Sustainability Report is from April 1 2024, to March 31, 2025.

Our FY 2024 Sustainability Report was prepared following the comprehensive option, of the GRI Standards and was published on January 30, 2025. Key sustainability data and information published in this report have been compiled using the GENSUITE for safety data, Enterprise Resource Planning (ERP) software (SAP) for financial accounting and PeopleSoft Human Resource Information System (HRIS) for PeopleSoft Human Resource Information System (HRIS) for Human Resource data accounting and ComplianceWire fully validated knowledge and Learning Management System (LMS). The Board and the CEOs review the sustainability performance on a half-yearly basis. Our sustainability head reviews the organisation's sustainability report and ensures that our organisation is committed to covering all the material topics. The data presented in the report is verified through systematic internal and external audits.

Report Profile (Contd.)

Reporting Principles GRI 2-4

Defining Report Quality

The Company focuses on data accuracy, balance, clarity, comparability, reliability and timeliness to ensure the completeness of the report as per GRI standards.

Defining Report Content

The Company adopts an inclusive approach involving the identification of key stakeholders and the material issues and concerns of key stakeholders. In addition, the Company also focuses on issues of global context that have a direct or indirect impact on the Company's sustainability. Details on stakeholder engagement and materiality assessment procedure have been further delineated in their respective sections in this report.

Restatement of Information

No restatement in this reporting year.

Changes in Reporting Requirement

There is no significant change either in material topic or in topic boundary in this report against the previous year.

Independent Assurance of report GRI 2-5

M/s Ernst & Young Associates LLP has conducted independent assurance for this report and their Assurance Statement is a part of this report.

For queries, clarification or feedback related to the report, please write to:

Dr. Tushar Gupta
Global Head of Operations – CRDMO business
1-A, Sector 16A, Noida -201301, Uttar Pradesh, India.
Phone: +91-120-4361000, Email: tushar.gupta1@jubl.com

Corporate Governance

Governance structure (Highest Governance Structure)

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-17, 2-24, 405-1

The Board of Directors ('Board') is the apex and highest governing body in Jubilant Pharmova Limited ('Jubilant Pharmova'). The Board, along with its Committees, provides leadership and strategic guidance to the Company's management while discharging its fiduciary responsibilities thereby ensuring that the management adheres to high standards of ethics, transparency and disclosures. The Board's objective is to create sustainable value for all stakeholders, provide vision to the Company and oversee the implementation of the Board's decisions.

The Company is managed and controlled by a Board comprising an optimum blend of Executive, Non-Executive and Independent Directors. The Chairperson of the Board is a Non-Executive Non-Independent Director. As on March 31, 2025, the Board of Directors comprises of twelve (12) Directors, out of whom four (4) are Executive Directors, including Managing Director apart from eight (8) Non-Executive Directors, out of whom six (6) are Independent Directors including one (1) Woman Independent Director and two (2) Non-Executive Non-Independent Directors. The composition of the Board is in conformity with Regulation 17 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 and the relevant provisions of the Companies Act, 2013. Average tenure of Board members as on 1st April 2025 was 11.26 years.
(Please refer Annual Report for further information: *https://www.jubilantpharmova.com/investors/financials/annual-reports*).

The Independent Directors constitute more than half of the Board's strength, thus ensuring independence and transparency of the Board's decision-making process. The Independent Directors are not associated with the Company in any executive capacity. They do not have any material pecuniary relationship with the Company other than their remuneration. The Independent Directors, by furnishing a Certificate of Independence to the Board, affirm their independence on an annual basis.

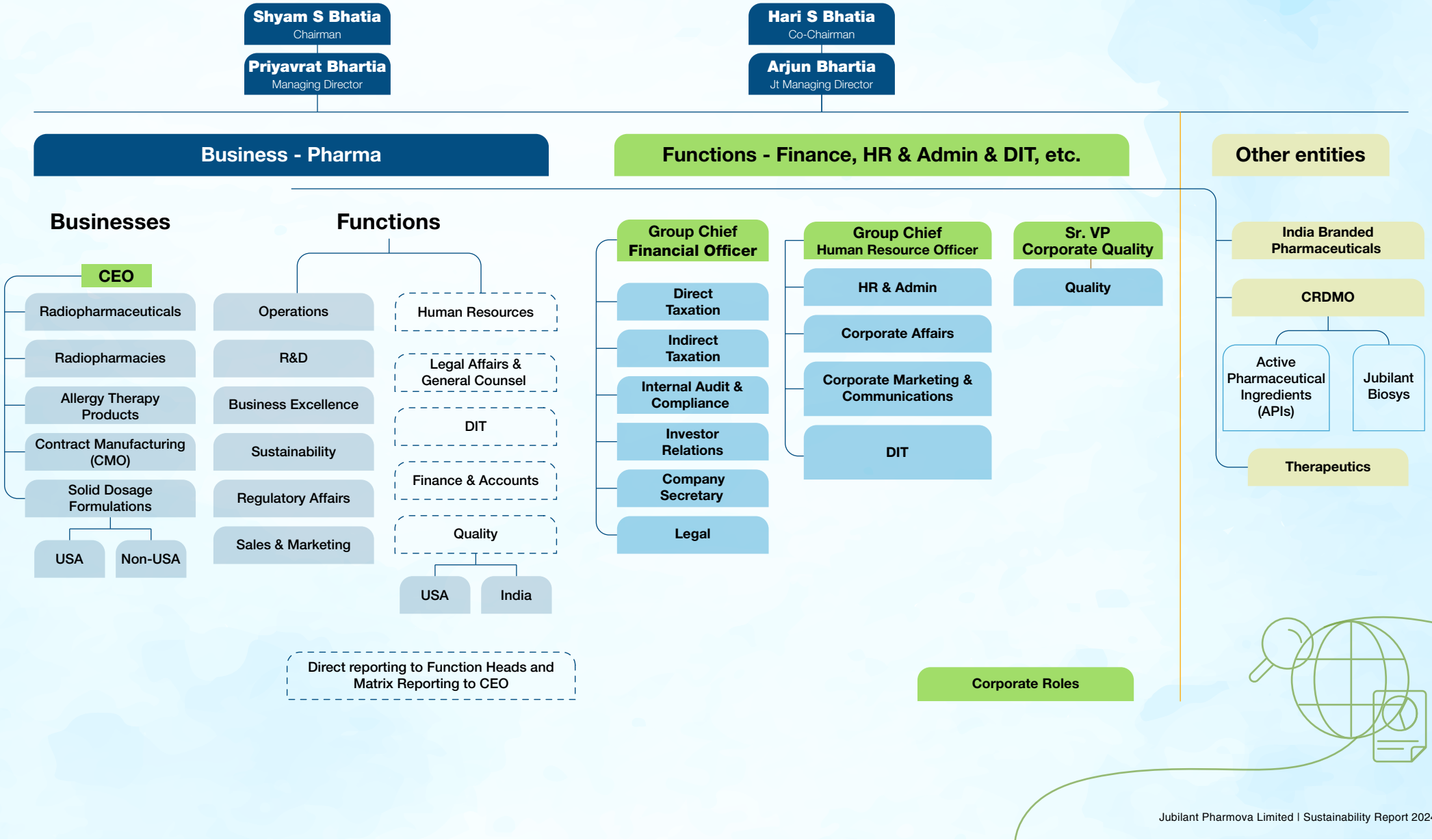
The Managing Director ('MD') is the highest Executive Officer of the Company. The Chief Executive Officers ('CEOs') of various businesses are responsible for the smooth functioning of their respective businesses. This also includes the development of business strategies as well as due consideration of the interests of all the stakeholders. The business strategies and plans are reviewed during the Annual Strategy Meet by the Chairman, Co-Chairman, MD, JMD and CEOs.

There is regular third party conducted secretarial audit which assess overall Company/ Board performance against Company's Act & SEBI listing Agreement requirements and share their observation to the Board. In addition, there is regular internal audit conducted by third party which also assess any regulatory / compliance gaps in parallel to review by the Board. Thus, an indirect system of review of Board performance from compliance perspective is already present in the Company. At the time of reappointment of independent directors Board assesses the performance of individual directors and recommends the appointment to the shareholders. Shareholders after taking into account recommendations of the Board and the proxy advisories (independent body) approve reappointment of the board members.

Corporate Governance (Contd.)

The Global Management Team of Jubilant Pharmova Limited

GRI 2-9, 2-11, 2-24



Corporate Governance (Contd.)

Mechanism for Governance

GRI 2-10, 2-12, 2-13, 2-14, 2-18, 2-19, 2-20, 2-21

Compensation for the Members of the Highest Governance Body

The Appointment and Remuneration Policy of the Company aims to encourage and reward good performance/contribution to its objectives. Non-Executive Directors are entitled to the following remuneration:

Sitting fees:
For attending meetings of the Board of Directors and its committees

Commission:
As decided by the Board and approved by the members, subject to aggregate commission to Non-Executive Directors not exceeding 3% of net profits computed pursuant to the provisions of the Companies Act, 2013.

The remuneration of Executive Directors is paid as recommended by the 'Nomination, Remuneration and Compensation Committee' ('NRC Committee') and approved by the Board and Shareholders of the Company. Remuneration of Executive Directors consists of a fixed component (salary, allowances, perquisites, other benefits) and a variable component (commission as approved by the shareholders). NRC Committee ensures that the levels of remuneration are sufficient to attract, retain and motivate the Directors to run the Company successfully. During the reporting period, the ratio of the annual compensation of the organisation's highest-paid individual to the median annual compensation of all employees (excluding the highest-paid individual) was 85. The ratio of percentage increase from the last year in annual compensation of the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) was '0'.

The Company has predefined financial returns and relative financial matrices relevant for CEOs variable compensation. The Company has CEO for each business vertical and the variable compensation is paid on the basis of their individual performance and financial performance of respective business vertical of the Company which include key finance matrices like EBITDA, ROCE. In addition the CEOs compensation also include Long Term Incentive Plan (LTIPs) / Employee Stock Option Plan (ESOPs). The vesting of options depends on various performance parameters which are linked to the revenue generated, profitability and market capitalisation apart from the tenure of the respective CEO with the Company. Company has guidelines on deferred bonus, time vesting, and performance period for the CEO's variable compensation. LTIP/ESOPs equivalent to their variable pay are issued to CEOs. Longest performance period covered by CEO compensation plan is 1 year while time vesting period for CEO LTIP/ESOPs is 3 years. Also the Company has a clawback provision in place.

20-25% of CEO and executive committee member's compensation comprises of stock options/ LTIP which are converted to stocks within a period ranging from 1-3 years from the date of grant of options. The vesting of options depends on various performance parameters which are linked to the revenue generated, profitability and market capitalisation apart from the tenure of the respective individual.

Appointment and Remuneration

GRI 2-24

Jubilant Pharmova Limited has a policy on appointment and remuneration of Directors, Key Managerial Personnel ('KMP') and senior management / other employees ('Employees') of the Company. The 'Appointment and Remuneration Policy' (the 'Policy') aims to ensure that the persons appointed as Directors, KMP and employees possess requisite qualifications, experience, expertise, attributes, commensurate to their positions and level. The composition of remuneration to such persons is fair, reasonable, and sufficient to attract, retain, and motivate personnel and manage the Company successfully. The policy contains, inter alia, provisions pertaining to qualification, attributes, and the process of appointment and removal, as well as components of remuneration.

The policy is displayed on the Company's website and the web-link for the same is:
https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/appointment-and-remuneration-policy.

Board Committees for effective governance

To focus effectively on the issues and to ensure expedient resolution of diverse matters, the Board has constituted several Committees with clearly defined terms of reference and scope. The Committee members are appointed by the Board with the consent of the individual Directors.

Key Committees of the Board are:

- Audit Committee
- Nomination, Remuneration and Compensation Committee
- Stakeholders Relationship Committee
- Sustainability & CSR Committee
- Risk Management Committee
- Reorganisation Committee
- Finance Committee
- Capital Issue Committee
- Fund Raising Committee
- Quality Committee

The role, terms of reference, and composition of these committees are available in detail in the Corporate Governance Report, which forms part of the Annual Report.

Corporate Governance (Contd.)

Code of Conduct (CoC) and Policies

GRI 2-14, 2-23, 2-24, 2-26

There are several codes and policies framed by the Board in compliance with the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the 'Listing Regulations').

Following are the key codes and policies which provide broad guidelines for the smooth and transparent functioning of the Board

- Code of Conduct for Directors and Senior Management
- Code of Conduct for Prevention of Insider Trading
- Code of Conduct of Employees
- Corporate Social Responsibility Policy
- Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions
- Policy on Board Diversity
- Succession Plan for Board Members and Senior Management
- Whistle Blower Policy
- Policy for Determination of Materiality of Events and Information
- Risk Management Policy
- Performance Evaluation Policy
- Appointment and Remuneration Policy
- Policy for Determining Material Subsidiaries
- Dividend Distribution Policy
- Policy for Preservation of Documents
- Archival Policy
- Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information
- Policy and Procedure for Inquiry in case of Leak or Suspected Leak of Unpublished Price Sensitive Information

In addition to the above-mentioned policies framed by the Board, there are several internally developed policies and codes adopted by the Company that ensure effective governance in regular operations. The information is also available on the Company's website.

www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-rpts)

In addition, there are several other policies adopted by the Company ensuring effective governance in regular operations. Some of the key policies are mentioned below:

- Sustainability Policy*
- Climate Change Mitigation and Energy Conservation Policy*
- Environment, Health & Safety (EHS) Policy*
- Biodiversity Policy*
- Prevention of Sexual Harassment Policy

*The Company revised and issued the policies on June 7, 2021, and these are available at

www.jubilantpharmova.com/sustainability/policies/sustainability-policy

Code of Conduct (CoC) covering the following:

- Prohibition of Child Labour
- Prohibition on Forced and Compulsory Labour
- Prohibition on Bribery and Corruption
- Non Discrimination

Information about CoC is available on the Company's website

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

The Company's Corporate Governance philosophy is led by the core principles of:

Caring for the environment which includes caring for the society around us

Enhancement of stakeholders' value through pursuit of the excellence, efficiency of operations, quest for growth and continuous innovation

Transparency, promptness and fairness in disclosures to and communication with all stakeholders including shareholders, Government authorities, customers, suppliers, lenders, employees and the community at large

Complying with laws in the letter as well as in spirit

Corporate Governance (Contd.)

The Company has adapted a 'Code of Conduct for Prevention of Insider Trading' with regard to the securities of the Company for observance and compliance by its Directors and Designated Persons. The said Code, inter alia, prohibits the trading of securities of the Company by Directors and Designated Persons while in possession of the unpublished price-sensitive information with the Company or its securities.

Avoidance of Conflict of Interest

GRI 2-15

In terms of the Code of Conduct for the Directors and Senior Management, the Directors and Senior Management must promptly disclose (to the Board of Directors in case of Directors and to the MD in case of Senior Management) if their personal interest interferes with the interest of the Company. Further, in terms of Regulation 26 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, the Directors and Senior Management are also required to confirm to MD on an annual basis, that they have not entered into material financial or commercial transactions which could have potential conflict with the interests of the Company at large. These affirmations are placed before the Board.

Conflicts arising, if any, can be resolved through informal discussions. However, if any conflict is unresolved, the Company adopts the following approach:

- Analyse or review the situation of conflict
- Organise meeting jointly with the concerned parties to know their perspective
- Reconcile through the involvement of senior executives

In case it is not possible to solve the conflicts, the matter is dealt by senior persons/outside reputed persons. However, no such cases occurred during the year.

Any question relating to how this Code should be interpreted or applied should be addressed to the Compliance Officer (the Company Secretary). This Code has also been posted on the Website of the Company : *https://www.jubilantpharmova.com/*

Grievance Redressal

GRI 2-16, 2-24 , 2-25 , 2-26

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

Code of Conduct for Directors and Senior Management

Click here to read the complete policy:

www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-conduct

Whistle Blower Policy

Click here to read the complete policy:

https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy

Code for Independent Directors

Click here to read the complete policy:

www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-for-independent-directors

Corporate Governance (Contd.)

Anti-Corruption GRI 205-1, 205-2

The Company is committed to avoiding any form of corruption in any of its business dealings. Jubilant Pharmova Limited has a policy on 'Bribery and Corruption' which is stated in the Code of Conduct. The policy prohibits any personal payment or bribes by employees of the Company. We provide the Code of Conduct to all our new hires on their first day. All governance body members have been communicated on the organisation's anti-corruption policies and procedures.

Starting previous fiscal Year, our Legal Department purchased an e-learning specifically for anti-corruption on top of the code of conduct, its assignations are part of the communication; however, its training completion will be reflected in next year's report.

In order to prevent and detect fraud and errors, perpetual internal audit activity is carried out by Deloitte Touche Tohmatsu India LLP across all operations. Subsequently, follow-up audits are also carried out by an in-house internal audit team to ensure the implementation of the suggestions. In addition, special audits are performed in areas that may be vulnerable to fraud and corruption. During FY 2025 all (100%) the operational sites of the Company was covered under such internal audit by third party. In addition to this risk, other significant risks are specified under 'Risks and Opportunities' section of this report.

The Company has framed the Code of Conduct for its Directors and senior management. This CoC clearly prohibits any form of corruption in any business dealings. The CoC has been communicated to our Directors and they annually affirm compliance with CoC

Precautionary Approach GRI 2-24, 2-27

India is party to international protocols/ forums on a precautionary approach basis and Indian laws and regulations are also based on these aspects. The Company has compliance reporting system with a state of the art software for managing compliances as a part of the precautionary approach to prevent any non-compliance. This system is web-based and is hosted on the Company's intranet.

The status of statutory compliances is reviewed on a quarterly basis by the Executive Director and CEOs of the Company and is reported to the Audit Committee at the quarterly meetings.

Key Highlights FY 2025

Environment

Sustainability Goal Achievement during FY 2025

Improved Renewable Energy:

14% increase in renewable energy in total purchased power with respect to FY 2025 set target

	Target*	Performance	Units
FY 2025	18.70	32.55	% of renewable power in total power purchased

Reduce Specific GHG Emission:

15% reduction in specific GHG emissions (Scope 1 & 2) with respect to FY 2025 set target

	Target	Performance	Units
FY 2025	12.11	10.26	tCO_2/Revenue in ₹ Crore

17% reduction in specific GHG emissions (Scope 2) with respect to FY 2025 set target

	Target	Performance	Units
FY 2025	10.65	8.87	tCO_2/Revenue in ₹ Crore

Reduction in specific water consumption:

17% reduction in specific water consumption with respect to FY 2025 set target

	Target*	Performance	Units
FY 2025	90.76	75.57	M^3/Revenue in ₹ Crore

Energy Savings:

Total 9 energy-saving projects with a reduction of around
5.28 TJ of energy equivalent to 1067 tCO_2

Key Highlights FY25 (Contd.)

Social

Jubilant Pharmova Limited (India) received the prestigious **Great Place to Work® certification** in FY 2025.

10,000 saplings planted in surrounding communities

The 15th Social Entrepreneur of the Year (SEOY) Award – India 2024 was organised on 10th September 2024.

Under community initiative **13,682** patients were consulted through JubiCare program involving mobile dispensary attached to digitised health delivery system

Around **88,814** person-hours spent on safety training

Strengthening Safety Management

- EHS score card implemented across Jubilant Biosys and Nanjangud facilities for regular internal assessment of overall EHS performance
- Night Mock drill started at the Jubilant Biosys Limited, Noida facility
- New multipurpose fire tender has been inducted in Nanjangud site

Key Highlights FY 2025 (Contd.)

GRI 415-1

Governance

- No active case of corruption and bribery in the last four financial year
- During FY 2025 the Company did not make any contributions or spending for political campaigns or political organisations

Economic

Revenue from continuing operations for the year FY 2025 was at

₹ 72,345 million

The **EBITDA** was at

₹ 12,305 million

Risks & Opportunities

Risk-taking is an inherent trait of any enterprise. It is essential for the growth or creation of value in a company. At the same time, it is important that the risks are properly managed and controlled so that a company can achieve its objectives effectively and efficiently.

Internal Financial Control Framework

GRI 102-15, 102-29,102-30

Section 134(5)(e) of the Companies Act, 2013 requires a company to lay down Internal Financial Controls (IFC) system and to ensure that it is adequate and operating effectively. Internal Financial Controls are the policies and procedures adopted to ensure the orderly and efficient conduct of its business.

The above requirement has the following elements:

1. Orderly and efficient conduct of business
2. Safeguarding of its assets
3. Adherence to Company's policies
4. Prevention and detection of frauds and errors
5. Accuracy and completeness of the accounting records and timely preparation of reliable financial information

At Jubilant Pharmova Limited, an Internal Financial Controls (IFC) system has been established, incorporating all the above elements. More detailed explanation of these elements can be found in the Company's Annual Report:
https://www.jubilantpharmova.com/uploads/downloads/JPM_AnnualReport_2024-25.pdf

In addition, our Company has a transparent framework for periodic evaluation of the Internal Financial Controls, which includes annual testing of operative effectiveness of internal controls, perpetual internal audit exercises and quarterly online controls self-assessments through the Controls Manager software, thereby reinforcing our commitment to adopt best corporate governance practices. There is external auditor who conduct audit of existing risk management process at least once a year. In addition, Company's in-house internal audit/ management assurance team also conduct audit of risk management process at regular intervals, at least once a year. Company Risk management team annually review our Company's risk exposure at least once in a year and the same is updated & disclosed publicly through our annual report.

Risk Management Vision

To establish and maintain enterprise-wide risk management capabilities for active monitoring and mitigation of organisational risks on a continuous and sustainable basis.

