July 21, 2026

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001	**National Stock Exchange of India Limited** Exchange Plaza, Bandra-Kurla Complex, Bandra (E), Mumbai – 400 051
Scrip Code: 532531	Scrip Code: STAR

Dear Madam/ Sir,

Sub: Submission of Business Responsibility & Sustainability Report for FY26

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility & Sustainability Report (BRSR) for the financial year ended March 31, 2026.

This is for your information and records.

Thanks & Regards,
For **Strides Pharma Science Limited,**

MANJULA RAMAMURTHY
Digitally signed by MANJULA RAMAMURTHY
Date: 2026.07.21 15:27:19 +05'30'

Manjula Ramamurthy
Company Secretary & Compliance Officer
ICSI Membership No.: A30515

Encl. As above

Business Responsibility & Sustainability Report

Section A: General Disclosures

Details of the listed entity:

Sl. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Entity	L24230MH1990PLC057062
2.	Name of the Listed Entity	Strides Pharma Science Limited (“Strides” / “Company”)
3.	Year of Incorporation	1990
4.	Registered Office Address	‘Cyber One’, Unit No. 902, Plot No. 4 & 6, Sector 30A, Vashi, Navi Mumbai - 400 703, India
5.	Corporate Office Address	Strides House, Bilekahalli, Bannerghatta Road, Bangalore – 560 076
6.	E-mail	investors@strides.com
7.	Telephone	+91 80 6784 0290
8.	Website	www.strides.com
9.	Financial Year for which report is being done	FY 2025-26
10.	Name of the Stock Exchange(s) where shares are listed	The National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11.	Paid-up Capital (I)	92,17,27,140
12.	Name and contact details (telephone, email) of the person who may be contacted in case of queries on the BRSR report	Ms. Sormistha Ghosh Group General Counsel, Chief Risk & Sustainability Officer Ph: +91 80 6784 0290 Email: investors@strides.com
13.	Reporting Boundary (Standalone or Consolidated basis)	Financial disclosures – For Strides, on a standalone basis Other disclosures - For Strides and one of its Wholly owned Subsidiary based in India, i.e., Arco Lab Private Limited (“Arcolab”)
14.	Name of assurance provider	DNV Business Assurance India Private Limited
15.	Type of assurance obtained	Limited

Products and Services:

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

Sl. No.	Description of Main Activity	Description of Business Activity	%Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical, and botanical products	100%

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

Sl. No.	Product/ Service	NIC Code	%of total turnover contributed
1.	Manufacturing	21002	100%

Operations:

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

Location	Number of Plants	Number of Offices	Total
National	5 Bangalore, Karnataka: 2 facilities & 1 R&D Centre; Puducherry: 1 facility; Alathur, Tamil Nadu: 1 facility	2 Registered office at Navi Mumbai, Maharashtra; Corporate office at Bangalore, Karnataka	7
International*	3 USA- 1 facility Italy- 1 facility Kenya- 1 facility^	8 US | UK | Singapore | South Africa | Italy | Canada | Switzerland | Kenya^	11

*: Plants and offices are of step-down subsidiaries

^: Universal Corporation Limited was a subsidiary of Strides up to September 30, 2022. Effective September 30, 2022, it is an Associate Company of Strides.

19. Markets Served by the Entity:

a. Number of Locations:

Location	Number
National (No. of States)	0*
International (No. of Countries)	106

*The Company doesn't market products in India

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

90.66%, on a standalone basis ("Total turnover" considered for the calculation includes other income)

c. A brief on types of Customers

Strides' customers include wholesalers, large pharmacy chains, global donor-funded institutions, regional government bodies through MOH/Govt tender and large pharmaceutical companies.

Employees:

20. Details as at the end of Financial Year 2025-26

a. Employees and Workers

Sl. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
	Employees (including differently abled)					
1.	Permanent Employees	2,549	1,926	76%	623	24%
2.	Other than Permanent Employees	261	207	79%	54	21%
3.	Total Employees (1+2)	2,810	2,133	76%	677	24%

Note:

"Permanent Employee" includes all permanent employees on rolls of the Company and its Wholly owned Subsidiary in India, viz., Arcolab

"Other than Permanent Employee" includes all individuals hired through third party vendors

Sl. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
	Workers (including differently abled)					
4.	Permanent Workers	986	912	92%	74	8%
5.	Other than Permanent Workers	1,598	912	57%	686	43%
6.	Total Workers (4+5)	2,584	1,824	71%	760	29%

Note:

"**Permanent Worker**" includes all operators on the rolls of the Company and its wholly owned subsidiary in India, viz., Arcolab.