Risk Management Strategy

We have formed a strong risk management framework that enables regular and active monitoring of business activities for the identification, assessment and mitigation of potential internal or external risks. We have established processes and guidelines, along with a strong overview and monitoring system at the Board and senior management levels. Our senior management team sets the overall tone for risk minimisation culture through defined and communicated corporate values, clearly assigned risk mitigation responsibilities, and appropriately delegated authority. We have laid down procedures to inform Board members about the risk assessment and risk minimisation procedures. As an organisation, we promote strong ethical values and high levels of integrity in all our activities, which by itself significantly mitigates risk.

Risks & Opportunities

Risk Management Structure

Cont. GRI 102-15, 102-29, 102-30

Our risk management structure comprises the Board of Directors, Risk Management Committee and Audit Committee at the apex level, supported by CEOs and the Head of Management Assurance function. As risk owners, the heads are entrusted with the responsibility of identification and monitoring of risks. These are then discussed and deliberated at various review forums chaired by the CEOs and Head of Management Assurance act as a governing body to monitor the effectiveness of the Risk Management and Internal Financial Controls framework.

Risk Mitigation Methodology

We have in place a comprehensive internal audit plan and a robust Enterprise Risk Management (ERM) exercise, which helps to identify risks at an early stage and take appropriate steps to mitigate the same.

Each business head updates the risk register and identifies the top risks for the business. The Risk Head then consolidates top risks and reports them periodically to the Risk Management Committee, along with a mitigation plan.

We have a quarterly certification process wherein the concerned control/process owners certify the correctness of entity-level and process-level controls. The certification process has been in operation for over 10 years and covers over 1,500 controls. The process-level controls , cover a wide variety of key operating, financial and compliance-related areas, while entity-level controls cover integrity and ethical values, adequacy of audit and control mechanisms and effectiveness of internal and external communication, thereby strengthening the internal financial control systems and processes with clear documentation on key control points. This has made our internal controls and processes stronger and serves as the basis for compliance with the provisions of the 'Listing Regulations'.

Risk Assessment

GRI 201-2

The Company identifies and evaluates several risk factors and draws out appropriate mitigation plans associated with them, as highlighted in the Company's Annual Report

https://www.jubilantpharmova.com/uploads/downloads/JPM_AnnualReport_2024-25.pdf

Risks & Opportunities

GRI 201-2

Some of the key risks are briefly described below: Please refer to the Company's Annual report for further details *https://www.jubilantpharmova.com/uploads/downloads/JPM_AnnualReport_2024-25.*

cGMP Compliance Risk

Brief Description of Risk

As a pharmaceutical manufacturer, we operate in a highly regulated environment and are committed to maintaining full compliance with the stringent requirements of the U.S. Food and Drug Administration (FDA) and various international regulatory authorities. Our manufacturing facilities adhere to current Good Manufacturing Practices (cGMP), ensuring the highest standards of quality and safety.

Brief Description of Mitigation Plan

- **Process Optimisation:** Leveraging automation, timely workforce training and robust Standard Operating Procedures (SOPs) to enhance operational efficiency.
- **Quality System Harmonisation:** Continuously refining our quality systems to align with evolving global regulatory standards.
- **Investment in Innovation:** Advancing our capabilities through strategic investments in technology, infrastructure and talent development.

Information Security Risk

Brief Description of Risk

Today, Information Technology has become the backbone of any business. A robust information security strategy that includes confidentiality, integrity and availability of data at all times is key to achieving our business objectives. The occurrence of any unforeseen threats to information & technology systems could have an adverse impact on data availability and continuity of business operations. Our systems may be the target of malware and other cyber-attacks.

Brief Description of Mitigation Plan

- Our Information security framework is certified for ISO/IEC 27001 Standards, which ensures that all the information assets are adequately safeguarded
- The Disaster Recovery (DR) site has been setup on the cloud and has been tested periodically
- There is an information security steering committee at the apex level, which gives directions and resources to manage the information security of the Company
- All the IT security events affecting critical IT systems & data are being logged and monitored round the clock by our Next Gen Security Operations Centre (NGSOC)
- Most of the information assets are hosted in the ISO certified data centres or the cloud, which are subject to appropriate physical and logical access controls
- Requisite redundancies have been built within the IT infrastructure to ensure availability of information at all times
- We also publish an information security newsletter to raise end-user awareness about cyber security risks and mitigation strategies. While papers and other relevant articles are circulated to all users
- During the reporting period, the Company strengthened its cybersecurity controls and focused on enabling swift action on risks emerging across the businesses
- Jubilant Pharmova Limited has deployed specialised technical controls to protect from Ransomware attacks

Risks & Opportunities

Decline in Financial & Operational performance

Brief Description of Risk

The Company has long-term liabilities, that require it to comply with certain financial covenants. In the event of any significant decline in the Company's operational and financial performance, there may be a situation where the Company is not able to comply with those financial covenants.

Brief Description of Mitigation Plan

Multiple steps are being taken to improve the revenue, margin and earnings of the businesses:

√ Entry into new geographies for the existing products

√ Improving the efficiencies and though cost optimisations

The Company is taking several steps to improve its financial performance, which shall ensure substantial improvement in both operational & financial performance.

Dependence on Certain Key Products and Customer Risk

Brief Description of Risk

The Company depends on certain key products and key long-term contracts with customers for a significant portion of its total revenue and any events that adversely affect the markets for key products or key contracts may adversely affect its financial condition, results of operations and profitability.

Brief Description of Mitigation Plan

- Our R&D team has taken a pro-active approach to introducing new products by deploying various technological platforms and capabilities. New products continue to get developed by experienced and talented R&D teams in line with market demand.
- We continue to sharpen Customer Relationship Management (CRM) and secure long-term contracts with our customers. Our business team focusses on identifying new profitable markets or increasing the share of business in existing markets.

Tariff Risk and Trade Risk

Brief Description of Risk

The Company operates in a global environment and is exposed to risks arising from international trade policies, including tariffs, duties and other trade barriers. Ongoing geopolitical tensions and evolving trade relationships between major economies have led to increased uncertainty in global trade dynamics. These developments pose potential risks to the Company's supply chain, cost structure and market access.

Brief Description of Mitigation Plan

- Goods from Canada (Radiopharmaceuticals) to US are exempted from tariffs under US – Canada – Mexico trade agreement.
- The Company actively monitors global trade developments and engages with industry associations and regulatory bodies to advocate for stable and transparent trade policies.
- Strategic initiatives include diversifying the supplier base across multiple geographies, increasing local sourcing where feasible and maintaining buffer inventories for critical inputs.
- The Company also evaluates the financial impact of potential tariff changes through scenario planning and incorporates flexibility into its supply chain and pricing models.

Risks & Opportunities

Cont. GRI 102-15, 102-29, 102-30

Dependence on Single Manufacturing Facility Risk

Brief Description of Risk

Some of our products are manufactured at a single facility. For instance, Allergy products are solely produced by our manufacturing facility, Jubilant HollisterStier LLC, in Spokane. The manufacturing facility of Jubilant DraxImage Inc. in Montreal, Canada, solely produces radiopharmaceutical products. Similarly, the manufacturing facility in Nanjangud, India, is the sole manufacturing facility for APIs.

Brief Description of Mitigation Plan

- Though our businesses are fairly diversified, however, we are exploring options for diversifying the manufacturing presence of our products, which are currently produced by a single manufacturing facility.
- Furthermore, the Company is working on developing an alternative manufacturing site for its radiopharmaceuticals products through technology transfer.

Supply Chain Disruption Due to Few Suppliers Risk

Cont. GRI 102-15, 102-29, 102-30

Brief Description of Risk

In our Radiopharma, Generics and API businesses, for some of our key raw materials, we have only a single or a few external sources of supply and alternative sources may not be readily available.

Brief Description of Mitigation Plan

- We have an effective strategy to mitigate these risks by continuously developing alternative suppliers, which minimises any order cancellations. The Company is able to de-risk and significantly reduce the percentage of single-source value during the last financial year
- We have established long-term supply arrangements with suppliers to ensure uninterrupted material availability

Human Resources - Acquire and Retain Talent Risk

Cont. GRI 102-15, 102-29

Brief Description of Risk

Given the nature and complexity of the pharmaceutical industry's regulatory regime,, it is imperative that we recruit and retain high-quality personnel. Lack of credible, talented successors or effective knowledge transition mechanisms may adversely affect operations.

Brief Description of Mitigation Plan

- As a part of our strategic talent and succession management process, the leadership invests valuable time in identifying high-potential candidates and planning their development for succession to critical positions
- We conduct the leadership development program and the 360-degree feedback mechanism for these employees based on the leadership competency framework
- Management employees at critical positions enrol in customised general management programs at premier institutes to prepare for larger roles and build cross-functional capability in the organisation
- We have launched a Learning Management System (LMS), which comprises an extensive collection of training and learning resources and can be accessed by all employees through the online portal
- Cultural change initiative continues with a focus on employee retention program and transparent communication with employees
- We conduct regular communication forums in the form of town halls, skip-level meetings and new joiner assimilation programs to understand employee concerns and a structured mitigation process is developed for effective redressal
- We ensure that there is complete adherence to the Code of Conduct and that fair business practices are followed

Risks & Opportunities

Compliance and Regulatory Risk

Brief Description of Risk

Our business operates within a highly regulated environment and regulatory affairs play a vital role in the development of all businesses. Due to constantly increasing regulatory obligations as well as the globalisation of the market, the demands and responsibilities of businesses in terms of regulatory readiness are becoming stringent. We deal with various international regulatory agencies like US FDA, EU agencies, Australian agency, Canadian agency, the World Health Organisation (WHO), the Central Drugs Standard Control Organisation (CDSCO), India and various other international regulatory agencies in different parts of the world pertaining to drug substances and drug products.

Brief Description of Mitigation Plan

- We have put in place a compliance management system to ensure compliance with all applicable laws and regulations
- We have a dedicated team of experts whose knowledge ensures that global regulatory compliances are met and we can build competitive advantage
- We also undertake training and orientation programs to keep the relevant process owners updated on new regulations and changes in the existing laws

Competition, Cost Competitiveness and Pricing Risk

Cont. GRI 102-15, 102-29, 102-30

Brief Description of Risk

Being a global manufacturer, the Company is exposed to pricing risk both as a buyer and seller. Concentration of raw material procurement to a few suppliers may lead to unfavourable and unethical price setting by suppliers, thereby eroding financial margins and affecting competitiveness.

Brief Description of Mitigation Plan

Radiopharma and Allergy Immunotherapy

- We aim to differentiate through new product development, targeted formulation, improvement in our service quality as well as superior technical expertise

CDMO Sterile Injectables

- To mitigate this risk, the Company has initiated various programs to improve efficiency and reduce costs by coordinating efforts of different functions. Several initiatives are currently under implementation towards cost improvement for existing projects

Generics

- Increasing penetration in other geographical regions
- Introducing cost improvement initiatives and manufacturing efficiency improvement plans at plants by undertaking projects under Business Excellence programs. Significant steps have been taken to improve raw material and utilities consumption and increase manufacturing efficiency
- Building long-term relationships with key customers by offering improved quality and service experience
- Building economies of scale in manufacturing, distribution channels and procurement to maintain cost advantage and sustained entry barrier
- Developing external manufacturing facilities to make the products expeditiously and at a lower cost

Contract Research, Development & Manufacturing Organisation (CRDMO)
Drug Discovery Services

- To mitigate this risk, we are strengthening the sales team, penetrating the large pharma or large deal market, increasing scientific and technological differentiation by creating five centres of excellence and investing in high-end technology
- Additionally, we are constantly review our internal processes and organisational structure to ensure higher efficiency, increased scientific output and cost-effectiveness
- We have added capability in Biologics through a strategic partnership with Pierre Fabre, France. This has enhanced our footprint in the EU.

CDMO API

- For some of our generic formulations, we have captive manufacturing of APIs to ensure timely material availability and effective cost control to focus on improving profit margins
- Alternate sourcing of Key Starting Material (KSM) is being initiated. This will not only de-risk China's dependency but will also help in cost reduction of the finished products.

Proprietary Novel Drugs

- Our precision medicine target and biomarker discovery platform and our scientific and technical know-how give us a competitive advantage in this space, though competition from many sources remains

Risks & Opportunities

Capacity Planning and Optimisation Risk

Brief Description of Risk

Our production capacity may not be aligned with market demand. Insufficient capacity threatens our ability to meet demand and be competitive and excess capacity threatens the organisation's ability to generate competitive profit margins

Brief Description of Mitigation Plan

- The Company continues to invest in the optimisation of our manufacturing capacity utilisation. Such optimisation is driven by continuous de-bottlenecking our manufacturing plants and by value engineering through the application of Six Sigma, Lean Sigma and other value-added tools for productivity enhancement
- To cater increasing demand, capacity expansion is being done at our Spokane and Montreal facilities to double sterile fill and finish capacity from current levels
- The business teams regularly track the trends for each product to ensure that there is sufficient capacity to meet demand
- We periodically undertake other initiatives to improve efficiency in terms of throughput cost reduction and to build additional capacities without committing significant capital outlay, thereby generating a better return on investment
- We have developed a dedicated external manufacturing team, which can help to outsource some capacities and capabilities in order to ensure quicker response to unforeseen market demand

Ageing Machinery and Plant Risk

Brief Description of Risk

As a plant's processes and associated equipment have a definite service life, the changes in operating regimes increase loads on equipment and the integrity and reliability of equipment can be adversely affected. Regular capital expenditures (capex) for the upgradation of aging manufacturing lines and equipment are required. along with adherence to preventive maintenance programs.

Brief Description of Mitigation Plan

- The Company continue to assess old equipment with regard to upgradation or replacement and undertakes appropriate Capital expenditure
- Reliability Program identifies equipment approaching the end of life. Equipments are managed through all stages of the life cycle, which includes detection, evaluation and necessary corrective actions to keep production, utility and support systems resilient for the intended service

Research and Development (R&D) Effectiveness Risk

Brief Description of Risk

As a pharmaceutical manufacturer, our business growth is dependent on the successful execution of our R&D strategy. Our R&D is focused on developing commercially viable and sustainable new products, enhancing our existing products and implementing process improvements that enhance time, quality and cost efficiency.

Brief Description of Mitigation Plan

- The Generic business had recalibrated its R&D strategy to deliver innovative, high-quality products for various markets continually. The new strategy leverages a variety of product opportunities through in-licensing and/or external product development in collaboration with specialised CROs. This is expected to accelerate product introduction as well as deliver the products in to harness opportunities in a timely and cost-effective manner
- We have an effective strategy to mitigate potential risks and ensure R&D effectiveness with earmarked budgets and investments in R&D commensurate with the business plans. We routinely evaluate and prioritise our R&D programs based on market dynamics and commercial viability
- We are continuously engaged in the development of new products for a pipeline of products that can be introduced in future
- The focus is on the development of processes within the deadlines at optimum cost with effective and efficient scalability

Risks & Opportunities (Contd.)

Environment, Health and Safety Risk

Brief Description of Risk

The Company's operations span multiple geographical regions and are subject to a diverse range of EHS laws and regulations. Further, the absence of a response plan or delays in response may adversely affect the business in the event of both anticipated and unanticipated disruptions due to internal and external factors related to Environment, Health and Safety.

Brief Description of Mitigation Plan

- The Company has developed & deployed an EHS management system, which provides the structure for implementing proactive risk management solutions to ensure the safety of our people, ensure compliance with internal and external requirements, drive continuous improvement and support the overall strategy to operate in a safe and sustainable environment
- We have regularly made investments for the upgradation of process safety and enhanced process controls at our facilities
- Hazard Identification and Risk Study are conducted as and when required and corrective actions are monitored for implementation
- We continue to engage external subject matter experts to assess our operations and we jointly work with the help of their expertise to enhance our risk reduction efforts

Protecting Intellectual Property Rights (IPR) Risk

Brief Description of Risk

There has been substantial patent-related litigation in the pharmaceutical and medical device industries concerning the manufacture, use, and sale of various products. We take all reasonable steps to ensure that its products do not infringe valid third-party IPRs. Any material litigation or other communication alleging such infringements could delay the sale of or prevent us from selling its products.

Brief Description of Mitigation Plan

- We protect our products with patents in major markets. Depending on the jurisdiction, patent protection may be available for individual active ingredients; specific compounds, formulations and combinations containing active ingredients; manufacturing processes; intermediates useful in the manufacture of products; and new uses for existing products
- The Company has filed intellectual property applications in various countries for innovations. The Company has trademarks primarily in India, the US, Canada, Europe, Nigeria, South Africa, Mexico, Columbia, China and Australia
- Besides patents, the Company relies on trade secrets, knowhow and other proprietary information and hence, our employees, vendors and suppliers sign confidentiality agreements
- We have a dedicated team of scientists whose primary task is to ensure that the products are manufactured using only non-infringing processes and that compliance requirements are met by reviewing and monitoring IPR issues continuously

Risks & Opportunities (Contd.)

Failure to Supply to Customers Risk

Brief Description of Risk

In the Pharmaceuticals segment, if we are unable to supply our products to customers as per the agreed timelines or specifications or other conditions, we may face penalties from our customers as per the terms of the agreement.

Brief Description of Mitigation Plan

- We ensure that such risks are monitored and mitigated on a continuous basis to avoid customer dissatisfaction, order cancellations and decreased revenues.

Changes in Tax Legislation Risk

Brief Description of Risk

The Company's activities are subject to taxation at various rates worldwide, computed in accordance with local legislation and practices. Actions by governments to increase tax rates or to impose additional taxes may reduce our profitability. Revisions to tax legislation or to its interpretation (whether with prospective or retrospective effect) may also affect our results and significant judgment is required in determining our provision for income taxes. Likewise, we are subject to audits by tax authorities in many jurisdictions. In such audits, our interpretation of tax legislation might be challenged and tax authorities in various jurisdictions may disagree with and subsequently challenge the amount of profits taxed in such jurisdictions.

Brief Description of Mitigation Plan

- We have a dedicated team of tax professionals whose primary task is to ensure that the tax liabilities are correctly computed and any revision in the tax legislation is monitored continuously.

Foreign Currency Exposure Risk

Brief Description of Risk

There has been significant movement in exchange rates over the past few years. A growing proportion of our sales, particularly in the US, Canada and European countries, is recorded in local currencies, which exposes us to the direct risk of exchange rate fluctuations.

Brief Description of Mitigation Plan

The Company did not use any derivative financial instruments or other hedging techniques to cover its potential exposure since net foreign exchange exposure is not significant.

Risks & Opportunities (Contd.)

Climate Change Risk

Brief Description of Risk

Our operations are spread across multiple geographical regions, making them vulnerable to both physical and transitional risks associated with climate change. According to the Intergovernmental Panel on Climate Change (IPCC) and other global think tanks/tools such as the World Resources Institute (WRI), Think Hazard and others, there has been an increase in global temperature compared to pre-industrial levels. The associated events, such as changes in precipitation patterns, variability in weather patterns, and rising sea levels, might have an impact on our operations and business.

Brief Description of Mitigation Plan

We are focusing on decarbonising operations, reducing Green House Gas (GHG) emissions and utilising renewable energy sources such as solar, wind etc. We are also focusing and allocating funds on energy efficiency, resource efficiency, green chemistry, low carbon technologies and the use of biomass as a fuel for addressing climate change and assessing physical climate risk for climate-proofing assets.

Environmental, Social and Governance (ESG) Ratings Risk

Brief Description of Risk

With growing awareness and demand for climate action amongst consumers, ESG Performance is now more important than ever for businesses to thrive in the present and future-proof their operations. Investors/customers look for ESG ratings prior to taking any decision related to investment, product/service agreement, acquisition, merger, issuing license to operate etc. The risk of failing to meet benchmarked ESG performance might not only challenge regulatory frameworks but also alter relations with shareholders, investments, demand for products and services and reputation.

Risk Mitigation Plan

√ We are improving the capabilities and competencies of our personnel on ESG by imparting various trainings on different ESG standards, frameworks and policies
√ The requirements of various ESG ratings were shared with concerned departments to allocate resources and strategise the proper implementation of the requirements of rating organisation
√ We are becoming signatories to different relevant standards and reporting frameworks and are keeping ourselves updated with the changing regulations and needs of our stakeholders

Out of all the above-mentioned business risks, the following appears to be emerging ones which might impact on our business, if not proper measures taken care of. Our management has already made an impact assessment of these risks & put in place mitigation actions against each of these identified risks as mentioned above:

- Tariff Risk & Trade Risk
- Climate Change Risk.

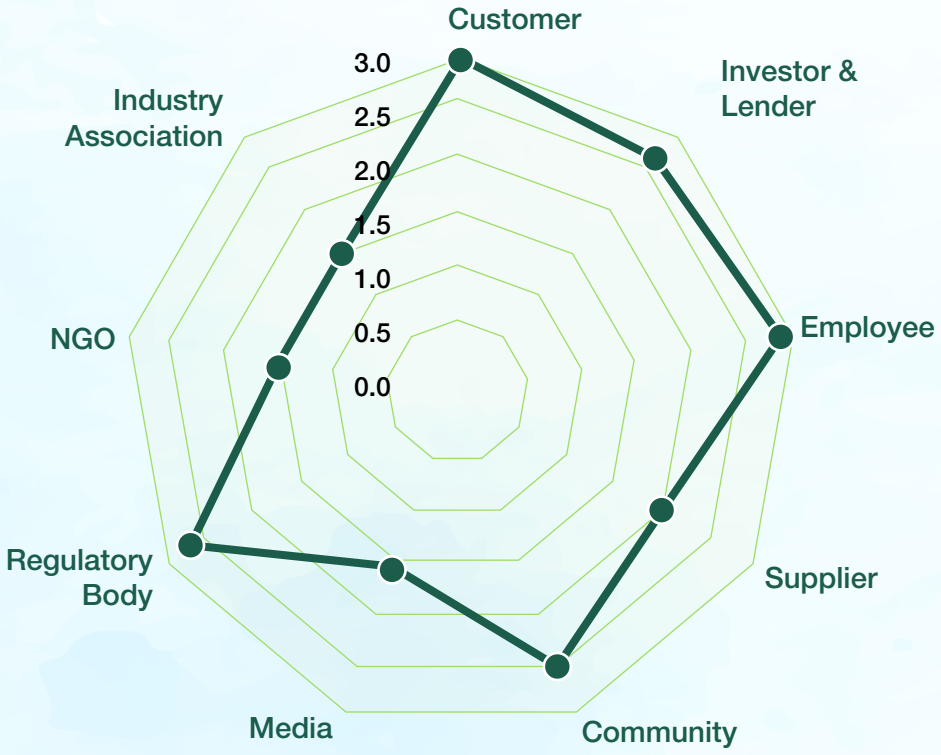
Stakeholder Engagement

The Company regularly engages with its key stakeholders to address their aspirations and expectations. Jubilant Pharmova Limited believes in collaborations and inclusive growth. The Company engagement endeavours to help to craft solutions towards common sustainability goals.

Stakeholder Engagement And Prioritisation GRI 2-29

The Company is continuously working towards making the stakeholder engagements framework more focused and structured year-on-year to identify challenges material for long-term sustainable business of the Company. The stakeholder engagement framework is based upon established long-term relationships with key stakeholders such as investors, shareholders, customers, suppliers, employees, local communities and regulatory bodies.

The material challenges are identified, prioritised, and integrated within the overall business strategy to make the business sustainable in the long run. From FY 2015 the Company started stakeholder prioritisation and materiality assessment involving top management, who continuously engages with different stakeholders at different intervals. A list of key stakeholders, mode of engagement and a list of key topics raised through these engagements are given below



Stakeholder Engagement (Contd.)

GRI 2-29

Stakeholder	Modes of engagement (frequency)	Needs/ Expectations of stakeholders
Customers	• Customer meets & exhibitions • Direct visits • Feedback calls • Online platform – Customer Relation Management (CRM)	• Quality • Packaging and Labelling • Climate Change • Timely Delivery
Investors and Shareholders	• Investors meet & calls. • Shareholders/Investors grievance forums (Dedicated team who take care of investor relations). • Investors are provided with an Annual Report, Quarterly Earnings Release and Sustainability Report • The Company website is updated regularly with relevant information • AGM	• Sustainable business growth to create long-term value. • Timely receipt of dividends and shares. • Timely receipt of financial reports (e.g. Annual Report).
Employees	• Town Hall meets • Skip level meets • Chairmen's award • New Joinees' meet • Online forum • 6 month stay interview • CEO videos • Exit interviews	• Faster decision making • Larger Talent pool • Collaboration • Job enrichment • Career growth • No discrimination • Work-Life Balance
Suppliers and Vendors	• Time to time suppliers meeting • Vendor council, vendor meetings • Online forums, supply chain and contract manufacturer's site audits	• Timely payment
Regulatory bodies	• One to one meetings • Industry bodies and other related platforms	• Compliance related to EHS, TAX, labour practice
Community	• Meetings during formal community engagements • Community interface meet • Suggestion box at the gate	• Road Safety • Local employability • Environmental pollution • Health and hygiene • Vocational training • Water

Materiality Assessment

GRI 3-1, 3-2

Material Topics Identification

Relevant topics are reasonably considered important to both stakeholders and the Company. To the end of FY 2021, the 'Life Science Ingredients' business demerged from Jubilant Life Sciences Limited; and the Company's name was changed to Jubilant Pharmova Limited, which would focus on the Pharmaceuticals business.

Since the demerger took place close to the end of the FY 2021 therefore the Company continued to report on the material issues identified earlier. It reviewed and prioritised the stakeholder expectations based on the gravity and frequency of the topics they raised, while the Company's risks and opportunities were prioritised through internal assessments.

Further, it has endeavoured to align the stakeholder expectations against the Company's risks in order to identify material challenges based on the materiality matrix below. Following is the list of key material challenges identified for the Company, detailed across the report: All the identified important material topics (High-High in the above matrix) were communicated to the highest governance body through the Risk Management and Sustainability committees:

These material topics have been discussed in detail throughout the report with respect to the Company's performance and response in the reporting period. In the report, they've been indicated with a symbol (Hand+ 'Material Topic') Material Topic

In this report, the Company has also addressed some additional sustainability topics, which are not identified as material topics as per the materiality assessment done by the Company. These topics are clearly shown in the GRI content index on page 93. The Company continues to report on the non-material topics, as some of its stakeholders require this information from time to time and the Company would like to continue addressing additional sustainability/non-material topics for consistent reporting to its stakeholders:

However, next year, the Company has decided to go for a double materiality assessment involving external stakeholders following EFRAG guideline. The budget will be allocated and a reputed third party will be engaged for the completion of the double materiality assessment during 2026. In our next sustainability report (for FY2027), we will report on newly identified & established material topics.

Economic Impact

Direct Economic Value Generated

Material Topic

GRI 3-3 , 201-4

Why it matters?

Steady economic growth is of prime importance to both the Company and its key stakeholders. The industry is highly competitive therefore, the Company's economic performance determines its competitive edge against other entities. The economic value generated gives a holistic output metric for all business excellence, innovation, manufacturing and marketing initiatives of the Company. Our stakeholders are concerned about the Company's performance since it directly affects their involvement with the Company in terms of creating long-term value for them.

During FY 2025, we have made significant progress toward our strategic goals and also delivered improved financial performance to create sustainable shareholder value. In FY 2025, consolidated revenue from operations grew by 8%, EBITDA increased by 24%, EBITDA margins expanded by 220 bps. Our normalised PAT increased by 112% this year.

We are happy to share that in FY 2025, we have made significant progress on all growth levers. The Ruby-Fill® installations are on track. Our new Product, Sulfur Colloid, gained traction during the year. In the Radiopharmacy business, our two PET radiopharmacies have begun distributing PYLARIFY®, an industry-leading prostate cancer diagnostic imaging agent. In the Radiopharmaceutical business, we aim to become the leader in the cardiac PET scan market through Ruby-Fill®. We plan to launch new PET and SPECT products, as well as MIBG, our therapeutic drug for patients with refractory and relapsed Neuroblastoma. In the radiopharmacy business, we plan to add six PET radiopharmacies.

In the Allergy Immunotherapy business, we plan to strengthen our existing position and invest in R&D to develop new products and new technologies. In the CDMO Sterile Injectable business, we plan to double our capacity at Spokane by adding two new high-speed injectable fill lines with isolator technology. In the CRDMO business, we shall continue to add marquee large pharma companies as our customers, along with new capacity and capabilities. In the API business, we plan to grow our CDMO and custom manufacturing revenues. In the Generics business, new products from our ANDA pipeline will help us grow in the US market, while we continue to grow profitably in the non-US international business.

In the CDMO Sterile Injectables business, Media fills have been completed on Line 3 and multiple technology transfer programs are underway. The large innovator pharmaceutical companies, for their US requirements, are now looking to create an alternative manufacturing site in the US as a risk management measure in the event of tariffs imposed by the US government. In light of that, we are starting to see excellent traction in RFPs for Line 3. We expect to finalise these in FY 2026. We expect to reach peak utilisation for Line 3 in three years from the start of commercial production now, versus an earlier expectation of four years. Our Montreal facility began operations following the successful implementation of corrective and preventive actions post US FDA (US Food and Drug Administration) audit.

In the CRDMO business, we continue to add large pharma clients and scale these contracts. We announced a strategic partnership with Pierre Fabre, France, to expand our footprint in Europe in areas such as biologics (mAbs) and Antibody-Drug Conjugates (ADCs). We also increased our revenue mix towards CDMO, which aided in margin expansion in the CDMO API business.

In the Proprietary Novel Drug business, the global clinical trials for our lead programs, Phase II trial for JBI -802 for Essential Thrombocythemia (ET) and other Myeloproliferative Neoplasms (MPN) and Phase I trial for JBI -778 for non-small cell lung cancer (NSCLC) and high-grade Glioma are actively enrolling patients and progressing in line with our expectations.

Revenue from continuing operations for the year FY 2025 was at INR 72,345 million. In FY 2025, the Company reported sustained improvement even in challenging times in revenues. The EBITDA was at INR 12,305 million while profit after Tax (PAT) was at INR 8,363 million during FY 2025.
The Company charged taxes of INR 2,132 million (this amount mentioned, does not include deferred taxes) from the P&L.

This year, the Company recognised a grant of INR 78 million from the Government. The paid-up capital was INR 159.28 million and Net debt was at INR 13,481 million.

During this year, the production from Indian operations was 532.546 MT of API and 609.555* million capsules and tablets. This year's production from North American plants was 32.38 million units of tablets, vials and other products, excluding production from radio-pharmaceuticals business. The Company has total assets of INR 1,27,564 million.
* In addition, the Roorkee site also produced 2,570 Kg of granules

The Audit Committee at the Board level continuously monitors and reviews the economic performance of the Company. The Board has also deputed external internal auditors who monitor performance and identify gaps. In addition to external auditors, an in-house team of internal auditors internally reviews the implementation and efficiency of financial controls.

For details about the Company's annual financial performance, please refer to our Annual Report FY 2025, available on the Company website:
https://www.jubilantpharmova.com/investors/financials/annual-reports

Economic Impact (Contd.) GRI 201-1

Economic Performance Material Topic

Economic Performance	Units	FY21-22	FY22-23	FY23-24	FY24-25
Direct Economic Value generated					
REVENUE	₹ million	61,302	62,817	67,029	72,345
EBITDA	₹ million	11,676	8,146	9,695	12,305
PAT	₹ million	4,130	(649)	727	8,363
Economic Value Distributed					
Expense					
Cost of material consumed	₹ million	13,487	16,664	18,213	19,853
Purchases of stock-in-trade	₹ million	2,016	2,522	2,412	2,971
Changes in inventories of finished goods, stock-in-trade and work-in-progress	₹ million	(623)	(407)	782	346
Employee benefit expense	₹ million	20,434	21,660	22,160	22,679
Finance costs	₹ million	1,455	1,882	2,723	2,403
Depreciation, amortisation and impairment expense	₹ million	3,817	5,540	3,819	3,686
Other expenses	₹ million	14,424	14,615	14,454	14,759
Payments to providers of capital	₹ million	796	796	796	796
CSR Investment around Indian Operations	₹ million	50	44	29	14
Retained Earnings to be carried forward	₹ million	46,850	45,368	45,397	53,018
Overall Social Investment (including donations)	₹ million	96	84	53	38
Company Contribution in Long term employee benefits	₹ million	1,639	1,787	1,812	1,903

Economic Impact (Contd.)

GRI 201-1 , 201-3

Economic Performance	Units	FY21-22	FY22-23	FY23-24	FY24-25
PF Contribution	₹ million	66	141	129	131
Pension Contribution	₹ million	52	54	45	48
Superannuation Contribution (Others)	₹ million	2	1	0	0
Employee state insurance contribution	₹ million	3	3	5	5
Grant Received from Government	₹ million	221	38	72	78
Paid up Capital	₹ million	159	159	158	158
Consolidated Debt	₹ million	29,276	34,101	34,141	24,369
% revenue from International Sales	%	94%	97%	97%	97%
Tangible assets other than cash and cash equivalents	₹ million	24,931	30,708	34,101	48,470
Tax paid	₹ million	1,941	2,043	2,077	2,384
Corporate income tax paid on a cash basis	₹ million	1,941	2,043	2,077	2,384
Corporate income tax accrued on profit/loss	₹ million	2,174	927	978	1,443

Region-wise revenue break-up (By geographical location of customers):

	Revenue (INR Mn.)	
Region-wise	FY 2024	FY 2025
India	1,920	2,125
US	51,910	58,767
Canada	2,036	2,059
Europe	6,175	5,113
Rest of World	4,988	4,281
Total	**67,029**	**72,345**

Region-wise PBT (Profit before Tax) break up (By geographical location of sellers):

	PBT (INR Mn.)	
Region-wise	FY 2024	FY 2025
India	526	129
US	(2,898)	(332)
Canada	4,248	4,462
Europe	6	39
Rest of World	(177)	5,508
Total	**7,855**	**10,470**

Economic Impact (Contd.)

GRI 3-3

Taxation

GRI 207-1

As a responsible global corporate tax citizen, our approach to tax is a commitment to comply with the tax laws and obligations in all the jurisdictions where Jubilant Bhartia Group operates and has business presence, in a responsible manner towards meeting all Tax reporting, filing, payment and disclosure requirements aligning with the arm's length principles of economic value creation and commercial rationale of setting up a business presence and simultaneously having a transparent and constructive relationship with tax administrations across the globe.

The Company understands its responsibility to pay an appropriate amount of tax. Jubilant Pharmova Limited is committed to pursue a competitive tax strategy in a responsible manner. This means paying tax in jurisdictions where business activity generates profits. As a general rule, the Company and its subsidiaries pay corporate taxes in the countries in which they operate. Competitive tax strategy implies achieving a tax level around the peer-group average. It means having a balanced tax risk profile and not engaging in tax avoidance activities. We have a substantial business and employment presence in many countries around the globe, and the Company pays a significant amount of tax, including corporation and other business taxes, as well as taxes associated with the organisation's employees. Significant judgment and estimates are required to determine the worldwide accrual for income taxes, deferred income tax assets and liabilities, and provision for uncertain tax positions. At the same time, the Company has a responsibility to the shareholders to be financially efficient and deliver a sustainable tax rate. As part of this approach, the Company look to align their investment strategies to those countries where they already have substantial economic activity, and where government policies promote tax regimes which are attractive to business investment.

As the Company operates throughout the world, there are transactions between and amongst Jubilant Pharmova Limited and its Group companies. In line with internationally recognised standards for cross-border transactions and OECD (Organisation for Economic Co-operation and Development) guidelines, they base the organisation's transfer pricing policy on the arm's length principle and support the transfer prices with economic analysis and reports. The pricing is driven by the activities undertaken and the value created. This approach is consistently followed in all countries where the Company operates. Due professional care and judgement is exercised, and all decisions are backed by appropriate documentation, while complying with the tax laws of various jurisdictions where the Company operates. For jurisdiction specific tax details and details about our subsidiaries, please refer to our Annual report for FY 2025, available on the Company website,
www.jubilantpharmova.com/investors/financials/annual-reports

Tax governance, control and risk management

GRI 207-2

Businesses are increasingly being challenged to ensure they contribute through the tax system to the societies in which they operate and to provide information on their tax management principles and policies.

The Company has robust internal policies, processes, training, and compliance programs to ensure that the organisation's working have aligned across all their business and meet their tax obligations. The Company understand the importance of tax in the wider context of business decisions and have processes in place to ensure that tax is considered as part of the decision-making process.

The Company is conscious of the negative publicity that can arise from an inappropriate tax policy and perceive strong internal controls and a good relationship with professional advisors and regulators as the best way to manage reputational risk. The Company engage advisors and legal counsels to review tax legislation and the implications for our business. Where relevant, the Company is active in providing relevant business input to tax policy makers.

The Company maintains and operates the tax affairs within a strong Tax Governance, Reporting & Control Framework, Policies and Guidelines reviewed and approved by the Group Chief Financial Officer and the Board. Our thrust on transparency drives us to make all the reporting and disclosures relating to tax matters before appropriate forums in a timely manner. The complexity of tax laws and the periodic amendments in the global tax arena require us to keep our knowledge updated in the relevant areas of taxation. In addition to international tax law and regulatory changes such as BEPS (Base Erosion and Profit Shifting) initiatives by OECD, changes in tax frameworks, tax reforms, and other changes to the way existing tax laws are applied in jurisdictions and major countries where Jubilant and its subsidiaries and affiliates operate could affect our income, our effective tax rate, and consequently our future net income. These changes may cover matters such as taxable income, tax rates, indirect taxation, transfer pricing, dividend taxation, or a restriction on certain forms of tax relief. Any of these changes could have a materially adverse effect on our business and future results. Additionally, due to the complexity of the fiscal environment, the ultimate resolution of any tax matter may result in payments higher or lower than the amounts accrued.

Jubilant's commitment to manage tax risk is integrated with our broader business risk management and compliance framework. Our approach is to manage tax risks and tax costs in a manner consistent with applicable regulatory requirements and with shareholders' best long-term interests, taking into account operational and economic factors.

The roles and responsibilities of Tax Function is appropriately defined amongst an experienced in-house team of tax professionals responsible for diligently managing tax affairs of the Group. Matters involving significant tax exposures are reviewed closely with senior management of the Group.

Jurisdiction-specific tax break-up:

	Cash tax paid (₹ Mn.)		
Region-wise	**FY 2025**	**FY 2024**	**FY 2023**
India	297	250	527
US	607	750	1,002
Canada	1,475	1,066	502
Europe	1	3	3
Rest of World	4	9	10
Total	**2,384**	**2,077**	**2,043**

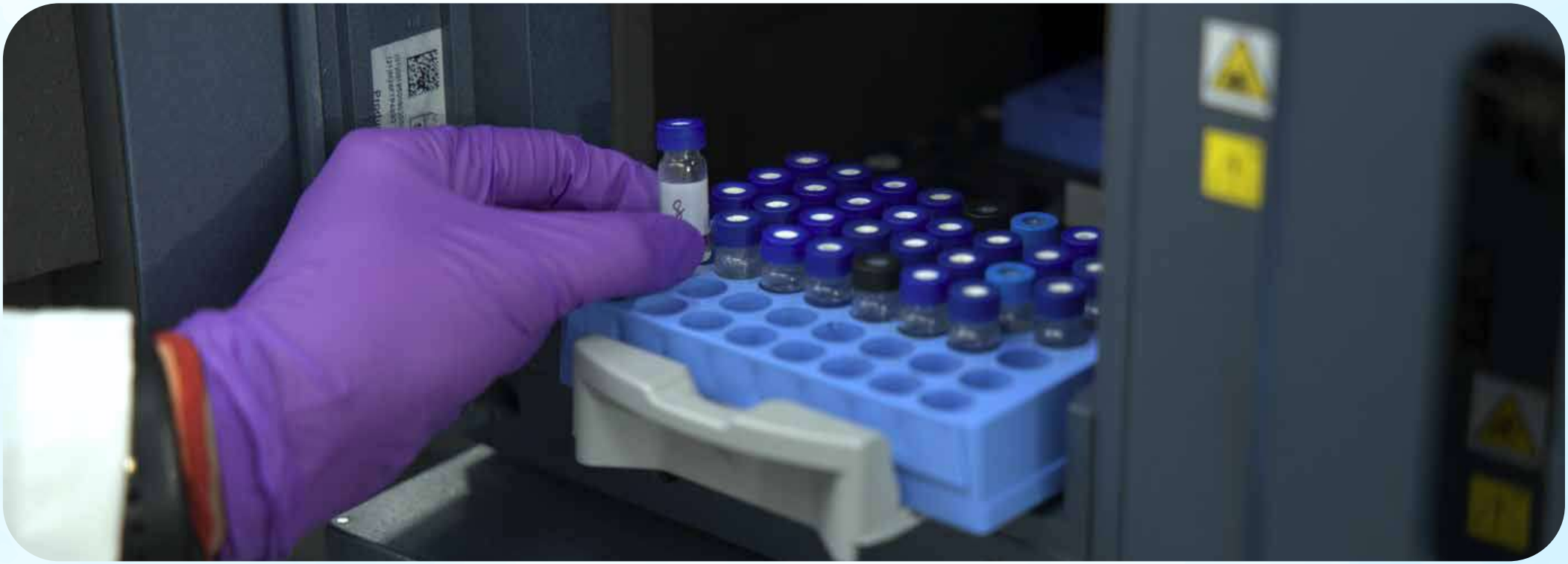
Economic Impact (Contd.)

Stakeholder engagement and management of concerns related to tax

GRI 207-3, GRI 207-4

Jubilant engages with tax and regulatory authorities with honesty, integrity, respect, and fairness in a spirit of cooperative compliance. The Company is committed to prompt disclosure and transparency in all tax matters with respective tax authorities. The organisation conducts business in various countries worldwide and is subject to tax in such jurisdictions.

The Company pays the taxes as applicable on the income earned in the respective country in a timely manner by filing relevant returns and documents. A significant number of tax returns that are filed are subject to examination by various Federal, state and local tax authorities. The Company seeks to maintain open and positive relationships with governments and tax authorities worldwide and they welcome constructive debate on taxation policy. Information related to country-by-country reporting is available in the annual financial report of the Company.



Innovation

GRI 203-2

Innovation, speed-to-market and a robust product pipeline are critical factors in ensuring success for an integrated global Pharmaceutical and Life Sciences company. An ongoing effort is projected as a case study below.

Case Study: Novel dual LSD1/HDAC6 inhibitor for the treatment of cancer

Challenge: Cancer is a major global health challenge, and new and effective treatments are urgently needed. One promising approach is to target epigenetic proteins, which are involved in regulating the expression of multiple genes that are key for cancer progression.

Action: We investigated the potential of a dual Lysine-specific demethylase (LSD1) and Histone deacetylase (HDAC) 6 inhibitor, JBI-802, for the treatment of cancer. Both LSD1 and HDAC6 are epigenetic proteins that play critical roles in multiple cancer-promoting activities. In vitro studies showed that JBI-802 was able to inhibit LSD1 and HDAC6 enzymatic activities with high potency and selectivity over other HDACs. JBI-802 also showed a superior anti-proliferative profile against a variety of cancer cell lines, including both haematological and solid tumors, as compared to selective LSD1 or HDAC6 targeting agents.