"**Other than Permanent Worker**" includes those workers who are hired for contingent work and those who provide ancillary services; these workers are deployed in the company through third party vendors.

b. Differently abled Employees and Workers

Sl. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
	Differently Abled Employees					
1.	Permanent Employees	2,549	0	0.00%	0	0.00%
2.	Other than Permanent Employees	261	0	0.00%	0	0.00%

Sl. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
3.	**Total Employees (1+2)**	**2,810**	0	0.00%	0	0.00%
	Differently Abled Workers					
4.	Permanent Workers	986	0	0.00%	0	0.00%
5.	Other than Permanent Workers	1,598	0	0.00%	0	0.00%
6.	**Total Workers (4+5)**	**2,584**	**0**	**0.00%**	**0**	**0.00%**

21. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	8	2	25%
Key Management Personnel (KMP)	5	1	20%

22. Turnover rate for permanent employees and workers:

	FY 2025 - 26			FY 2024 - 25			FY 2023 - 24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16	4.8	20.8	14.30%	4.40%	18.70%	15%	4%	19%
Permanent Workers	1.9	0.1	2	1.40%	0.10%	1.50%	1%	0%	1%

Note: Percentage calculated is on "Total Permanent Employees" and "Total Permanent Workers" for respective heads

Holding, Subsidiary and Associate Companies (including joint ventures):

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

Sl. No.	Name of the holding/ subsidiary/ associate company/ joint venture	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
The details of the holding/ subsidiary/ associate/ joint venture companies are provided in Form No AOC-1, which is an annexure to the Board's Report. Refer page 85 to 88 of the annual report.				

24. CSR Details:

(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013	Applicable for Strides. Details of CSR activities undertaken are provided as an Annexure to the Board's Report. Refer page 93 to 96 of the annual report.
(ii) Turnover (in ₹ Million)	21,801.36 (on a standalone basis)
(iii) Net Worth (in ₹ Million)	28,953.13 (on a standalone basis)

Transparency and Disclosures Compliances:

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

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N)	Financial Year 2025 - 26			Financial Year 2024 – 25		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Communities	Refer Note below	-	-	No complaints	-	-	No complaints
Investors (Other than shareholders)	Yes	-	-	No complaints	-	-	No complaints
Shareholders	Yes	3	-	-	6	-	-
Employees and Workers	Yes	-	-	No complaints	1	0	-
Customers	Yes	426*	58	Complaints tracked as per SOP	368**	67	Complaints tracked as per SOP
Value Chain Partners	Yes	-	-	No complaints	-	-	No complaints

*As of March 31, 2026, 368 complaints are closed, and for 58 complaints, investigations are in progress.

** As of March 31, 2026, all the complaints are closed.

Note – The Company's CSR team engages proactively with relevant stakeholders, including panchayat members, to initiate appropriate actions as needed. Feedback is regularly sought from beneficiaries to ensure that services provided align with their needs and expectations. Additionally, all pertinent issues are discussed and addressed through the Arogyadhama Advisory Committee, which comprises panchayat representatives. This collaborative approach fosters trust and enhances credibility within the beneficiary community.

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

Strides undertook its first Materiality Assessment during December 2023 to determine ESG issues most critical to the Company's operations. This assessment was conducted in consultation with a number of Company's key stakeholders. As a result of the assessment, material topics were organized under 7 themes.

Based on the above assessment and the Company's risk management framework, a few important issues have been highlighted below:

	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the Risk or the Opportunity
1.	**Product Quality & Pharmacovigilance**	**Risk**	As a pharmaceutical Company, we are highly vulnerable to product quality and safety concerns. Hence, it is imperative to address risks associated with product quality and operational safety	1) Ensure continued and strict compliance with global quality standards and protocols and the applicable local regulatory requirements. Provide for robust and centralized pharmacovigilance systems with thorough Standard Operating Procedures (SOPs) to ensure effective monitoring and reporting of adverse events. 2) Regular investment in technological advancement, training programs on current Good Manufacturing Practices (cGMP), automation, digitalization, and employee skill development. 3) Undertake detailed and regular quality assessments of third-party suppliers. 4) Implement measures to protect our brand (intellectual property and trademarks) and combat counterfeiting, for ensuring the authenticity of our products in the market.	**Negative:** Significant concerns with product safety and quality could lead to recalls and regulatory alerts, temporarily impair business operations, and harm our reputation and brand. It could also result in legal repercussions, fines, and penalties.