In vivo studies In vivo, studies also showed that oral administration of JBI-802 as a monotherapy was effective in inhibiting tumour growth in animal models, including erythroleukemia and in xenograft models of multiple myeloma, small cell lung cancer (SCLC), and in CT-26 syngeneic model. JBI-802 also showed stronger efficacy and synergy when combined with the standard of care or with immune checkpoint inhibitors.

Clinical Results Our findings suggested that JBI-802 is a promising approach for treating cancer. Accordingly, we have completed the Phase 1 clinical trial of JBI-802. Phase 1 clinical results established safety and efficacy doses. One patient in this trial with Non-small lung cancer who did not respond to all prior therapy, including immune checkpoint, showed tumor shrinkage and is continuing the treatment for over 2 years with JBI-802. Another clinical trial in haematological cancers was initiated to find the tolerated dose and efficacy.

Conclusion The findings of our study so far suggest that dual inhibitors selectively targeting key cancer-specific epigenetic targets could be a novel and effective treatment for cancer. Initial clinical trial results are encouraging, with durable response observed with one NSCLC patient. Further clinical trials are in progress to fully evaluate the potential of JBI-802 in various cancers. We are committed to continuing the clinical development of this dual inhibitor, and we strongly believe that it has the potential to make a significant difference in the lives of cancer patients.

Additional Insights

- We also noted that our findings suggest that comprehensively targeting the LSD1 and HDAC6 complex can enhance therapeutic response when compared to single agents
- Regardless, our results substantiate that such targeting can offer superior anti-tumour efficacy in malignancies that are especially sensitive to LSD1/HDAC6 inhibitors, such as erythroleukaemia, acute myeloid leukaemia, Non-Small cell lung cancer, as well as in other cancers such as multiple myeloma, small cell lung cancer, etc. JBI-802 could also be used in patients with lung cancer who do not respond to checkpoint therapy. Further combination of JBI-802 with checkpoint therapy would enhance the efficacy in solid tumours such as NSCLC and SCLC

Sustainability Impact

- Cancer is a major global health challenge, and it is estimated that cancer will account for 28.4 million cases in 2040, as per American Cancer Society Statistics. Our research could lead to new and effective treatments for cancer, which would help to reduce the burden of this disease on individuals, families, and societies. Therefore, we believe that our clinical candidate JBI-802 has the potential to have a significant positive impact on sustainability
- We are committed to conducting our research in a sustainable manner, and we are working to minimise the environmental impact of our work by working with greener alternatives where possible, being cognizant of laboratory waste generation etc. We believe that our research has the potential to make a significant positive impact on s ustainability, and we are excited to continue our work in this area

Environmental Impact

Our Approach GRI 3-3 , 2-14

Environmental protection and its improvement are at the core of sustainable development. With this in mind, the Company proactively works towards implementing initiatives to balance the environmental and business needs of the Company and the community around it. The management has adopted and implemented international management systems and technologies such as ISO 14001 to mitigate environmental challenges arising due to daily operations. The Company's top management is committed towards environmental sustainability, considering which various policies have been adopted:

- **Sustainability Policy**
- **Climate Change Mitigation and Energy Conservation Policy**
- **Environment, Health & Safety (EHS) Policy**
- **Biodiversity Policy**

All the above policies have been disclosed on Company website (*https://www.jubilantpharmova.com/sustainability/policies*) for communication to its stakeholders.

The Company sets environmental targets to monitor its environmental performance in an ongoing basis. The performance against these targets is reported to the Board of Directors and published through the annual Corporate Sustainability Report post third-party assurance.

All our employees are provided with induction training, covering aspects of sustainability and technical training to support their work. All he training records of employees are maintained and detail training performance are reported in our annual sustainability report post third party assurance. Some of the EHS and Sustainability-related Key Result Areas (KRAs) are also set for Company employees to ensure a sustained focus on environmental challenges.

Every year, the Company spends money on different environmental projects to improve its overall environmental performance. During the reporting period, there was a total environmental capex of INR 26.36 million, while the environmental opex was INR 50.85 million from Indian operation.

Digital Monitoring and Tracking of EHS Challenges GRI 403-2

The Company implemented an Environment, Health and Safety (EHS) solution – GenSuite. A cloud-based EHS management system that provides integrated EHS applications into a suite of tools specific to each business. The EHS applications are related to the management of corrective actions, incident recording, incident investigation, data mining, auto notifications, compliance calendar etc.

Environmental Impact (Contd.)

Climate Change

GRI 3-3 , 201-2

Material Topic

Why it matters?

Climate change and its impact is now very much evident and is a global phenomenon; our Company is no exception. The Company understands the damage potential climate change can bring to our businesses with respect to scarcity of natural resources, Government policy changes, changes in market dynamics and many more. The Company believes that global emission of Greenhouse Gases (GHG) is the major contributor to climate change. Our customers also keep on inquiring about our GHG emissions performance in recent times.

The Intergovernmental Panel on Climate Change (IPCC), a scientific group assembled by the United Nations to monitor and assess all global science related to climate change, reports that greenhouse gas emissions continue to rise, and climate change is already causing more frequent and more severe storms, floods, droughts, wildfires and other extreme weather events all posing serious risks to all the businesses. The report also highlights that current plans to address climate change are not ambitious enough to limit warming to 1.5°C above pre-industrial levels—a threshold scientists believe is necessary to avoid even more catastrophic impacts.

To understand the impact of climate change on our global business (including all manufacturing plants and corporate offices), the Company conducted a study on climate change risk assessment. Where they are gauging the impact of future climate simulation or impact of the initial and boundary conditions produced by the Representative Concentration Pathways (RCP) IPCC 4.5 and 8.5 climate scenarios. TCFD recommendations and scenario analysis are used as processes for identifying, assessing, and managing climate-related risks and are integrated into the organisation's overall risk management.

A global challenge like climate change requires global solutions. Climate change is creating opportunities for companies like us who are willing to innovate. One area that the Company is seriously focusing on is renewable energy, like solar, wind, etc. The Company is also focusing on allocating funds to energy efficiency, resource efficiency, green chemistry, low carbon technologies, circular economy, and the use of biomass as a fuel for addressing climate change.

During 2021-22, in line with the Science-based Target Initiative (SBTi) to focus on and reduce our emissions, the Company also deduced an Internal Carbon Price (ICP) (USD 40 per ton of carbon emitted) based on peer benchmarking and implicit pricing. The carbon price will enable them to create resources that will help them invest in low-carbon technologies and reduce future emissions.

Environmental Impact (Contd.)

Greenhouse Gases GRI 3-3

The Company regularly monitors and reports its GHG emissions. It is one of the few companies in India disclosing GHG emissions and taking voluntary reduction initiatives by participating in the Carbon Disclosure Project (CDP), which holds the largest database of primary corporate climate change information in the world. Till FY 2025 the Company has non-stop participated in CDP climate change & CDP water security and CDP supplier engagement program. The Company set five-year GHG intensity targets in line with SBTi in 2019 and is monitoring and meeting the targets year on year. From last year (FY 2024), the Company has revisited and reset this target for FY 2029 with FY 2024 as baseline. Recently we have registered our Company in SBTi and working towards developing SBTi based absolute net zero target and signing off SBTi commitment letter soon. Our FY 2029 climate change target is delineated below.

GRI Disclosure	GHG Emissions	Units	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
	Total GHG Emissions	**1000 tCO_2**	**115.04**	**103.98**	**70.03**	**63.19**	**84.79**	**75.21**
GRI 305-1	Total Scope-1 GHG Emissions	1000 tCO_2	18.65	18.14	12.36*	8.49*	10.92*	11.04*
GRI 305-2	Total Scope-2 GHG Emissions	1000 tCO_2	96.38	85.84	57.67	54.70	73.87	64.17

*Inclusive of biogenic emissions from consumption of Biodiesel & Biomass based briquette (FY 2025 - 948.77 tCO_2)

Scope 3 Emissions: GRI 305-3

From FY 2022, the Company has also initiated monitoring and reporting our Scope 3 emissions as per the Greenhouse Gas (GHG) Protocol for the Corporate Value Chain. After numerous discussions with different stakeholders and supply chain partners, the Company is reporting on the prominent eight categories out of a total of fifteen categories, many of which are not applicable to the organisation's business operational boundary. Other non-reported categories were either not relevant or are under analysis and will be reported in the coming years.

S. No	Category	FY 2022 (in 1000 tCO_2e)	FY 2023 (in 1000 tCO_2e)	FY 2024 (in 1000 tCO_2e)	FY 2025 (in 1000 tCO_2e)
1	Purchase Goods and Services	238.40	306.05	257.96	275.00
2	Capital Goods	44.12	8.39	7.88	4.92
3	Fuel and Energy Related activities not included in Scope 1 & 2	382.43	292.27	458.72	458.57
4	Upstream Transportation and Distribution	12.07	7.72	6.46	4.39
5	Waste Generated in operations	1.4	1.58	1.41	1.08
6	Business Travel	0.04	0.42	1.77	0.18
7	Employee Commute	3.31	2.63	2.01	1.55
8	Downstream Transportation and Distribution	#	#	#	#
	Total	**681.77**	**619.07**	**736.22**	**745.7**

As per GHG protocol, if the company is paying for the transportation and distribution of finished goods after point of sale, emissions related to the downstream transportation and distribution category are accounted for in the upstream transportation and distribution category.

Environmental Impact (Contd.)

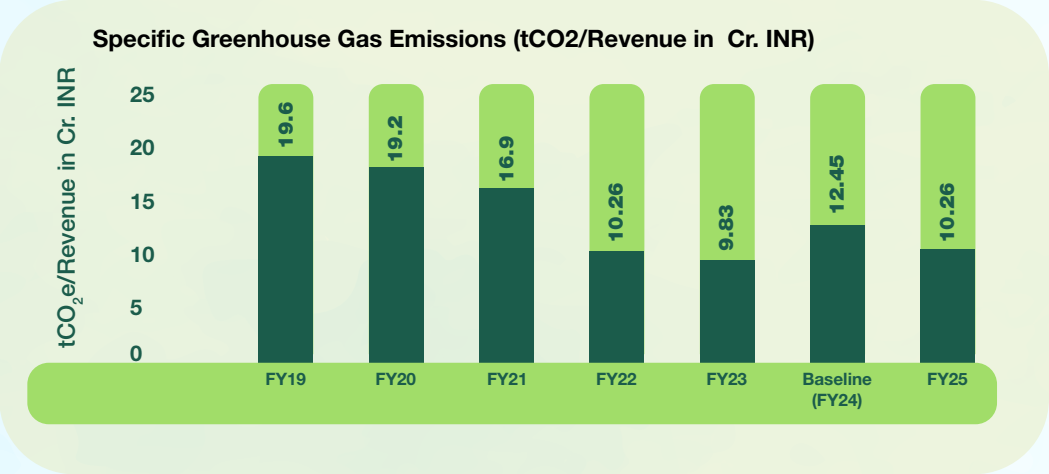
GRI 3-3 , 302-3 , 305-4, 305-5

GHG Sustainability Goal:

***GHG intensity includes Scope 1+2 emissions**

S. No	Sustainability Goal	Reduction Target FY 2025 (tCO_2/ Revenue in Cr. INR)	Actual Status FY 2025 (tCO_2/ Revenue in Cr. INR)
1	Reduce the specific GHG emission (Scope 1+2)	**12.11** (3.3% reduction from baseline FY24)	**10.26** (18.1% reduction from baseline FY24)
2	Reduce the specific GHG emission (Scope 1)	**1.46** (3.3% reduction from baseline FY24)	**1.40** (8.04% reduction from baseline FY24)
3	Reduce the specific GHG emission (Scope 2)	**10.65** (3.3% reduction from baseline FY24)	**8.87** (19.5% reduction from baseline FY24)

Specific GHG emissions (Scope 1 and Scope 2) for Pharmova



What the Company is doing?

Jubilant Pharmova Limited is continuously improving its operational excellence through various energy savings initiatives done by the Business Excellence team.

The Company is also monitoring any changes in global, regional and national level policies and regulations on climate change and its mitigation, which may result in financial implications with respect to energy and other resources relevant to the Company's business.

To be a partner in this global drive for climate action, the Company is striving to reduce its carbon footprint by all possible means by focusing on:

- **Improving process energy efficiency**
- **Implementing the latest available cost-effective, energy-efficient technologies**
- **Finding alternate sources of uninterrupted low-cost, clean and renewable energy**

Keeping in mind our commitment towards climate change mitigation, the Company wishes to reduce its climate risk and take advantage of climate-related opportunities by following TCFD recommendations. Also, to achieve SBTi recommended Net Zero GHG emission, the Company has revised its earlier set FY24 climate change target with the following set of newly defined FY29 Climate change targets:

	Baseline FY 2024	Target FY 2029
Improve % Renewable in Purchased Power; UoM: in % of total power purchased	**11.77**	**46.38**
Reduce the specific GHG emission (Scope 1 + Scope 2); UoM: tCO2e/ Revenue in Cr INR	**12.53**	**10.44**
Reduce the specific GHG emission (Scope 1, excluding biogenic); UoM: tCO2e/ Revenue in Cr INR	**1.51**	**1.26**
Reduce the specific GHG emission (Scope 2); UoM: tCO2e/ Revenue in Cr INR	**11.02**	**9.19**

Environmental Impact (Contd.)

Improving Energy Efficiency

GRI 3-3 , 302-4

Jubilant Pharmova Limited is focused on improving energy efficiency. The Company implemented 9 energy-saving projects in the reporting year that have directly contributed towards the reduction of around 5.28 TJ of energy consumption (Electricity - 1467488 kWh). This is equivalent to 1,067 tCO_2 and incurring total savings of INR 4.83 million. Around 100.9 million INR was spent for the implementation of these energy-saving projects during this period.

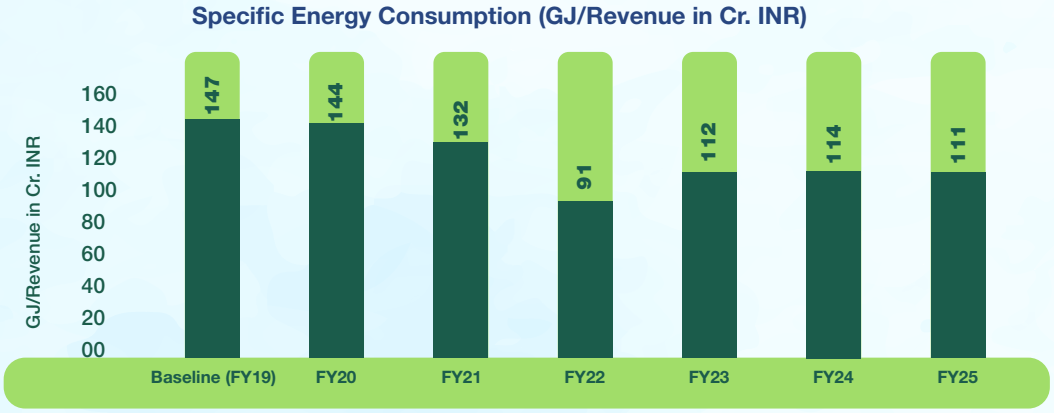
FY 2024 and FY 2025 were landmark years in our energy journey. We accelerated our energy transition efforts by investing in renewable sources, such as solar and wind. A partnership with O_2 Power supports a captive solar plant that supplied around 56% purchased power in our Karnataka operations with renewable power during FY 2025. Similar greening initiatives are underway at our Noida and Greater Noida sites.

Energy efficiency remains a top priority. In FY 2024, we achieved a 22% reduction (against FY 2019 baseline) in specific energy consumption, reaching 114 GJ per INR crore in revenue, significantly ahead of our FY 2024 target (<129 GJ/INR crore in revenue). FY 2025 saw this metric drop even further to 111 GJ per INR crore in revenue. Several energy efficiency projects along with transition from grid power to captive renewable power at Nanjangud and other sites, have further reduced GHG emissions.

Renewable Energy improvement goal:

S. No	Sustainability Goal	Reduction Target FY 2025 (% of renewable in Total purchased power	Actual Status FY 2025 (% of renewable in Total purchased power)
1	Improve % Renewable energy in Purchased Power;	**18.7** (7% improvement from baseline FY 2024)	**32.55** (21% improvement from baseline FY 2024)

Specific Energy Consumption



Environmental Impact (Contd.)

Energy Key Performance Indicators GRI 302-2

GRI Disclosure	Environmental Performance	Units	2021-22	2022-23	2023-24	2024-25
GRI 302-1	**Total Energy consumption**	**Peta Joules**	**0.77**	**0.63**	**0.77**	**0.81**
	Direct Energy Consumption					
	Non-renewable energy sources					
	HSD	KL	631	738	444	447
	Energy from HSD	Peta Joules	0.02	0.03	0.02	0.02
	FO/LSHS	MT	623	0	0	0
	Energy from FO/LSHS	Peta Joules	0.03	0.00	0	0
	Natural gas	Million sm^3	3.84	2.96	4.69	4.65
	Energy from Natural gas	Peta Joules	0.14	0.11	0.17	0.17
	Total direct energy consumption from Non renewable energy sources**	**Peta Joules**	**0.19**	**0.13**	**0.19**	**0.19**
	Bio-diesel	M3	389	412	12	26
	Energy from Bio-diesel	Peta Joules	0.01	0.01	0.0004	0.0009
	Solar Energy	Peta Joules	0.00035	0.11	0.0003	0.0003
	Total direct energy consumption from Renewable energy sources other than biomass	**Peta Joules**	**0.013**	**0.128**	**0.00068***	**0.00115***
	Total Direct Energy	**Peta Joules**	**0.203**	**0.262**	**0.1955**	**0.1957**
GRI 302-2	Electricity purchased	MWH	1,11,192	82,156	1,12,176	1,17,135
	Steam purchased	MT	62,995	65,527	58,945	64,475
	Total Indirect Energy consumption	**Peta Joules**	**0.58**	**0.49**	**0.5763**	**0.6104**

*In addition, there was 0.0089 PJ equivalent energy consumption from biomass-based briquette (765 MT)

Material Topic Ends

Environmental Impact (Contd.)

Recommendations of the Task Force on Climate-related Financial Disclosures in the relevant chapters of the Sustainability Report

Topic	Recommended disclosures	Section/explanation
Governance Disclose the organisation's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	Corporate Governance
	Describe management's role in assessing and managing climate-related risks and opportunities.	Corporate Governance
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material.	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Risk and Opportunity
	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	Risk and Opportunity
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Environment
Risk management Disclose how the organisation identifies, assesses, and manages climate-related risks.	Describe the organisation's processes for identifying and assessing climate-related risks.	Risk and Opportunity
	Describe the organisation's processes for managing climate-related risks.	Risk and Opportunity
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	Risk and Opportunity
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environment
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environment
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Environment

Environmental Impact (Contd.)

Water

Material Topic

Why it matters?

Jubilant being a Pharmaceutical Company, it's manufacturing processes involve water. At the same time, the Company also deeply understands how critical this natural resource is to human life and ecosystems. As per country-specific regulations, none of its manufacturing sites fall under water stress or related category. In the past the Company has conducted verification of water related risks at its manufacturing locations using WWF Water Risk Filter and WRI Aqueduct tools.

What we are doing? GRI 3-3 , 303-1 , 303-2

Jubilant is continuously monitoring, reviewing and optimising water consumption through process modifications and adoption of new technologies in relevant locations.

Both the Indian manufacturing plants of the Company have adopted Zero Liquid Discharge (ZLD) technology to maximise water efficiency by recycling the usable water from the effluents after treatment and reducing dependence on fresh water. The Company's North American manufacturing facilities send its treated effluent to the Common Effluent Treatment Plant (CETP) outside for further treatment. Final discharges, wherever allowed, are in line with the quality and quantity prescribed as per the authorisations granted by respective local regulatory authorities.

Environmental Impact (Contd.)

Water Sustainability Goal: GRI 303-1 , 303-3 , 303-4 , 303-5

S. No	Sustainability Goal	Reduction Target FY 2025 m^3/ Revenue in Crore INR	Actual Status FY 2025 m^3/ Revenue in Crore INR
1	Reduce specific water consumption	**91** (**2%** reduction from baseline FY24)	**76** (**19%** reduction from baseline FY24)

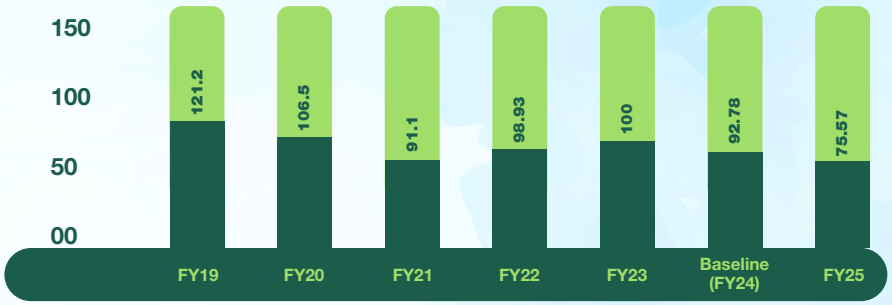
Last year, the Company has revised its earlier FY24 ESG target on water conservation and the following FY29 ESG target on water has been set against the 2024 baseline:

	Baseline FY 2024	Target FY 2029
Reduce the specific water consumption; UoM: m^3/ Revenue in Cr INR	**92.78**	**82.71**

GRI Disclosure	Water	Units	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
GRI 303-1	**Water withdrawal**						
	Ground Water	Million m^3	0.15	0.11	0.10	0.08	0.08
	Surface Water	Million m^3	0	0	0.00	0.00	0.00
	Municipal Water	Million m^3	0.41	0.49	0.50	0.54	0.47
	Total*	Million m^3	**0.56**	**0.60**	**0.60**	**0.62**	**0.55**
GRI 303-3	**Water Recycled and Re-used**						
	Water Recycled and Re-used	Million m^3	0.09	0.11	**0.11**	**0.11**	**0.12**
GRI 306-1, GRI 303-4	**Treated Effluent Discharge****	**Million m^3**	**0.32**	**0.27**	**0.25**	**0.24**	**0.28**

** During the reporting period, no significant spills were observed
*Water withdrawal includes Greater Noida office 0.015 Million m^3

Specific Fresh Water Consumption (m3/ Revenue in Cr. INR)



Other Initiatives and good practices taken towards environment management

Caring for the environment is a core corporate promise, and as a part of this commitment, requisite capital expenditure is being incurred for process improvements as well as the upgrade of environmental management facilities using the latest technologies. While end-of-the-pipe solutions are implemented, the Company is also making progress on initiatives for the reduction of waste at source. Efforts to process more by-products and waste to make them reusable are paying off in terms of ecological and economic impact. The Company has implemented a Sustainability tracker to track the progress of its Sustainability projects within Jubilant Pharma Limited and these projects are reviewed on a monthly basis during the global EHS monthly update calls. Our environmental performances are also recognised by different agencies publicly. For two years in a row, the city of Spokane Water Reclamation Facility has awarded our Spokane facility a certificate of recognition for 100% compliance.

Environmental Impact (Contd.)

List of some of the initiatives are as follows:

During this reporting period, the Company has taken several initiatives to positively impact the environment and reduce environmental pollution at different facilities. Some of them are as mentioned below:

Nanjangud:

- Plantation of 10000 saplings done under community plantation program
- EHS transformation score card system initiated during last year
- Spent carbon has been sent for co-processing in cement industries instead of incineration, thus helping in the reduction in GHG emission
- Several energy-saving initiatives taken across the plant led to a reduction in power consumption and thus reducing scope 2 GHG emission

Roorkee:

- The site has replaced earlier fossil fuel-fired boilers with biomass-based briquette-based boiler

Biosys, Bangalore:

- New energy meter installed at STP for better monitoring and efficiency of the existing STP
- New digital flow meter installed in water inlet for data accuracy and improving water consumption efficiency
- Butterfly Barcodes and software implemented for Bio-medical waste tracking on daily basis
- Weighing machine with blue-tooth facility installed for Bio-medical waste measurement and monitoring

Biosys, Noida & Greater Noida:

- Borewell piezometer calibration done to improve water monitoring and consumption efficiency
- Installation adiabatic cooling tower to reduce freshwater consumption
- Air cooled chillers installed to improve water efficiency at site
- EHS transformation score card system initiated during last year
- 100% use of ETP and STP-treated effluent in toilet flushing & gardening
- Membrane replacement in ETP to improve quality of treated effluent, leading to reduction in freshwater consumption for gardening

Material Topic Ends

Compliance GRI 2-27

Why it matters?

The Company's business operates within a highly regulated environment. If the Company fails to comply with regulatory requirements, or if allegations are made that it fails to comply, its financial condition and results of operations could be adversely affected. Any change in the regulations, enforcement procedures or regulatory policies set by regulatory agencies could increase the costs or time of development of the Company's products and delay or prevent sales of its products.

What we are doing?

The Company has put in place a Compliance Management System to ensure compliance with all applicable laws and regulations. In the past the Company upgraded its compliance reporting system using state of the art software for managing compliance and the same is still in use. The Company has a dedicated team of experts whose knowledge ensures that global regulatory compliances are met and the Company can build a competitive advantage. The Company also undertakes training and orientation programs to keep the relevant process owners updated on new regulations and changes in the existing laws. The Company is also proactively following up with regulatory authorities regarding pending approvals and promptly addressing queries raised by authorities. Further, the estimation of risks on account of failure/ delay in obtaining approvals is duly considered while designing business plans.

The Company has a well-defined system to track non-compliance in all departments. The approach to this can be found highlighted in the 'Precautionary Approach' section of this report. This year, there was no major environment-related non-compliance in the Company and its subsidiaries, leading to significant fines and/or non-monetary sanctions. However, a notice of violation (NOV) of wastewater permit exceedance was received by our Spokane site in March 2025. Corrective action to rectify this issue was submitted to concerned authority immediately.

Environmental Impact (Contd.)

Other Environmental Factors

Waste Management

GRI 3-3 , 301-3 , 306-1, 306-2

Our Approach

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

Hazardous waste disposal

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

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

Environmental Impact (Contd.)

Other Environmental Factors

GRI 306-1, 306-2 , 306-3, 306-4 , 306-5

Hazardous Waste Disposed

GRI Disclosure	Hazardous waste*	Units	2020-21	2021-22	2022-23	2023-24	2024-25
GRI 303-1	Total Hazardous waste disposal**	MT	**12,557**	**12,586**	**12,077**	**9,881**	**9017**
	Solid waste incineration + Liquid waste incineration = total waste incinerated	MT	122	262	326	**263**	**292**
	Co-processing in cement kiln	MT	1,548	1,528	2,038	**1,652**	**1,866**
	To authorised agency	MT	8,670	8,309	7,115	**5,612**	**4,840**
	Secure landfill	MT	2,217	2,487	2,598	**2,355**	**2,019**

*In addition to the above, during the reporting year, the Company also disposed 89.1 MT of Biomedical waste to an authorised agency.
*1.12 MT of e-waste was sold to authorised agency in the reporting year
**In Addition to the above, there were around 41 MT empty drums sent to authorised vendor as hazardous waste

Last year, the Company has revised its earlier FY 2024 ESG targets and the following FY 2029 ESG target on hazardous waste has been set against the 2024 baseline:

	Baseline FY 2024	Target FY 2029
Reduce hazardous waste disposal through land filling *UoM: in % of total Haz. waste disposed*	**23.83**	**23.67**

S. No	Sustainability Goal	Reduction Target FY 2025 % of Total Hazardous waste disposed through land filling	Actual Status FY 2025 % of Total Hazardous waste disposed through land filling
1	Reduce hazardous waste disposal through land filling	**23.80** (**0.03%** reduction from baseline FY24)	**22.39** **1.4%** reduction from baseline FY24)

Non-Hazardous Waste

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

Further, the Company is highly committed to minimising plastic waste to protect the environment. The Company believes in supporting circular consumption patterns of re-using, re-storing and re-pairing wherever feasible.

The Company sold 706 MT of waste in FY 2025, compared to 1174 MT of waste material as non-hazardous waste in the last reporting year (FY 2024).

Environmental Impact (Contd.)

Raw Materials

GRI 301-1 , 301-2

As a pharmaceutical company, there are very few opportunities to use recycled material in the Company's production processes. The Company is also not involved in manufacturing and use of palm oil in any of its facilities. The Company also does not engage in mining or use of any conflict mineral during this reporting year.

Air Emissions

GRI 305-7

Jubilant recognises that air pollution has a direct impact on the environment and the surrounding community. Curbing air pollution is one of the key priorities and several necessary mitigation measures have been adopted. Regular stack emission & ambient air quality monitoring is conducted and reports submitted to local authorities at all operational sites to comply with local regulation:

- Engineering controls like filters, scrubbers and cyclones are used for air pollution control
- Installing auto controls for maintaining critical process parameters
- Preventive maintenance schedules for all environmental critical equipment like the above
- Online monitoring system to check performance against local regulations
- Periodic regulatory approved third-party monitoring and analysis
- Frequent trainings

GRI Disclosure	Air Emissions*	Units	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
GRI 305-7	Particulate Matter	MT	3	3.94	1.9	0.58	0.65
	SO_2	MT	1.4	1.97	0.7	0.29	0.44
	NOx	MT	4	8.88	4.1	0.99	1.20

*For manufacturing locations in India

Environmental Impact (Contd.)

Ozone Depleting Substances

GRI 305-6

The Company does not manufacture products containing Ozone Depleting Substances (ODS). All banned ODS is being phased out as per applicable regulations of the land. The emissions of Ozone Depleting Substances are primarily from ODS based refrigerants in air conditioners and chiller plants. This year the recharge quantity of CFC 11 equivalent ODS was 0.005 MT.

Biodiversity

GRI 3-3 , 304-1 , 304 -2, 304-3, 304-4

During FY 2023, our Company prepared its first Biodiversity policy and published it on its website to communicate with all internal & external stakeholders. Our policy clearly delineates how to communicate, engage, and implement appropriate actions within our Company, including its subsidiaries and the entire value chain, including its suppliers, for the conservation and protection of biodiversity. Our Biodiversity Policy is available in below link:

https://www.jubilantpharmova.com/sustainability/policies/biodiversity-policy

No species listed in the International Union for Conservation of Nature (IUCN) Red List and National Conservation List was found to exist in or near the manufacturing operations of the Company. Most of the Company's manufacturing facilities are located outside biodiversity-sensitive or notified protected areas. Hence no need of regular assessment of biodiversity risks has been envisaged by the management. However, the facility EHS personnel continuously keep watch on violation of local regulations relating biodiversity, if any. Environmental impact assessment (EIA) of own operations and adjacent areas is mandatory before the establishment/expansion of the pharmaceutical plant in India.

Environmental risk assessment, including bio-diversity risk assessment, is part of all EIA studies conducted as part of environmental regulation in India. No such biodiversity-related risk has been identified in such location specific biodiversity studies in the past. Also, there is no such case of habitats significantly affected by discharges of water and runoff from the Company.

Targets on Biodiversity:	Baseline FY 2024	Target FY 2029
Violation of local regulation on Biodiversity leading to major non-compliance (with penalty & or fine); UoM: Number	0	0

Our Biodiversity performance:	Actual FY 2023	Actual FY 2024	Target FY 2025	Actual FY 2025
Violation of local regulation on Biodiversity leading to major non-compliance (with penalty & or fine); UoM: Number	0	0	0	0

Social Impact

GRI 3-3

The Company believes that its people and community strengthen it further and make it exceptional in driving world-class performance, nurturing its employees, and benefitting the society around them.

The Company not only focuses on hiring the best candidates and retaining talented employees around the world but also ensures appropriate economic growth and environmental protection measures within the communities around the Company.

Social Impact (Contd.)

GRI 3-3 , 404-3

Human Resource Performance

Our Approach

At Jubilant Pharmova Limited, the Company aims to empower and motivate its employees with global opportunities and regular performance reviews. This creates a rewarding culture within the Company, and to maintain this, we have implemented a well-structured Human Resource Department at corporate offices and all manufacturing sites. In addition, the Company has prepared HR policies and the 'Code of Conduct' to retain talent and lower the attrition rate.

The following are key topics covered in the Company's approach:

- Employee Benefits
- Employee Performance Management
- Training and Development
- Employee Attrition
- Local Hiring
- Human Rights
- Security Practices
- Labour Management
- Corruption and Bribery
- Anti-competitive behaviours

Social Impact (Contd.)

Human Resource Performance

Employee Benefits GRI 3-3 , 401-2, 401-3

Employee benefits are applicable to all Jubilant Pharmova Limited employees globally and at all levels. Due to local laws and regulations, some benefits vary by location.

Long-term employee benefits include Pension, Provident Fund, Superannuation and Gratuity for India operations. These constitute the key elements of employee's post-retirement benefits in India. All permanent employees across Indian sites are covered under retirement plans and schemes according to local regulations. International subsidiaries of the Company make contributions to various social security plans and insurance schemes as per local requirements and generally accepted practices in their respective country of incorporation.

The Company's benefits schemes include disability and invalidity coverage as per the Industrial Dispute and Workers Compensation Act, Group Mediclaim insurance for employees and their dependents and parental leaves. In all the Company's North American operations, parental leaves are a voluntary action under FMLA (Family and Medical Leave Act) and all employees are entitled to this. Whereas, according to the Maternity Act in India, all female employees are eligible to avail maternity leaves during and post pregnancy.

The statistics for the same are specified:

565
Total number of employees who were entitled to maternity leave

23
Total number of employees that took maternity leave during FY2025*.

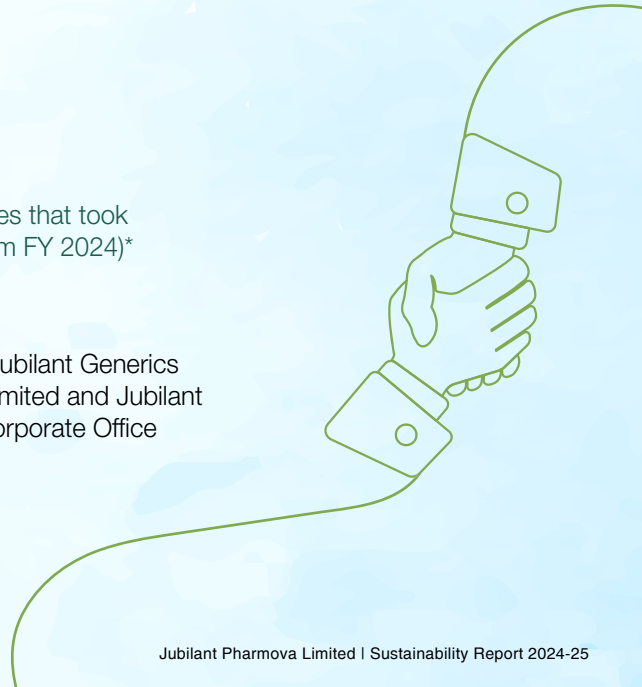
15
Total number of employees that returned to work in the reporting period after parental leave ended during FY 2025*

15
Total number of employees that returned to work after maternity leave ended that were still employed 12 months after their return to work (starting from FY2024)*

100%
Return to work rates of employees that took parental leave*

79%
Retention rate of employees that took parental leave (starting from FY 2024)*

*Information is related to Jubilant Generics Limited, Jubilant Biosys Limited and Jubilant Pharmova Limited & its Corporate Office



Social Impact (Contd.)

Human Resource Performance

Employee Performance Management GRI 202-1, 404-3

The Company rewards good performance, encourages talent and ensures motivation among the employees.

A Performance Management System (PMS) is formulated on a balanced scorecard, providing a clear linkage between organisational and individual objectives. A performance-linked incentive system is in place to monitor the performance of all employees. During reporting period all permanent employees (100%) undergone regular & career development reviews. The Company also has wage agreements at manufacturing locations, with trade unions in two locations.

Social Impact (Contd.)

Human Resource Performance

Training and Development GRI 3-3 , 402-2

Why it matters?

Talent development is imperative for the success of businesses and therefore, having the right people with the right will, skill and knowledge is essential. Employees are key stakeholders for the Company, and through regular engagement with them, the Company has realised its aspiration to take up new assignments within the organisation through self-development.

What we are doing

The Company's training and development initiatives offer training to employees around the globe. It helps its people develop personal skills, think strategically, support managers in team development, assist those in charge of key operations and improve procedures and processes. Training needs are rigorously identified and delivered through internal and external workshops as well as web-based modules. This is included in the Company's training calendar and courses are designed to help employees perform their roles to the highest of their potential. This also helps us systematically improve the quality of our workforce.

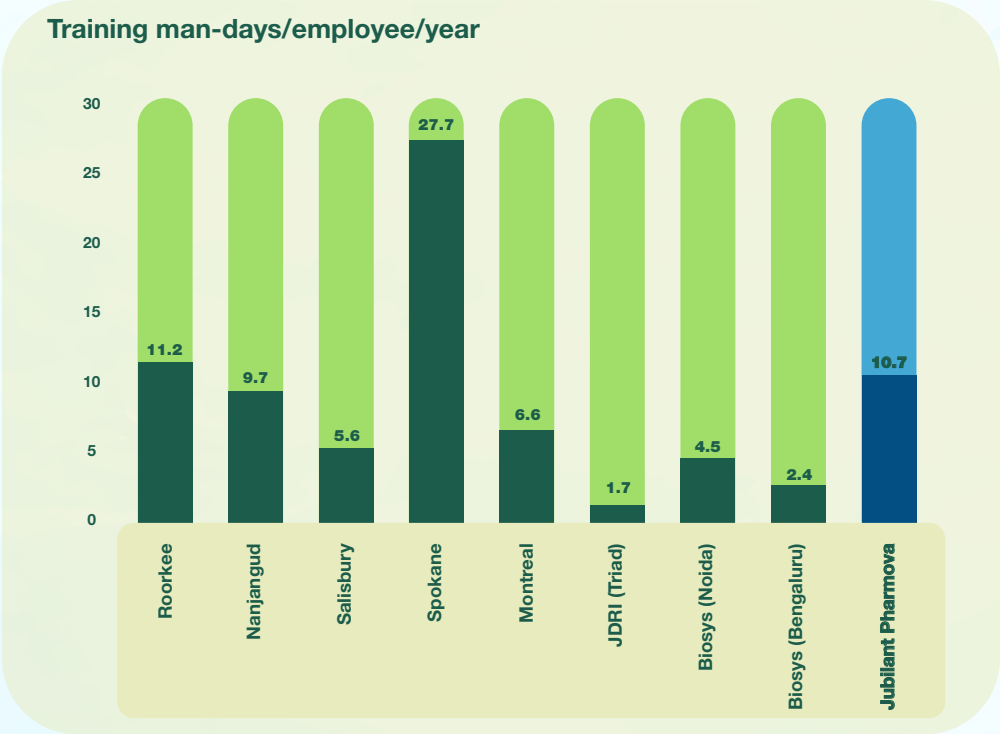
Senior management employees in critical positions are also sent for customised general management programs at premier institutes to prepare them for larger roles and build cross-functional capability in the organisation. The Company has a robust training management system, 'Compliance Wire', which comprises an extensive collection of training and learning resources that can be accessed by all employees through the online portal. During last year we have set employee training target considering our FY 2024 as our baseline. Below is the detail about our set employee training target versus our performance.

Employee training performance against set Target:	Actual FY 2023	Actual FY 2024	Target FY 2025	Actual FY 2025
Improve skill and knowledge of employees by imparting training *UoM: Training Man-days per employee per year*	**7.1**	**8.3**	**6.5**	**10.7**

Social Impact (Contd.)

Training and Development

GRI 205-2 , 404-1, 404-2



Mandatory Training Programs (CoC & POSH)

100% of all new joiners are required to complete CoC (Code of Conduct) and POSH (Prevention of Sexual Harassment) training

Training Hours (CoC & POSH):

	CoC (Hrs.)	POSH (Hrs.)
Indian operation	1764	1336
North American Operation	680	1348

Employee participation (in % of total permanent employees) in both CoC & POSH:

	CoC (in %)	POSH (in %)
Corporate & Branches	52	52
Roorkee	28	74
Biosys	84	66
Nanjangud	97	21

Social Impact (Contd.)

Training and Development GRI 404-2

Employee Training Hours

Manufacturing Location	Executive	Workmen	TOTAL	T. Hours	Person-days	Avg. person-days per head per annum
Roorkee	304	312	**616**	**55,314**	6,914	**11.2**
Nanjangud	632	197	**829**	**64,207**	8,026	**9.7**
Jubilant Cadista Pharmaceuticals Inc.	21	2	**23**	**1,027**	128	**5.6**
Jubilant Hollisterstier Inc.	401	643	**1,044**	**2,31,146**	28,893	**27.7**
Jubilant Draximage & Montreal CMO	288	144	**432**	22,757	2,845	**6.6**
Triad Isotopes	180	450	**630**	8,379	1,047	**1.7**
Jubilant Biosys Limited, Noida	992	0	**992**	36,067	4,508	**4.5**
Jubilant Biosys Limited, Bangalore	445	0	**445**	8,521	1,065	**2.4**
Grand Total	3,263	1,748	**5,011**	4,27,418	53,427	**10.7**

Training Break up: All Indian facilities including Juiblant Biosys Limited

Category	Headcount	Training Person-days	Avg. Training/ Employee
Executive	2,373	14,722	**6**
Worker	509	5,792	**11**
Total	**2,882**	**20,514**	**7**

Training Break up: All Indian facilities, including Jubilant Biosys Limited

Gender	Headcount	Training Person-days	Avg. Training man-days/ Employee
Female	498	1,013	**2**
Male	2,384	19,500	**8**
Total	**2,882**	**20,514**	**7**

Average amount spent per full time employee on training and development in India was ₹ 2234/= during FY 2025

Material Topic Ends

Social Impact (Contd.)

Human Resource Performance

Employee Attrition GRI 202-2

Material Topic

Why it matters?

The Company considers each and every employee to be the foundation of the organisation, and therefore, their retention is of prime importance to the Company. During the reporting period, the overall attrition was around 18%, which has somewhat reduced from last financial year (23%).

What we are doing

The Company has increased talent mobility, learning opportunities and progression planning for employees to cater to their specific needs.

The Company's Human Resource team plays a role of strategic significance in building a prosperous employee platform by nurturing them with strong leadership values and scope for growth. The Company believes in transparent communication and creating opportunities for enhanced learning. The Company has a monthly internal newsletter, 'Symphony', circulated across all locations to communicate various activities to our employees.

The Company achieves its shared goals and organisational objectives by focusing on attracting and retaining the correct talent mix with diversity in relation to gender, age and expertise.

The Company always encourage organised internal career mobility processes to retain talents and reduce external hiring costs. During reporting period 9% of open positions were filled by internal candidates (internal hires). Average hiring cost per full time employee was INR-62497/FTE during FY 2025.

Social Impact (Contd.)

Chairmen's Annual Awards:

The 10th edition of the Chairmen's Annual Awards – the epitome of recognition for Jubilant Bhartia Group, was celebrated on 13th November 2024 at the Taj Palace, New Delhi. For the first time, employees from Jubilant Pharmova Limited, Jubilant Ingrevia Limited, Jubilant Enpro Limited, Jubilant Agri and Consumer Products Limited, Jubilant Consumer Limited and Jubilant Motor Works Limited came together both through in-person and virtually from India and across the globe and celebrated the event.