	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the Risk or the Opportunity
2.	**Human Rights**	**Risk**	Risk: Without proper safeguards for employee human rights protections, the company will lose reputation and credibility in the market and potentially see a drop in revenues.	The Company is conducting a third party Human Rights Impact Assessment for its operations to understand the salient risk that the stakeholder is most susceptible to. The assessment will also measure the severity and likelihood of identified risk and measures to mitigate risks. The Company also has a "Human Rights" Policy in place and carried out Human Rights Due Diligence. Basis the outcome, mitigation & remediation plans are developed across business operations.	Negative: Violation of human rights has a significant impact on the company's credibility and can lead to harsh penalties, litigation and a significant dent on stakeholder confidence.
3.	**Responsible Business & Code of Conduct**	**Risk & Opportunity**	Risk: Failure to maintain and uphold the highest standards of corporate governance and business ethics could result in regulatory consequences as well as financial and reputational damage Opportunity: Compliance and alignment with ethical and responsible governance practices and standards will result in the sustainable creation of long-term value for all stakeholders	1) Consistent and regular engagement with regulatory agencies in all our markets, to ensure compliance and reduce any possibility of non-compliance. 2) Focused and regular training is provided to all employees to ensure strict compliance with the Company's Code of Conduct. 3) Strong focus is also given to quality control at all operational locations to maintain cGMP.	Positive: The Company's Commitment to ethical and responsible business practices and continual regulatory compliance will be positively regarded by stakeholders, enhancing our reputation as an ethical corporate citizen. Negative: Non-compliance with regulatory standards may adversely affect the Company's reputation and long-term business continuity.

	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the Risk or the Opportunity
4.	Geopolitical Instability	Risk	Risk: The complex environment in which we operate results in uncertainties arising from geopolitical instability, trade sanctions, inflation in commodity prices, as well as transportation costs and ever evolving and intricate compliance requirements. We witnessed a global push on self-reliance, in the countries where we export products. The above uncertainties have a bearing on business value and growth, cash flow cycle, repatriation of funds, disruption in the supply chain, increased costs and foreign exchange volatility.	Strides adopts a proactive, multi-faceted approach to risk mitigation, emphasizing supply chain resilience, financial stability, and strategic adaptability in the face of global uncertainties. • Diversify the supply chain to reduce dependency on high-risk geographies; • Explore local manufacturing options and partnerships with domestic suppliers; • Implement import substitution strategies where feasible; • Utilize cross-functional teams to evaluate and execute supply chain changes; • Employ financial hedging mechanisms to manage currency risks; • Secure receivables through advance payments or letters of credit; • Balance risk mitigation with quality assurance and regulatory compliance; • Monitor geopolitical developments and adjust strategies accordingly	Negative: Climate risks can lead to increased operational costs due to the need for adaptation measures, such as investing in resilient infrastructure and implementing eco-friendly technologies. Additionally, regulatory compliance costs may rise, while potential disruptions to the supply chain could impact production schedules and revenue streams, affecting Strides' financial performance and profitability
5.	Geopolitical Instability	Opportunity Transformation	Harnessing digital technology to enhance operational efficiency and quality management presents a significant opportunity for the company. This entails implementing digital initiatives to seamlessly integrate supply chains and enhance operational processes, thereby increasing adaptability and responsiveness.	a) To enhance drug production precision and significantly reduce error rates, we leverage a plethora of technologies such as digitalization, business analytics, business intelligence, Robotic Process Automation (RPA), virtual reality tools. b) Quality Control labs employ advanced techniques like HPLC, GC, and HRMS for thorough sample testing and analysis. The company uses a specialized system (LIMS) to document these analyses and integrate with other systems, ensuring product quality and regulatory compliance. c) Employee Training and Development are carried out through digital platforms & LMS systems.	Positive: Digitization has the potential to boost sales, productivity, and employment, consequently influencing the company's performance and differentiating it from its competitors