The award received **600** nominations under Individual, Team and Group Award categories from a total of around **220** plus employees. A total of **196** awards were presented to **550** employees in different categories.

15th Social Entrepreneur of the Year (SEOY) Award - India 2024

The SEOY Award India has established itself as one of the most reputed and coveted awards for social entrepreneurs in India. The award recognises entrepreneurs who implement innovative, sustainable and scalable solutions to solve India's social problems.

The 15th Social Entrepreneur of the Year (SEOY) Award – India 2024 was organised on 10th September August 2024. Akshay Saxena of Avanti Fellows was conferred with the SEOY India Award 2024. The award was presented by Shri Hardeep Singh Puri Minister of Petroleum & Natural Gas, Government of Indiain the presence of eminent personalities from different fields across the world.

Social Impact (Contd.)

Employee Attrition GRI 401-1

Employee Attrition

Region- Country	Workforce (as on 31st March, 2025)	Attrition		New Joinee	
		Total Attrition	Attrition %	Total New Joinee	New Joinee %
India	3,380	772	23	1,285	38
USA	1,719	214	12	131	8
Canada	438	28	6	641	146
Italy	3	0	0	0	0
UK	2	0	0	0	0
Belgium	1	0	0	0	0
South Africa	2	0	0	1	50
UAE (Dubai)	1	0	0	0	0
Singapore	1	0	0	0	0
Jubilant Pharmova Limited	**5,547**	**1,014**	**18**	**2058**	**37**

Total New employees and attrition during the reporting period by gender

Gender	Attrition		New Joinee	
	Total Attrition	Rate (%)	Total New Joinee	Rate (%)
Female	225	22	557	27
Male	789	78	1,501	73
Grand Total	**1,014**	**100**	**2,058**	**100**

Total new employees hired and attrition during the reporting period by age group

Age in yrs.	Attrition		New Joinee	
	Total Attrition	Rate (%)	Total New Joinee	Rate (%)
< 30	492	49	149	7
30-50	446	44	900	44
>50	76	7	1,009	49
Grand Total	**1,014**	**100**	**2,058**	**100**

Total New employees and attrition during the reporting period by employee category

Employee Category	Attrition		New Joinee	
	Total Attrition	Rate (%)	Total New Joinee	Rate (%)
Executive	825	81	1,513	74
Workmen	189	19	545	26
Grand Total	**1,014**	**100**	**2,058**	**100**

Material Topic Ends

Social Impact (Contd.)

Human Resource Performance

Local Hiring

GRI 2-7, 3-3, 401-1

The Company recruits employees based on their skills and merit. Most of the employees at significant operations are local employees. They are preferred as long as they meet the specific roles set by the Company. Employee salaries are always higher than the minimum wages mandated by the local regulation. Wherever applicable and union are there, collectively bargained wages has been established and signed off between the management & labour union in the form of memorandum of settlement in Indian operations. When this type of employee wages are discussed & formulated, management focuses to cover basic needs of an employee like in living wages.

Region wise Employee headcount

Region	Number of Permanent Employees(P)			Number of Contractual Employees (C)			Overall
	Executives	Workmen	Total (P)	Temp & Labour Supply	Job Contracts/ Projects	Total (C)	(P+C)
India	2871	509	**3,380**	730	371	**1,101**	**4,481**
USA	623	1096	**1,719**	24	0	**24**	**1,743**
Canada	294	144	**438**	19	0	**19**	**457**
Italy	3	0	**3**	0	0	**0**	**3**
UK	2	0	**2**	0	0	**0**	**2**
Belgium	1	0	**1**	0	0	**0**	**1**
South Africa	2	0	**2**	0	0	**0**	**2**
UAE (Dubai)	1	0	**1**	0	0	**0**	**1**
Singapore	1	0	**1**	0	0	**0**	**1**
Total	**3,798**	**1,749**	**5,547**	773	371	**1,144**	**6,691**

Age wise Headcount Breakup

Age in yrs.	HEADCOUNT			Percentage (%)
	Executives	Workmen	Grand Total	
< 30	1,096	332	**1,428**	**26**
30-50	2,284	884	**3,168**	**57**
>50	418	533	**951**	**17**
Grand Total	**3,798**	**1,749**	**5,547**	**100**

Gender wise Headcount Breakup (Permanent Employees)

Gender	HEADCOUNT			Percentage (%)
	Executives	Workmen	Grand Total	
Female	977	399	1,376	**24.8**
Male	2,821	1,350	4,171	**75.2**
Grand Total	**3,798**	**1,749**	**5,547**	**100.00**

Social Impact (Contd.)

Human Resource Performance

The Company is also a gender-neutral organisation and takes much pride in fostering an inspiring workplace with an agile and high-performance culture to attract, develop, and retain the best talent. The Company is also deeply committed to recognising and valuing diversity and ethnicity across its teams. In the reporting year, there was a total of 46 differently abled employees in the Company. After thorough assessment Jubilant Pharmova Limited (India) received the prestigious **Great Place to Work® certification** this year.

Human Rights

GRI 3-3, 405-1

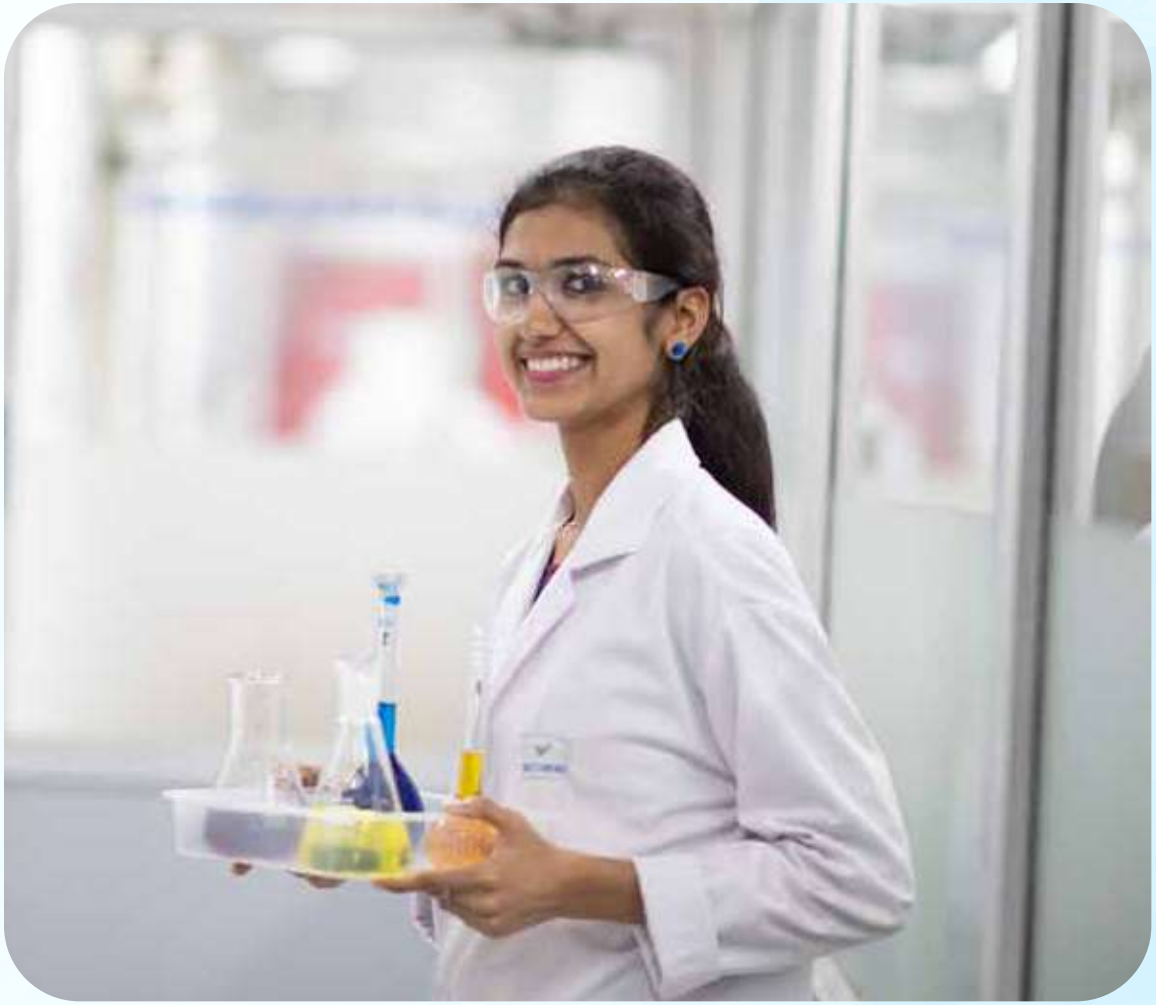
Why it matters?

The Company upholds UNGC principles on Human Rights with the right spirit and due commitments that are reflected in the Company's promise statement. Like in any other Company, Employees expect high standards of professionalism, dignity and respect at the workplace.

What we are doing

The Company has formulated policies and systems to ensure the protection of Human Rights at the workplace, which are defined in the Code of Conduct. This Code of Conduct is available to all employees through the Company website. The Company also has dedicated HR teams that monitor any violation of Company policies and codes involving Human Rights challenges. The HR team also conduct regular training on our 'Code of Conduct' and other related topics like Values, POSH, Compliance etc. covering our employees across offices and operations.

To strengthen its commitment towards Human Rights, all new recruits certify that they understand and accept the Code of Conduct, which includes the organisation's Human Rights commitment. The Company also conducted Human Rights assessments across its plants and locations in India. As per the assessment, the Company did not identify any site with any major human rights-related risks and thus, there was no need for a Mitigation & Remediation plan for its operations.



Social Impact (Contd.)

Human Rights

Highlighted below are a few Human Rights topics specified in the Company's Code of Conduct: GRI 3-3

Free of Discrimination & Harassment

GRI 406

Jubilant Pharmova Limited prohibits any form of discrimination or harassment on the basis of age, caste, sex, religion or any other ground. Our Code highlights a zero-tolerance policy. Two incidents involving sexual harassment were recorded and resolved during the reporting period. Equal remuneration is provided to the male and female members of the workforce for a similar set of work.

The prevailing law in North American manufacturing locations is very stringent and any form of gender discrimination is prohibited. During FY 2025, no case of discrimination was reported.

Child Labour:

GRI 408-1

It is Code not to employ children as labour. In order to ensure this, every applicant is required to submit proof of age in certain jurisdictions. Further, the Company is committed to working in a proactive manner to eradicate child labour by actively contributing to the improvement of children's social situation. To promote this, the Company also encourages its suppliers to work towards a no child-labour policy.

There were no cases of child labour reported within the organisation or came to the Company's notice involving its suppliers during FY 2025.

Forced and Compulsory Labour:

GRI 405-2, 409-1

The Company respects the dignity of labour and denounces all forms of forced and compulsory labour. The Company, therefore, ensures that the terms of employment are transparent and voluntary. The Company encourages its suppliers and service providers to adhere to a no-forced and compulsory labour code.

No incident of forced or compulsory labour at the supplier's end came to the Company's notice during this reporting period FY 2025.

Social Impact (Contd.)

Human Rights

Highlighted below are a few Human Rights topics specified in the Company's Code of Conduct: GRI 2-30

Freedom of Association and Collective Bargaining GRI 407-1

The Company never prohibits its employees to form an association in accordance with the local laws. The Company engages in open and continuous dialogue with the employee associations at its manufacturing facilities. In India, for Nanjangud, 196 employees are covered by collective bargaining agreements with trade unions and worker committees. At the Kirkland Unit of the Company, as of March 31, 2025, 59 employees were covered by Trade Unions/ Collective Bargaining Agreements.

There are no operations where the right to exercise freedom of association and collective bargaining are at significant risk.

Operational Responsibility and Ombudsperson GRI 2-25, 2-26, 205-3

Jubilant Pharrmova Limited has a Whistle-Blower policy and an Ombudsperson addressing grievances in a neutral and unbiased manner. A charter of the Ombudsperson has been prepared and made available on the Company intranet. This charter allows stakeholders, including employees, to voice their concerns and guide the Company in resolving challenges efficiently. To maintain the reporting and anonymity of the whistle-blower, the company has a dedicated portal and Ombudsperson email ID.

No cases of Human Rights violation and corruption were reported to the Ombudsperson's office during the reporting period.

Human Rights Targets:

Our code of conducts clearly delineates 'zero' tolerance to any form of human rights violation in workplaces, whether it is the case of child labour, forced labour, discrimination including case of sexual harassment, Human Trafficking etc. Thus, Jubilant always strive to achieve 'zero' target on any type of human rights violation cases in the Company till FY 2029 and beyond. Below is the summary human rights performance of the Company during reporting year 2025 against its target. Below human rights performance cover 100% of operational sites of the Company and its subsidiaries and stepdown subsidiaries.

Key Human rights issues	UoM	Actual FY 2022	Actual FY 2023	Actual FY 2024	Target FY 2025	Actual FY 2025
Cases of child labour	No.	0	0	0	0	0
Cases of Forced labour	No.	0	0	0	0	0
Cases of discrimination	No.	0	0	0	0	0
Cases of sexual harassment	No.	0	1	2	0	2
Cases of human trafficking	No.	0	0	0	0	0

Social Impact (Contd.)

Human Resource Performance

Security Practices GRI 410-1

For all Indian operations, the Company's security personnel are briefed about the Company's relevant policies, which lay the foundation for them to function effectively. They are also trained in first responder and fire security. The security personnel (including third-party organisations) are given basic training on citizen rights and Human Rights, which is included in the Company's Code of Conduct. Regular grievance and awareness sessions are conducted in a forum attended by security agencies.

Key activities:

1. Risk-Based Security Vulnerability Assessment:

A security risk assessment is done and all potential risks are identified. Security measures are taken to protect property, people, and information. Adequate countermeasures are deployed against identified risks.

2. Response to security incidents:

Regular pieces of training are carried out for security personnel for them to be vigilant and ready to attend to any untoward issue related to security, First Aid and Fire

Social Impact (Contd.) GRI 3-3

Indigenous Rights GRI 411-1

The Company has operations in various locations across India and North America. The Company supports and accepts the local cultures of the various geographies in which it operates. There have been no violations involving the rights of Indigenous people or those related to Human Rights in the Company during the reporting period.

Public Policy GRI 415-1

The Company engages with a variety of stakeholders, such as the government, regulatory agencies, NGOs, and industry associations. Through its dialogue with various stakeholders, the Company identifies opportunities and participates in framing public policy matters. The Company also uses industry association forums to voice its views. During FY 2025 or in the recent past, the Company did not make any monetary contributions to or spend on political campaigns, political organisations, lobbyists, or lobbying organisations. However, the Company is a member of several trade, industry & business associations and contributed membership fees. Details about memberships are shared below under the 'Membership in Associations' section. Below is the total amount of such contribution by the Company on a standalone basis:

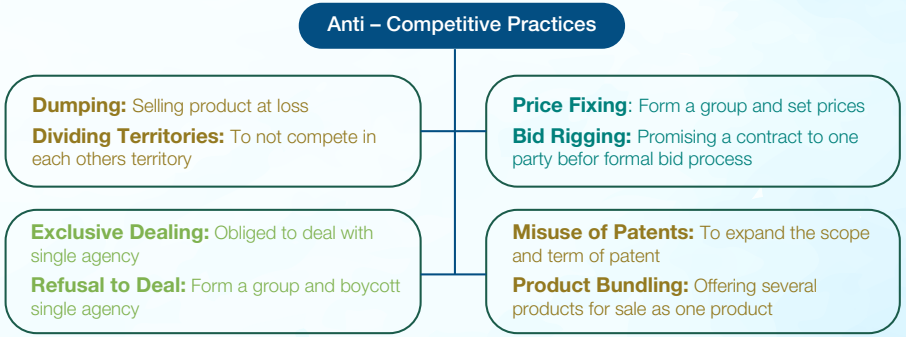
	FY 2025	FY 2024	FY 2023
*Trade associations or tax-exempt groups (e.g. think tanks) (INR Mn)	2.74	2.72	1.97

*The above figures exclude subscription fee payments to Global NGOs like UNGC, GRI, YPO, EcoVadis

Anti-Competitive Behaviour GRI 206-1

The Company's approach to anti-competitive behaviour is anchored in its Code of Conduct. It binds employees to limit any contract or association with competitors, including membership in a trade association, to legitimate purposes only. Considering the growing global importance of following anti-competitive behaviour, recently, the Company revised the Code of Conduct incorporating the code on Anti-Competitive behaviour. During the reporting year, there have been no legal actions concerning any anti-competitive behaviour, antitrust and monopoly practices by the Company and its subsidiaries by the Company.

PRACTICES/ BEHAVIOURS CONSIDERED ANTI-COMPETITIVE



Human Rights Assessment GRI 412-3

There was no significant greenfield project or new acquisition-related investment during the reporting year. Hence, no dedicated comprehensive third-party human rights assessment was conducted during this reporting period. However, there are dedicated human resource teams both at corporate and operation sites and they keep watch and assess on any human rights and or labour rights-related risks in the Company and bring to the notice of senior management and or ombudsperson office for necessary actions. Also, all non-compliance to any human rights and or labour rights-related regulatory requirements, if any, are regularly brought to the notice of the Board members and necessary actions taken to address those issues. All human rights-related issues are recorded and dealt with by the ombudsperson's office against laid down procedures and systems mentioned under the relevant section of this report.

Labour Management & Labour Relations GRI 402-1

The Company encourages its employees, both permanent and contract, to maintain good relations and constructive bargaining practices with the management. Trade Unions exist in two locations.

The minimum notice period varies for the staff depending on their position in the organisation. The minimum notice period followed for termination of a permanent worker is 30 days and the same is mentioned in their appointment letter. In case of significant operational change that could substantially affect employment, the notice period and/ or Voluntary Retirement Schemes (VRS) are determined as per the local regulation and direction by the local regulatory body.

Social Impact (Contd.)

Our Community

GRI 3-3, 413-1, 413-2

Material Topic

Why it matters?

The community around our operations at all locations are key stakeholders for the Company and the Company believes in having inclusive growth along with them. Through the organisation's community engagement programs, the Company understands the community's expectations of having better health and hygiene facilities, more local employment opportunities, better educational and infrastructural amenities etc.

What we are doing

Corporate Social Responsibility (CSR) plays a critical role in Jubilant Pharmova Limited's endeavours towards sustainable & responsible growth. CSR activities at Jubilant Pharmova Limited are established in accordance with the provisions of Section 135 read with Schedule VII to the Act. Jubilant Bhatia Foundation ('JBF') formed in the year 2007, a not-for-profit arm of the Jubilant Bhartia Group, works towards the conceptualisation and implementation of CSR activities of all group companies of Jubilant Bhartia Group. Throughout the year, the Company actively engaged with the community through CSR, following the 4P (Public-Private-People-Partnership) model. JBF's detailed activities are available on its website,
www.jubilantbhartiafoundation.com

Our Community (Contd.)

Approach GRI 3-3

Jubilant Pharmova Limited's approach towards sustainability thrusts on the triple bottom line of Economic, Environmental and Social performance. Corporate Social Responsibility ('CSR') is an imperative part of the Company's framework for sustainability.

With a vision to bring progressive social change through strategic multi-stakeholder partnership and bring about a 'social change' involving 'knowledge generation & sharing, experiential learning and entrepreneurial ecosystem', during the FY 2025, Jubilant Pharmova Limited continued working towards enhancing the quality of life of the community around the manufacturing locations, considered as an apex stakeholder.

At Jubilant Pharmova Limited, we encourage employees to actively participate in social initiatives. The employees have volunteered their time and engaged in various CSR initiatives like Project Muskaan activities (World environment day celebration, Edulab program, Science competition, Republic day celebration) & Uniform stitching centre etc.

Our Community (Contd.)

CSR Initiatives

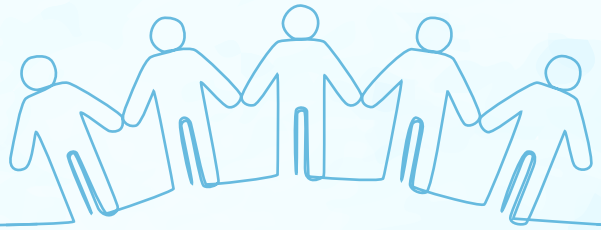
GRI 203-1, 203-2, 413-1, 413-2

During FY 2025, the Company's several community empowering projects are stated below:

- **Healthcare:** The purpose of this program was to achieve good health and wellbeing, promote health-seeking behaviour and to provide effective basic healthcare to the community.
- **Education:** The purpose of this program is strengthening of education and learning environment in rural areas. The various programs undertaken under this CSR activity are:
- **Livelihood:** The purpose of this program is creating sustainable livelihood opportunity for all.

Besides, the CSR initiatives at the Company are in line with the United Nations Sustainable Development Goals (SDGs) as below:

SDG	Our Initiative
	The Company, working towards the "No Poverty" goal, has extended various livelihood initiatives for the communities surrounding its manufacturing locations. This year, the Foundation implemented various livelihood programs. Also, Jubilant facilitated in linking community member to various social welfare schemes for the community for their social security. The details are as below: • **Nayee Disha** - Ilt is a livelihood centric program. Under this program vocational training is provided & virtual skills are developed to enhance employability skills amongst youths & women in the community around manufacturing units. 1,383 youths received vocational training in Nanjangud. In addition, 1,102 candidates have received training under HP program. WOW-925 & Life certificate -177. • **JubiFarm** – The program empowers the farmers by facilitating access to modern and sustainable farming methods. A 21 Framers were mobilised in Nanjangud under JubiFarm initiative. • **Online Learning School** – Jubilant Bhartia Foundation has launched a Jubilant Virtual Academy to cater to the needs of skill development and vocational training among youth in the country. This will aid in bridging the growing skill demand vis-à-vis industrial demand. Jubilant Virtual Academy is a virtual platform which can be easily accessed on mobile & web. It has a mobile app for candidates and a web dashboard for partners to monitor. Currently, an Entrepreneurship Development Course Module is running on this platform.



Our Community (Contd.)

GRI 203-1, 203-2, 413-1, 413-2

SDG	Our Initiative

Good Health and Well-being - Jubilant Bhartia Foundation, through Arogya program, promotes health-seeking behaviour in the community. It provides effective basic healthcare to the community through various initiatives like Mobile Dispensary, which is equipped with JubiCare- software for digitising the health delivery system. The health programmes implemented by Jubilant Bhartia Foundation aim at reaching out to the communities with lack of good health services and basic information about diseases, along with providing preventive and curative health services in the project areas. A total of 13682 patients were consulted through the Jubicare program.

SDG	Our Initiative

Quality Education - With an aim to strengthen education and learning environment in rural areas to enhance the quality of education for the rural community, Jubilant Bhartia Foundation implemented:
Edulab- Muskaan program for Strengthening Rural Education system through

- Adaptive learning platform for Math and English.
- Diagnostic assessments to benchmark student learning.
- Social impact programs and teacher support.
- 8 schools & 978 students covered

SDG	Our Initiative

Gender Equality - The Company adheres to its policy of non-discrimination and ensures everyone with equal access to health care, quality education, career and vocational guidance, employment, remuneration, occupational health and safety and, social security etc.

At Nanjangud, a Uniform Stitching Centre is run by all women Self Help Group. With initial mentoring from the foundation, the SHF has become self-sustainable making uniforms delivery to various companies based at Nanjangud. The project has provided economic independence to women.

Our Community (Contd.)

GRI 203-1, 203-2, 413-1, 413-2

SDG	Our Initiative

Partnerships for the Goals - Jubilant Bhartia Foundation engages and collaborates with several local and global organisations on a continuous basis for optimal outcomes of its program. Some of the major engagements during this year with different organisations in strengthening our social development projects are:

- **Schwab Foundation for Social Entrepreneurship** - The Social Entrepreneur of the Year Award celebrates the advancement of social innovation Worldwide. The award recognises the individuals and organisations who implement innovative, sustainable and large-scale solutions to address poverty, indignity and the lack of basic services and resources in Bottom of the Pyramid and ultra-poor communities. They work in areas as diverse as health, education, job creation, water, clean energy and building identity and entitlements and access to information and technology. Jubilant Bhartia Foundation, in partnership with the Schwab Foundation, is working towards providing unparalleled platforms to leading social entrepreneurs as a key element for inclusive growth.

- **HP** - JBF partnered with HP for the Digital Education Program

- **Mind Spark** - Edulab

- **IIM A ventures** - Bharat Impact

- **Farm Bridge** - Empowering farmers through new farm techniques.

Case Study

For 16 years, the Jubilant Bhartia Foundation, in partnership with the Schwab Foundation for Social Entrepreneurship, has celebrated India's leading changemakers through the Social Entrepreneur of the Year Award-India. This award has offered winners global visibility, access to the World Economic Forum network, and opportunities to scale their impact.

Bharat Impact-Jubilant Bhartia Centre for Social Entrepreneurship is a natural extension of this partnership, created to nurture emerging innovators, connect Social Entrepreneurs, and support early-stage social start-ups. It will serve as a vibrant hub for mentorship, resources, and world-class facilities.

In collaboration with IIM-Ahmedabad Ventures, our knowledge partner, the Centre has already onboarded 30 innovative start-ups working across agriculture, healthcare, climate action, and inclusive development. These ventures are receiving incubation, acceleration, and expert guidance to strengthen their solutions and expand their reach.
Our vision is to build a dynamic, collaborative ecosystem that empowers social entrepreneurs across India and beyond. Through Bharat Impact, we are not just supporting start-ups, we are building a movement where innovation meets inclusion.

Health & Safety

Our Approach

GRI 3-3, 403-1, 403-8

The Company primarily manufactures healthcare products, and it is the Company's commitment to continue to enhance value for the customers by providing innovative products and economically efficient solutions while providing the safest and healthiest workplace for the employees. The organisation's workforce is the most important asset and greatly contributes to its success.

The Company ensures Occupational Health and Safety (OHS) standards are benchmarked with global best practices and standards at all locations.

A knowledgeable and experienced Environmental, Health, and Safety (EHS) management team has been deployed across all locations to continuously monitor and manage the systems and respond to emergencies whenever needed. The Company's one out of two manufacturing sites in India is ISO 45001 certified. All employees who have access to operating sites are covered under these Occupational Health and Safety management systems, which are audited periodically. All visitors and contractors and their workers are briefed in safety requirements before entering the premises. A comprehensive EHS management software solution has been implemented with the majority of sites in the network and arrangements have been made to add the remaining sites. Leadership is actively involved in improving Jubilant Pharmova Limited's health and safety performance. The Board is updated on key EHS issues on a weekly basis, senior leadership reviews EHS progress monthly, and the Sustainability and CSR committee reviews Jubilant Pharmova Limited's health and safety performance bi-annually.

Health & Safety

Occupational Health & Safety Performance

GRI 3-3, 403-1, 403-2, 403-3, 403-6 , 403-7

Why it matters?

The Company's operations are spread across different geographies and are subject to a wide range of EHS laws and regulations that the Company is responsible for complying with. Consistently improving its EHS performance progresses it towards achieving zero-injury operations. The Company's commitment ensures every employee returns home in the same physical and mental form they started with.

What we are doing

After considering the importance of Occupational Health and Safety management, safety targets have been included in the Senior Leadership Team's Key Performance Indicators (KPI). This ensures health and safety is both a priority and a value.

Following initiatives are being taken to improve safety culture across the organisation:

- Establish safety committees
- Administer health and safety pieces of training
- Identify and report hazards proactively
- Promote safety awareness and communication
- Improve employee wellbeing
- Reward and recognise workers for safety
- Implement safety management software systems
- Strengthen Management Systems by utilising services from a reputed third party

SOCIAL IMPACT

GRI 3-3 , 403-1, 403-3,403-4, 403-6

Occupational Health and Safety Performance

The Company's personnel stay updated through various external and in-house training programs, including special training programs by external experts and consultants. Previous year the Company engaged a Scotland-based consulting company called STC Insisio to deliver Incident Investigation and Root Cause Analysis training to a group of employees. Their flagship and trusted investigation and root cause analysis solution, COMET is considered best in class at reactive investigations and also provides users with the ability to pivot into proactive investigations. More training is planned for next financial year. The Company also engaged with an external expert agency to strengthen its safety management system as part of its Occupational Health and Safety Strategy. The two-year project includes the implementation of global OH&S standards, competency building of the people, development of safety KPIs and driving safety governance across all the levels of the organisation till the top Management level.

Safety Committees

Safety committees at every site are formed with representation from both workers and executives. All the EHS standards, procedures, policies, and rules for effective implementation are discussed in these forums. The entire workforce at Jubilant Pharmova Limited is represented in formal joint management- worker Health and Safety Committees. Health and safety topics are also included in the local formal agreements of the Company's manufacturing facilities with trade unions.

Occupational Health and Safety Trainings

GRI 403-5

To avoid and reduce unsafe acts and situations, OHS training and awareness workshops on topics like PPE, MSDS, chemical safety, electrical safety, fire safety, permit to work, etc. are conducted regularly for both permanent and contractual employees. All permanent and contractual employees working at the Company's operations are regularly trained and informed about refusing/stopping the work if it is unsafe. This year, around 88814 hours of training hours were spent on safety learning.

Training Identification and Mitigation

GRI 403-2, 403-7

As a proactive measure, the Company continuously carries out different modes of risk assessment, both internally and through external Subject Matter Experts (SMEs) to safeguard its employees and assets.

Hazards are identified in the entire operation through:

1. Scheduled workplace EHS inspections
2. EHS checks for the equipment's
3. Risk assessment of processes like HAZOP, JSA, H&S, FMEA etc.
4. EHS meetings at department, site, corporate level
5. External audits and inspections
6. EHS standard gap analysis

All the identified hazards are recorded and Corrective Action Preventive Action (CAPA is made in the Company's in-house portal 'Sanchetna'. Regular reviews of) mitigation of hazards are also done for effective closure.

The Company has implemented Gensuite software which has modules related to concern reporting, action tracking, compliance management, incident recording etc. for pharma business.

The following hierarchy is adopted for mitigating the hazards: Elimination, Substitution, Isolation, Engineering control, Administrative Control and PPE.

All the reported incidents like, near misses, first-aids, lost time injuries, fire incidents and dangerous occurrences are thoroughly investigated by deploying cross-functional teams and identifying root causes by using various tools like 5WHY, Fishbone analysis etc.

For identified root causes, effective CAPA is written following a hierarchy of controls.

In addition to this, regular internal and external safety audits are conducted to identify and close the gaps on priority.

SOCIAL IMPACT

GRI 3-3, 403-1, 403-2

Occupational Health and Safety Performance

Safety Awareness and Communication

GRI 403-4

- A 360-degree learning system from internal and external incidents has been implemented across all Indian manufacturing facilities.
- A system for incident alert has been implemented for immediate information about any critical incident across manufacturing facilities.
- The Company implemented the Gensuite software across all Pharmaceutical businesses for safety management, an initiative started in FY 2021

Employee Wellbeing

GRI 403-6, 403-7, 403-10

All Indian manufacturing sites have dedicated and well-equipped occupational health centres with qualified doctors and round-the-clock medical attendants. Employees undergo health check-ups before joining and at least once a year/ as per regulatory requirements. All the reported occupational illnesses are investigated to find the root causes. All site workers also have access to basic healthcare facilities for fever – cold, etc.

Rewards and Recognitions for workers

Near miss, EHS suggestion box is also deployed at various locations at Indian sites so that the workers can report hazards and hazardous situations. Rewards and recognitions are also given to proactive participants.

SOCIAL IMPACT

GRI 403-9, 403-10

Occupational Health and Safety Performance

GRI Disclosure	Safety Statistics (Including contract employees)	Units	2021-22	2022-23	2023-24	2024-25
GRI 403-9, GRI 403-10	**Safety Performance Statistics**					
	No. of fatal accidents	Number	2	0	1	1
	No. of Lost Time Injury (other than fatal) (lost time>24 hrs)	Number	14	9	17	20
	Total lost days including fatal accidents	Number	12,388	286	6,783	6,626
	No. of first aid cases	Number	247	-	155	104
	Lost Time Frequency rate	Number of incidents per million man-hours worked	1.21	0.66	1.33	1.35
	Lost Time Severity rate	Number of lost days per million man-hours worked	938	20.85	532.42	446.83

Note: During reporting period total 12667 no. of hazards were identified by employees in Indian facilities

Safety Sustainability goal Status

S. No	Safety Sustainability Goal	Units	Reduction Target FY2025 (Baseline FY 2024)	Status (FY 2025)
1	Fatal Accident	Number	0	1
2	Reduce Major fires incidents	Number	0	1
3	Reduce Lost Time Injuries Frequency Rate (LTIFR)	Number of incidents per million person-hours worked	1.43	1.35

This year, our Occupational health and safety targets have been revised under FY29 ESG targets as below against the FY24 baseline:

	Baseline FY 2024#	Target FY 2029#
No Fatal Accident	1	0
No. of fire (major) incidents	0	0
Loss time Injury frequency rate (LTIFR)	1.33	1.43

Note:

- Major fires include incidents causing business interruptions (production loss)/asset loss more than 5 lacs INR
- LTIFR = No. of loss time incidents (including fatal)*10^6/Total person-hours worked

Customer Satisfaction

GRI 403-3

Material Topic

Why it matters?

Maintaining a reliable and strong customer base is the key to sustainable business. Every customer expects good product quality, health and safety and other needs to be met while having their queries addressed swiftly and promptly. The Company always aspires to build mutual trust with its customers through transparency while addressing any queries raised by its customers from every part of the world.

What we are doing

The Company is determined to improve processes to enhance the quality of production and cost competitiveness and is well recognised as a 'Partner of Choice' by leading pharmaceuticals and life sciences companies worldwide.

The Company is able to satisfy its customers with:

- **Customer relationship management**
- **Ensuring product health and safety**
- **External certifications**

Customer Satisfaction (Contd.) GRI 403-3

Customer relationship management

To provide an effective digital platform for addressing customer queries more efficiently, the Company implemented Salesforce.com, Customer Relationship Management (CRM) software in 2014-15. Any customer can float a product query, and dedicated business personnel can respond to those queries online.

Customer feedback is taken both in formal and informal ways depending upon the type of business and products. A standard customer feedback form has been prepared using the existing customer feedback system. Feedback forms are sent to all customers and feedback is taken at least once a year. Based on the feedback received, the customer satisfaction index is calculated at the end of the year. This customer satisfaction index paves the way forward for respective businesses and gives direction to the sales and marketing team to improve customer satisfaction.

Customer Satisfaction (Contd.) GRI 3-3

Product Health & Safety GRI 416-1, 417-1, 417-2

As a pharmaceutical manufacturer, the Company's manufacturing facilities are required to comply with all applicable Quality and Regulatory authority requirements of the country of origin and country of export, including ensuring that quality and manufacturing processes conform to current Good Manufacturing Practices (cGMP).

We continue to assess and improve our Quality Systems to ensure compliance with ever-evolving regulations along with the Quality Management Maturity at each of our sites. At Jubilant Pharmova Limited, we always strive to stay ahead of the curve to ensure compliance with regulations while meeting patient needs. During the financial year ending on March 31, 2025, regulatory authorities inspected our facilities. Jubilant Pharmova Limited sites in North America were inspected by Health Canada (JDI). The Health Canada inspection at JDI concluded with the GMP certificate being issued. Additionally, the CMO Spokane, ABU and the JDI sites maintained their compliance classifications with the U.S. FDA with No Action Indicated (NAI) or Voluntary Action Indicated (VAI) as a result of inspections in April 2024, June 2024 and September 2024. The CMO Montreal most recent U.S. FDA inspection in June 2024 remains classified as Official Action Indicated (OAI). The site is in-process of completing necessary corrective actions. The CMO Montreal business was also inspected by the Canadian Public Health in August 2024 with a compliant inspection. The Jubilant Cadista business was inspected by the U.S. FDA in January 2025 with the inspection being classified as Voluntary Action Indicated (VAI).

Customer Satisfaction (Contd.) GRI 3-3

Product Health & Safety GRI 416-1, 416-2, 417-1, 417-2

During FY 2025, ANVISA inspected the Nanjangud facility resulting in the GMP certificate being issued following the close of the inspection. The Nanjangud site was also inspected by the PMDA with the GMP certificate being issued following the close of the inspection. Additionally, the sites compliance classification with the U.S. FDA remains Voluntary Action Indicated (VAI) as a result of the 2022 inspection.

For our Roorkee facility, the Company was inspected by the TGA and the U.S. FDA. The TGA inspection resulted in the GMP certificate being issued. The U.S. FDA inspection resulted in the inspection being classified as VAI in April 2024.

The Jubilant Radiopharma division operates 43 compounding nuclear pharmacies (Radiopharmacies) and three Positron Emission Tomography (PET) drug manufacturing facilities across twenty-two states in the U.S. Our products are viewed as reliable and trusted in the industry, as we procure, prepare and deliver the highest quality US FDA-approved products and comply with the State Boards of Pharmacy (BOP) and USP compounding standards. Our pharmacies are 'open formulary', providing customers with a full array of options that allow clinicians to achieve the greatest benefits for their patients.

Customer Satisfaction (Contd.)

Certification and Licences

GRI 417-1

The following management systems certifications are there for Company's sites:

Certifications	Nanjangud	Roorkee	Kirkland	Jubilant Biosys Limited (Bangalore)	Jubilant Biosys Limited (Noida)	Jubilant Biosys Limited (Greater Noida)
ISO 9001	✓			✓	✓	✓
ISO 14001	✓			✓	✓	✓
ISO 45001	✓			✓	✓	✓
ISO 27001	✓			✓		✓
ALACC				✓		
ISO 13485			✓			
GMP/ State GMP	✓				✓	
EU GMP		✓				
WHO GMP	✓	✓				
GLP by NGCMA				✓		

Note: In addition to above Jubilant Pharmova Limited's Head office in Greater Noida is also ISO 27001 certified

Customer Satisfaction (Contd.)

Marketing Communication

GRI 3-3, 417-2, 417-3

The Company adheres to all applicable laws, standards and voluntary codes related to marketing communications. The Company does not engage in the sale of any banned or disputed products. Professional sales training is also conducted at the National Sales Meeting for all sales team members. During this reporting period, there have been no incidences of any material non-compliance with regulations and voluntary codes concerning marketing communications. Accordingly, there have been no incidences of any fines of significant monetary value concerning the provision and use of products and services during this reporting period.

Customer Satisfaction (Contd.)

Intellectual Rights and Data Privacy

GRI 3-3, 418-1

The Company pays special attention to protecting its customers' intellectual rights and privacy. There have been no known incidences of any material breach of customer privacy and loss of customer data during FY 2025.

Customer Satisfaction (Contd.)

Supply Chain

GRI 3-3, 308-1,308-2

Material Topic

Why it matters?

Supply Chain Management is a very important component for the Company in terms of its business and economic performance. Supply interruptions due to a single supplier can cause business interruptions, short supplies and production bottlenecks. The supply chain is also a concern for our Investor and customer bases, as an issue with the supply of raw materials directly impacts the production of the Company and, hence, the product availability to customers etc. Hence supply chain sustainability is considered as an important business issue in our regular business reviews as well.

Material Topic Ends

What we are doing

The management approach adopted for Supply Chain at Jubilant Pharmova Limited includes:

Supplier Meet

The Supplier Meet is an effective platform for the Company to have a productive dialogue with its suppliers. It goes a long way in strengthening its relationships.

Creating Shared Value

The principal goal of Supply Chain Management (SCM) at Jubilant Pharmova Limited is to provide a substantial and sustainable value contribution to the success of our businesses. The guiding principles for the Company's supply chain have been set under its Sustainability Policy. All suppliers of Pharma business have been informed about Jubilant Pharmova Limited's Supplier Code of Conduct, which mandates ethical business conduct. The same has also been uploaded on the Company's website. Since we started late, during reporting period 4% of targeted suppliers have signed off our supplier's code of conduct (SCoC) and in addition around 55 no. non-critical suppliers have also acknowledged our latest SCoC. We have planned critical supplier's training on supply chain sustainability and its benefit during this next year. Also planned for training on need for sustainable supply chain for our buyers during next year.

Customer Satisfaction (Contd.)

Cont. GRI 3-3, 408-1,409-1, 414-1, 414-2

Supply Chain

Paperless Sourcing

Jubilant Pharmova Limited uses Answer Think- an e-procurement tool that enables paperless buying. It ensures greater efficiency and transparency in the procurement process and information flow.

Supplier Audits

Annual supplier audits are conducted internally to cover critical vendors and set internal target to cover 100% of critical suppliers under supplier's sustainability audited by FY 2029. Supplier sustainability assessment audits include performance assessments against parameters such as environment, labour practice, human rights & social impacts and climate change / GHG accounting. In previous years, our supplier's sustainability assessment was interrupted due to COVID-19. However, from FY 2024, we have again started assessing our suppliers against their sustainability performance through the use of the supplier's sustainability questionnaire.

During this year, we have revised our present supplier's sustainability policy and critical supplier's assessment process to meet the requirement under BRSR (Business Responsibility & Sustainability Reporting). We have also revised the definition of critical supplier and made a new list of critical suppliers. Also, modified our supplier code of conduct. Our latest revised supplier sustainability policy clearly defines governance & allocation of responsibilities, review mechanism, specific scope and qualitative targets on sustainable procurement.

During this year, a total 4% of Tire 1 critical suppliers were assessed against their ESG performance using an ESG assessment questionnaire. Out of these total critical suppliers assessed 71% of them were engaged for corrective actions during this reporting period. During this year we have also redrafted contract clauses for our suppliers covering environmental, labour & human rights issues. During this year one of our subsidiary (Jubilant Biosys Limited) has started incorporating standard ESG clause in every contract with its suppliers. This covers 23% of overall critical suppliers of the Company. Other businesses started the process, and the Company has plan to cover 100% of supplier's contract to include this standard clause by end of FY 2026.