Section B: Management and Process Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
b. Has the policy been approved by the Board?	The policies/ procedures are approved by the functional heads, and few of them have been approved/ ratified/ adopted by the Board/ Board Committees, as required.								
c. Web Link of the policies, if available	Few of the policies are available on the website of the Company at Sustainability Policies | Strides Guidelines; and. Governance Documents & Policies | Strides Additionally, some of them are available on the Intranet portal of the Company, which are accessible only to the employees.								
2. Whether the entity has translated the policy into procedures?	Yes								
3. Do the enlisted policies extend to your value chain partners?	The Company has a "Vendor code of conduct," which vendors are expected to adhere to. Weblink of the policy - Strides-vendor-code-of-conduct.pdf								
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	**Strides Pharma Science Limited, India** • ISO 14001 – KRSG, Chandapura, Puducherry, Alathur, R&D; • ISO 45001 – KRSG, Puducherry, Chandapura; • ISO 50001 – KRSG; • Strides is a signatory to the United Nations Global Compact **Arco Lab Private Limited, India (Wholly owned Subsidiary of Strides)** • ISO 27001 certified; • ISO 27701 certified								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Kindly refer page 30 and 31 of our FY25 Sustainability Report, available at Strides Sustainability Report FY 2024-25								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	Key achievements against the commitments are briefed below – a) Committed to the Science Based Target initiatives (SBTi); b) Sustainable Procurement - During FY26, the Company carried out supplier assessments on Sustainability for 50 critical suppliers accounting for 73.5% of our direct procurement value; c) Sustainable Procurement - During FY26, the Company conducted two (2) Supplier Capacity Building Workshops on ESG-related topics, which were cumulatively attended by 71 of the Company's vendors for APIs, excipients, and packaging materials; d) Corporate Social Responsibility Initiatives – Refer page number 93-96 of the Annual Report e) Our forthcoming Sustainability Report for FY26 will provide further details.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership, and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements - Please refer to **Sustainability at Strides** in page number 50 of the annual report. Further details are also explained in the **Message from the Chairperson** and **Message from the MD & CEO** in page number 14 and 16 of the annual report respectively.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Name: Mr. Badree Komandur Designation: Managing Director and Group CEO Email: investors@strides.com								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues?	Yes, Risk Management & Sustainability Committee (RM&SC) of the Company, under guidance of the Board of Directors is responsible to periodically review Environmental, Social and Governance (ESG) initiatives and reporting of the Company.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee	Frequency
	P1 P2 P3 P4 P5 P6 P7 P8 P9	P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	Policies and procedures are periodically reviewed by the Board/ Board Committees/ Heads, as and when applicable.	Annually | Periodically .
Compliance with statutory requirements, if relevance to the principles, and rectification of any non-compliances	Compliance with statutory requirements is reviewed by the Managing Director & Group CEO of the Company on periodic basis.	Annually I Periodically.

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

P1	P2	P3	P4	P5	P6	P7	P8	P9
During FY26, the Company underwent an independent assessment by EcoVadis. Additionally, the Company has also undergone multiple customer audits, and an independent audit/ assessment on Governance, Risk Management, Environment, Health & Safety and Labour practices.								

12. If Answer to Question (1) Above is "NO", i.e., not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
• The entity does not consider the principles material to its business	Not Applicable								
• The entity is not at a stage where it is able to formulate and implement the policies on specified principles									
• The entity does not have the financial or human and technical resources available for the task									
• It is planned to be done in the next financial year									
• Any Other Reason (please specify)									

Section C: Principle Wise Performance Disclosure

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during FY 2025-26:

<table>
<tr><th>Segment</th><th>Total number of training and awareness programs held</th><th>Topics/ Principles covered under training and its impact</th><th>%age of persons in respective category covered by the awareness programmes</th></tr>
<tr><td>• Board of Directors of Strides</td><td>12</td><td rowspan="2">Awareness programmes for members of the Board of Directors and KMPs of the Company are conducted on a periodic basis where updates are provided on various topics including developments in the Company, risks, compliance & governance matters, fiduciary duties of a director and their responsibility towards stakeholders, amongst others. Essence of the programme also covers importance of the principles in making decisions that benefit the organisation and society at large, thereby stressing importance of regularly reporting on Company's progress in these areas to ensure continuous improvement.</td><td>100%</td></tr>
<tr><td>• Key Managerial Personnel of Strides</td><td>12</td><td>100%</td></tr>
<tr><td>• Employees other than BoD and KMPs</td><td>103</td><td rowspan="2">Training on matters including –
1. Code of Conduct & Business Ethics;
2. Anti Bribery and Anti-Corruption;
3. Environment, Health and Safety;
4. Prevention of Sexual Harassment</td><td>96%</td></tr>
<tr><td>• Workers</td><td>103</td><td>94%</td></tr>
</table>

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2025-26*

<table>
<tr><th colspan="6">Monetary</th></tr>
<tr><th></th><th>NGRBC Principle</th><th>Name of the Regulatory/ enforcement agencies/ judicial institutions</th><th>Amount (in ₹)</th><th>Brief of Case</th><th>Has an appeal been preferred?</th></tr>
<tr><td>Penalty/ Fine</td><td colspan="5">Nil</td></tr>
<tr><td>Settlement</td><td colspan="5">Nil</td></tr>
<tr><td>Compounding Fee</td><td colspan="5">NA</td></tr>
</table>

*Any of the above amount that may have been incurred by the Company due to administrative oversights or procedural delays, which do not impact any of the NGRBC principles, have not been considered for disclosure.