Targets on Supply chain:	Baseline FY 2024	Target FY 2029
Strategic / critical supplier's sustainability assessment **UoM:** % of critical/ strategic suppliers assessed	0	100

Our supply chain performance:	Actual FY 2023	Actual FY 2024	Target FY 2025	Actual FY 2025
Strategic / critical supplier's sustainability assessment *UoM: % of critical/ strategic suppliers assessed*	0	0	5	4

Membership in Associations GRI 2-28

Memberships in Associations

JUBILANT PHARMOVA LIMITED

Sr No	NAME OF THE ASSOCIATION / CHAMBER
1	All India Management Association (AIMA)
2	Centre for Social and Economic Progress (Formerly Brookings India)
3	Confederation of Indian Industry (CII)
4	Federation of Indian Chambers of Commerce & Industry (FICCI)
5	Pharmaceuticals Export Promotion Council (Pharmexil)
6	Public Affairs Forum of India (PAFI)
7	The Institution of Engineers (India) (IEI)
8	Global Reporting Initiative (GRI)
9	Global Compact Network
10	Indo-Canadian Business Chamber (ICBC)
11	International Ombudsman Association (IOA)
12	International Society of Pharmaceutical Engineering (ISPE)
13	US-India Business Council (USIBC)
14	Nanjangud Industries Association
15	Mysore Chamber of Commerce & Industry
16	Karnataka Drugs and Pharmaceuticals Manufacturers' Association (KDPMA)
17	Karnataka Enmployers' Association

Membership in Associations GRI 2-28

Memberships in Associations

JUBILANT PHARMA LIMITED

Sr No	NAME OF THE ASSOCIATION / CHAMBER
1	Advanced Neuroblastoma Research Association (ANRA)
2	American Board of Health Physics (AAHP)
3	American Chemical Society (ACS)
4	American College of Nuclear Medicine (ACNM)
5	American College of Nuclear Physicans (ACNP)
6	American College of Phyiscans (ACP)
7	American Pharmacists Association (APhA)
8	American Society of Clinical Oncologists (ASCO)
9	American Society of Nuclear Cardiology (ASNC)
10	American Thyroid Association (ATA)
11	American Urologists Association (AUA)
12	Association des médecins spécialistes en médecine nucléaire du Québec (AMSNMQ)
13	Bar of Quebec, Canada
14	Canadian Association of Medical Radiation Technologists (CAMRT)
15	Canadian Association of Nuclear Medicine (CANM)
16	Canadian Association of Professionals in Regulatory Affairs (CAPRA)
17	Canadian Association of Radiopharmaceutical Scientists (CARS)
18	Canadian Red Cross - CPR certified
19	Council on Radionuclides and Radiopharmaceuticals (CORAR)

Membership in Associations GRI 2-28

Memberships in Associations

JUBILANT PHARMA LIMITED

Sr No	NAME OF THE ASSOCIATION / CHAMBER
20	Endocrine Society
21	European Association of Nuclear Medicine (EANM)
22	European Industrial Association for Nuclear Medicine and Molecular Healthcare (AIPES)
23	European Society of Cardiology (ESC)
24	Federation des pharmaciens du Québec (FPQ)
25	Health Physics Society (HPS)
26	Intellectual Property Institute of Canada (IPIC)
27	International society for Pharmaeconomics and Outcomes Research (ISPOR)
28	L'ordre des pharmaciens du Quebec
29	Medical Imaging & Technology Alliance (MITA) (A Division of NEMA, Association of Electrical Equipment and Medical Imaging Manufacturers)
30	Nova Scotia of Medical Radiation Technologists (NSAMRT)
31	Nuclear Medicine Alliance (NMA)
32	Ontario College of Pharmacists
33	Order of Quebec Chemists (OCQ)
34	Regulatory Affairs Professionals Society (RAPS)
35	Society of Nuclear Medicine and Molecular Imaging (SNMMI)
36	World Association of Radiopharmaceutical and Molecular Therapy (WARMTH)

United Nations Global Compact

Jubilant Pharmova Limited became a member of the UN Global Compact (UNGC) in 2010 with the aim of internalising the 10 Global Compact Principles in the areas of Human Rights, labour, environment and anti-corruption within its strategies, policies and operations. From 2010 onwards, the Company submitted its Communication on Progress (COP); these communications are available on the UNGC website.

UNGC 'The Ten Principles'

Area	Principle	Statement	Page No
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed Human Rights	33, 65-69
	Principle 2	Businesses should make sure that they are not complicit in Human Rights abuses	33, 65-69
Labor	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	67
	Principle 4	The elimination of all forms of forced and compulsory labour	66
	Principle 5	The effective abolition of child labour; and	66
	Principle 6	The elimination of discrimination in respect of employment and occupation	66
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges	40-53
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility	40-53
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies	48-49, 52
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	17

GRI Content Index

Jubilant Pharmova Limited has reported in accordance with the GRI Standards for the period 1st April 2024 to 31st March 2025.

Statement of Use	**Jubilant Pharmova Limited has reported in accordance with the GRI Standards for the period 1st April 2024 to 31st March 2025**
GRI 1 Used	**GRI 1: Foundation 2021**
Applicable GRI Sector Standard (s)	**NA**

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organisational details	8			
	2-2 Entities included in the organisation's sustainability reporting	9,10			
	2-3 Reporting period, frequency and contact point	10			
	2-4 Restatements of information	11			
	2-5 External assurance	11,111,112			

A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.

GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-6	Activities, value chain and other business relationships	5-6,8-9			
	2-7	Employees	64			
	2-8	Workers who are not employees	64			
	2-9	Governance structure and composition	12,13			
	2-10	Nomination and selection of the highest governance body	12,14			
	2-11	Chair of the highest governance body	12,13			
	2-12	Role of the highest governance body in overseeing the management of impacts	12,14			
	2-13	Delegation of responsibility for managing impacts	12, 14			
	2-14	Role of the highest governance body in sustainability reporting	10, 14, 15, 40			
	2-15	Conflicts of interest	16			
	2-16	Communication of critical concerns	16			
	2-17	Collective knowledge of the highest governance body	12			
	2-18	Evaluation of the performance of the highest governance body	14			
	2-19	Remuneration policies	14			
	2-20	Process to determine remuneration	14			
	2-21	Annual total compensation ratio	14			

GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-22	Statement on sustainable development strategy	2-4			
	2-23	Policy commitments	15			
	2-24	Embedding policy commitments	12-17			
	2-25	Processes to remediate negative impacts	16, 67			
	2-26	Mechanisms for seeking advice and raising concerns	15, 16, 67			
	2-27	Compliance with laws and regulations	17, 49			
	2-28	Membership associations	93-95			
	2-29	Approach to stakeholder engagement	31,32			
	2-30	Collective bargaining agreements	67			
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	33	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2	List of material topics	33			
Economic performance						
GRI 3: Material Topics 2021	3-3	Management of material topics	34			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	35, 36			
	201-2	Financial implications and other risks and opportunities due to climate change	23, 41			
	201-3	Defined benefit plan obligations and other retirement plans	36			
	201-4	Financial assistance received from the government	34			

GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Market presence						
GRI 3: Material Topics 2021	3-3	Management of material topics	55-56			
GRI 202: Market Presence 2016	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	57			
	202-2	Proportion of senior management hired from the local community	61			
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3	Management of material topics	37, 70-71			
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	72-74			
	203-2	Significant indirect economic impacts	39, 72-74			
Procurement practices						
GRI 3: Material Topics 2021	3-3	Management of material topics	88			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers		Proportion of spending on local suppliers	Information unavailable/ incomplete	Due to multi-country operation, its difficult to define local and its boundary and hence to get the figure on local spending.
Anti-corruption						
GRI 3: Material Topics 2021	3-3	Management of material topics	33			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	17			

GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	205-2	Communication and training about anti-corruption policies and procedures	17, 59			
	205-3	Confirmed incidents of corruption and actions taken	67			
Anti-competitive behaviour						
GRI 3: Material Topics 2021	3-3	Management of material topics	69			
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	69			
Tax						
GRI 3: Material Topics 2021	3-3	Management of material topics	37			
GRI 207: Tax 2019	207-1	Approach to tax	37			
	207-2	Tax governance, control, and risk management	37			
	207-3	Stakeholder engagement and management of concerns related to tax	38			
	207-4	Country-by-country reporting	38			
Materials						
GRI 3: Material Topics 2021	3-3	Management of material topics	40			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	52			
	301-2	Recycled input materials used	52			
	301-3	Reclaimed products and their packaging materials	50-51			

GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	40,44			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	45			
	302-2 Energy consumption outside of the organisation		Energy consumption outside of the organisation	Information unavailable/ incomplete	Since it is difficult to get the primary data required to calculate energy consumption outside the organisation
	302-3 Energy intensity	43			
	302-4 Reduction of energy consumption	44			
	302-5 Reductions in energy requirements of products and services		Yes	Not applicable	Reason for omission: Not Applicable. Since the Company is not in the business of selling energy-requiring products
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	40,47			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	47,48			
	303-2 Management of water discharge-related impacts	47			
	303-3 Water withdrawal	48			
	303-4 Water discharge	48			
	303-5 Water consumption	48			

GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Biodiversity						
GRI 3: Material Topics 2021	3-3	Management of material topics	40, 53			
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	53			
	304-2	Significant impacts of activities, products and services on biodiversity	53			
	304-3	Habitats protected or restored	53			
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	53			
Emissions						
GRI 3: Material Topics 2021	3-3	Management of material topics	40-43			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	42			
	305-2	Energy indirect (Scope 2) GHG emissions	42			
	305-3	Other indirect (Scope 3) GHG emissions	42			
	305-4	GHG emissions intensity	43			
	305-5	Reduction of GHG emissions	43			
	305-6	Emissions of ozone-depleting substances (ODS)	53			
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	52			
Waste						
GRI 3: Material Topics 2021	3-3	Management of material topics	40, 50			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	50, 51			
	306-2	Management of significant waste-related impacts	50, 51			
	306-3	Waste generated	51			
	306-4	Waste diverted from disposal	51			
	306-5	Waste directed to disposal	51			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3	Management of material topics	87			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	87			
	308-2	Negative environmental impacts in the supply chain and actions taken	87			
Employment						
GRI 3: Material Topics 2021	3-3	Management of material topics	54, 55, 56, 64			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	63, 64			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	56			
	401-3	Parental leave	56			
Labour/management relations						
GRI 3: Material Topics 2021	3-3	Management of material topics	65, 69			
GRI 402: Labour/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	69			
Occupational health and safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	75-78			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	75-78			

GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	403-2	Hazard identification, risk assessment, and incident investigation	76-78			
	403-3	Occupational health services	76-77, 81			
	403-4	Worker participation, consultation, and communication on occupational health and safety	77-78			
	403-5	Worker training on occupational health and safety	77			
	403-6	Promotion of worker health	76-78			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	76-78			
	403-8	Workers covered by an occupational health and safety management system	75			
	403-9	Work-related injuries	79			
	403-10	Work-related ill health	78-79			
Training and education						
GRI 3: Material Topics 2021	3-3	Management of material topics	58			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	59			
	404-2	Programs for upgrading employee skills and transition assistance programs	58-60			
	404-3	Percentage of employees receiving regular performance and career development reviews	55, 57			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3	Management of material topics	65, 66			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	12, 65			
	405-2	Ratio of basic salary and remuneration of women to men	66			
Non-discrimination						
GRI 3: Material Topics 2021	3-3	Management of material topicsl	65			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	66			
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3	Management of material topicsl	65			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	67			
Child labour						
GRI 3: Material Topics 2021	3-3	Management of material topicsl	65			
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	66, 88			
Forced or compulsory labour						
GRI 3: Material Topics 2021	3-3	Management of material topicsl	65			
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	66, 88			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Security practices						
GRI 3: Material Topics 2021	3-3	Management of material topics	65			
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	68			
Rights of indigenous peoples						
GRI 3: Material Topics 2021	3-3	Management of material topicsl	65			
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	69			
Local communities						
GRI 3: Material Topics 2021	3-3	Management of material topicsl	70, 71			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	70, 72-74			
	413-2	Operations with significant actual and potential negative impacts on local communities	70, 72-74			
Supplier social assessment						
GRI 3: Material Topics 2021	3-3	Management of material topicsl	87, 88			
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	88			
	414-2	Negative social impacts in the supply chain and actions taken	88			

GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Public policy						
GRI 3: Material Topics 2021	3-3	Management of material topics	34			
GRI 415: Public Policy 2016	415-1	Political contributions	20			
Customer health and safety						
GRI 3: Material Topics 2021	3-3	Management of material topicsl	82, 83			
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	82, 83			
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	83			
Marketing and labelling						
GRI 3: Material Topics 2021	3-3	Management of material topicsl	82, 83			
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labelling	82, 83, 84			
	417-2	Incidents of non-compliance concerning product and service information and labelling	82, 83, 85			
	417-3	Incidents of non-compliance concerning marketing communications	85			
Customer Privacy						
GRI 3: Material Topics 2021	3-3	Management of material topicsl	81, 85, 86			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	86			

Assurance Statement

GRI 2-5

Ernst & Young Associates LLP
Ground Floor, Plot no 67, Sector 44,
Institutional Area, Gurugram, Haryana
122003

Tel: +91 124 464 4000
Fax: +91 124 464 4050

ey.com

EY
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Independent practitioner's assurance report

The Management and Board of Directors
Jubilant Pharmova Limited
Plot No. 1 A, Sector 16 A, NOIDA - 201301
Uttar Pradesh, India

Scope
We have been engaged by Jubilant Pharmova Limited (hereafter "Jubilant Pharmova") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on select non-financial Key Performance Indicators (KPIs) (mentioned in Annexure -1 below) (the "Subject Matter") contained in Jubilant Pharmova's (the "Company's") Sustainability Report FY 2024-25 as of 20 January, 2026 for the year ended 31 March 2025 for the period from 01 April 2024 to 31 March 2025 (the "Report").

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

***Criteria applied by* Jubilant Pharmova**
In preparing the select non-financial KPIs contained in Sustainability Report FY 2024-25, Jubilant Pharmova applied the GRI standards of the Global Reporting Initiative (Criteria). As a result, the subject matter information may not be suitable for another purpose.

Jubilant Pharmova's responsibilities
Jubilant Pharmova's management is responsible for selecting the Criteria, and for presenting the select non-financial KPIs in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities
Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)') , and the terms of reference for this engagement as agreed with Jubilant Pharmova on 10 June 2025.Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the

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Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality management
We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed
Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Jubilant Pharmova's select non-financial KPIs for FY 2024-25 and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Obtained an understanding of the subject matter and related disclosures. Made inquiries of Company's management, including those responsible for preparing the subject matter and those with the responsibility for managing the Company's Sustainability Report
- Checked consistency of data/information against selected non-financial KPI's contained in the sustainability report.

Assurance Statement

GRI 2-5

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- Obtained an understanding of the key systems and processes for recording, processing and reporting on the subject matter at locations /offices on a sample basis.
- Undertook analytical procedures of the data and made inquiries of management to obtain explanations for any significant differences we identified.
- Tested, on a sample basis, underlying source information to check the accuracy of the subject matter.
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the Company's management in the preparation of the subject matter.
- Obtained representations from Company's management.

We also performed such other procedures as we considered necessary in the circumstances.

The assurance scope excludes:

- Data and information outside the defined reporting period of: 01 Apr 2024 to 31 March 2025
- Data and information on economic and financial performance of the Company
- Data, statements and claims already available in the public domain through sustainability report, or other sources available in the public domain
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.
- Aspects of the GRI and the data/information (qualitative or quantitative) included in the GRI other than the Identified Sustainability Information (as included in Annexure -1 below);

Conclusion
Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to select non-financial KPIs contained in Sustainability Report FY 2024-25, as of 20 January 2026 for the year ended 31 March 2025 for the period from 01 April 2024 to 31 March 2025, in order for it to be in accordance with the Criteria.

Restricted use
This report is intended solely for the information and use of Jubilant Pharmova Limited and is not intended to be and should not be used by anyone other than Jubilant Pharmova Limited.

Ernst & Young Associates LLP

Saumak Saha

20 January 2026
Gurugram, Haryana
India

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Annexure-1

S.No.	Relevant GRI Indicators	Disclosures
1	GRI 205-1 to GRI 205-3	Anti-Corruption
2	GRI 206-1	Anti-Competitive Behaviour
3	GRI 302-1, 302-3, 302-4	Energy
4	GRI 303-1 to 303-5	Water and Effluents
5	GRI 305-1 to 305-7	Emissions
6	GRI 306-1, 306-3 to 306-5	Waste
7	GRI 308-1	Supplier Environmental Assessment
8	GRI 401-1 to 401-3	Employment
9	GRI 403-1 to 403-6, 403-8, 403-9	Occupational Health and Safety
10	GRI 404-1 to 404-3	Training and Education
11	GRI 405-1 to 405-2	Diversity and Equal Opportunity
12	GRI 406-1	Non-Discrimination
13	GRI 407-1	Freedom of Association and Collective Bargaining
14	GRI 408-1	Child Labor
15	GRI 409-1	Forced or Compulsory Labor
16	GRI 410-1	Security Personnel trained in Human RightsPolicies or Procedures
17	GRI 413-1 to GRI 413-2	Local Communities
18	GRI 414-1	Supplier Social Assessment
19	GRI 418-1	Customer Privacy

4

List of Abbreviations:

Abbreviations	Meaning
AFSSAPS	Agence Francaise de Products Safety Agency
AGM	Annual General Meeting
ANVISA	Agência Nacional de Vigilância Sanitária
API	Active Pharmaceutical Ingredients
BE	Business Excellence
CCMD	Co-Chairman & Managing Director
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CETP	Common Effluent Treatment Plant
CFC	Chloro Fluoro Carbon
CFO	Chief Financial Officer,
CGMP	Current Good Manufacturing Practices
CII	Confederation of Indian Industry
PL	Jubilant Pharma Limited
KPI	Key Performance Indicators
KRA	Key Result Areas
LSI	Life Sciences Ingredients
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
MHRA	Medicines and Healthcare products Regulatory Agency
NGO	Non-Governmental Organisation
NIH	National Institute of Health

Abbreviations	Meaning
NRC	Nutrition Rehabilitation Centre
NSC	National Safety Council
ODS	Ozone Depleting Substances
OHC	Occupational Health Centre
CMO	Contract Manufacturing Outsourcing
CO_2	Carbon Dioxide
COP	Communication on Progress
CPCB	Central Pollution Control Board
CRM	Customer Relationship Management
CSR	Corporate Social Responsibility
DOTS	Directly Observed Treatment, Short-course
EBITDA	Earnings Before Interest, Tax, Depreciation and Amortization
ED	Executive Director
EHS	Environment Health & Safety
ERM	Enterprise Risk Management
ERP	Enterprise Resource Planning
ESP	Electrostatic Precipitator
EU	European Union
FICCI	Federation of Indian Chambers of Commerce and Industry
FO	Furnace Oil
OHS	Occupational Health & Safety
OHSAS	Occupational Health and Safety Assessment Series

List of Abbreviations:

Abbreviations	Meaning
OPD	Outpatient Department
PAT	Profit After Tax
PF	Provident Fund
PIL	Public Interest Litigation
PMDA	Pharmaceuticals and Medical Devices Agency
PMS	Performance Management System
OHSAS	Occupational Health and Safety Assessment Series
IUCN	International Union for Conservation of Nature
JBF	Jubilant Bhartia Foundation
JDRI	Jubilant DraxImage Radiopharmacies Inc.
POSH	Prevention of Sexual Harassment
PPE	Personal Protective Equipment
QA	Quality Assurance
QC	Quality Control
FP&A	Financial Planning and Analysis
FY	Financial Year
GHG	Green House Gases
GHS	Global Harmonised System
GRI	Global Reporting Initiative
H_2S	Hydrogen Sulphide
HRIS	Human Resource Information System

Abbreviations	Meaning
HSD	High Speed Diesel
ICTC	Integrated Counselling & Testing Centre
IFC	Internal Financial Controls
IMR	Infant Mortality Rate
INDC	Intended Nationally Determined Contribution
INR	Indian Rupee
IPR	Intellectual Property Rights
ITGC	IT General Controls
USA	United States of America
SAM	Severe Acute Malnutrition
SBU	Strategic Business Unit
SDF	Solid Dosage Formulation
SCM	Supply Chain Management
SCRS	Statutory Compliance Reporting System
SDG	Sustainable Development Goals
SEBI	Securities and Exchange Board of India
SEOY	Social Entrepreneur of the Year
SEZ	Special Economic Zone
SHG	Self Help Group
SME	Subject Matter Expert
SO_2	Sulphur Dioxide

List of Abbreviations:

Abbreviations	Meaning
TJ	Tera Joule
TPH	Tonnes Per Hour
UNGC	United Nations Global Compact
USFDA	United States Food and Drugs Administration
VRS	Voluntary Retirement Schemes
VTC	Vocational Training Centers
WEF	World Economic Forum
FMEA	Failure Mode and Effects Analysis
JLL	Jubilant Lifesciences Limited
Hand symbol	Material topic starts
HAZOP	Hazard and Operability Study
H&S	Health and Safety
JSA	Job Safety Analysis
CAPA	Corrective and Preventive Actions

Methodology for calculations:

GRI 302-1, 302-4, 305-1, 305-2, 305-3

Energy calculation: Direct quantity of fuel, power, steam, respective fuel NCVs and steam enthalpy are compiled in Excel. All energy & GHG calculations are done in Excel using international guidelines (e.g. GHG Protocol) and emission factors (e.g. IPCC emission factor).

Energy calculation for offices: : Fuel, power and steam-related data collected directly and multiplied by respective NCV for energy and GHG calculations.

Fuel analysis: All fuel NCVs were from third-party analysed data.

Emission Factors: Relevant IPCC emission factors are built in SoFi for GHG calculations. Scope 1 GHG calculation used IPCC emission factor for each fuel. For purchased power (Scope 2) we used the Central Electricity Authority published emission factor for our Indian operation and for North American sites, we used the US EPA or locally available purchased power emission factor. Scope 3 used WRI WIOD emission factors, DEFRA emission factors and India GHG Program emission factors.

Scope 3 Methodology:

Category	Methodology
Purchase Goods and Services	• Spend-based method • EPA US EEIO supply chain emission factors
Capital Goods	• Spend-based method • EPA US EEIO supply chain Emission factors
Fuel and Energy Related activities not included in Scope 1 & 2	• Average Data method • DEFRA, 2021 & 2023 emission factors
Upstream Transportation and Distribution/ Downstream Transportation and Distribution	• Spend-based method • EPA US EEIO supply chain emission factors
Waste Generated in operations	• Waste type specific method • DEFRA, 2021 & 2023 emission factors
Business Travel	• Distance based method • India GHG Program emission factors • DEFRA, 2023 emission factors
Employee Commute	• Distance based method • India GHG Program emission factors

Jubilant Pharmova Limited
Plot 1A, Sector 16A, Noida, 201 301,
Uttar Pradesh, India
www.jubilantpharmova.com