<table>
<tr><th colspan="6">Monetary</th></tr>
<tr><th></th><th>NGRBC Principle</th><th>Name of the Regulatory/ enforcement agencies/ judicial institutions</th><th>Amount (in ₹)</th><th>Brief of Case</th><th>Has an appeal been preferred?</th></tr>
<tr><td>Imprisonment</td><td colspan="5" rowspan="2">NIL</td></tr>
<tr><td>Punishment</td></tr>
</table>

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

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

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

Yes, the policy is available on our website - Anti Bribery and Anti Corruption policy.

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

	FY2025 – 26	FY2024 – 25
• Directors	None	
• Key Managerial Personnel (KMPs)		
• Employees		
• Workers		

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

	FY2025 – 26		FY2024 – 25	
	Number	Remark	Number	Remark
• Number of complaints received in relation to issues of Conflict of Interest of the Directors	None			
• Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Nil

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured

	FY2025 - 26	FY2024 - 25
Number of days of accounts payables	115	123

9. Openness of business- Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties

	Parameters	Metrics	FY2025 - 26	FY2024 - 25
a.	Concentration of Purchases	1) Purchases from trading houses as % of total purchases	-	-
		2) Number of trading houses where purchases are made from	-	-
		3) Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
b.	Concentration of Sales	1) Sales to dealers / distributors as % of total sales	-	-
		2) Number of dealers / distributors to whom sales are made	-	-
		3) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-

	Parameters	Metrics	FY2025 - 26	FY2024 - 25
c.	Share of RPTs in:	1) Purchases (Purchases with related parties / Total Purchases)	22.90%	25.69%
		2) Sales (Sales to related parties / Total Sales)	86.40%	82.34%
		3) Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00%	43.85%
		4) Investments (Investments in related parties / Total Investments made)	99.58%	99.65%

Leadership Indicators

1. **Awareness programmes conducted for the value chain partners on any of the Principles during FY 2025 - 26:**

Total number of awareness programmes held	Topics/ Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
During FY26, the Company conducted two (2) Supplier Capacity Building Workshops on ESG-related topics (which also align with NGRBC Principles), which were cumulatively attended by ~50% of the Company's vendors for APIs, excipients, and packaging materials, on annual spent basis.		

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?**

Yes, the Company's "Code of Conduct & Ethics" and "Policy for governance of Related Party Transactions", as available in the Company's website are applicable to the Board Members.

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

Essential Indicators

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

	FY 2025 - 26	FY 2024 - 25	Details of improvements in environmental and social impacts
R&D	100%	100%	Spent focused on improving the environmental and/ or social impacts of products and processes.
CAPEX	5.78%	6.03%	Spent focused on improving the environmental and/ or social impacts of products and processes.

2. **Does the entity have procedures in place for sustainable sourcing? If "Yes", what percentage of inputs were sourced sustainably?**

Strides' Vendor Code of Conduct reflects the company's commitment to sustainable sourcing. The Policy, which all suppliers and business partners are required to adhere to details the expectations of the company from suppliers with respect to issues like Human Rights, Environmental Sustainability and Health and Safety.

100% of the Company's API, Excipients and packing materials are sourced sustainably.

Strides' Vendor Code of Conduct

Strides' Responsible Sourcing Policy -

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

Plastics (including packaging)	Plastic waste is segregated and sent to authorized recyclers approved by the respective State Pollution Control Board.
E- Waste	E-waste is segregated and sent to authorized recyclers approved by the respective State Pollution Control Board.
Hazardous Waste	Hazardous waste is collected, segregated, and disposed off through the authorized incinerating agency approved by the respective State Pollution Control Board.
Other Waste	Wood waste and metal waste have separate storage facilities and are sent to authorized vendor of each site for reuse.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities?

- **If "Yes", whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board?**
- **If "Not", provide steps taken to address the same.**

– All manufacturing facilities of Strides in India are 100% Export oriented units and hence there is no plastic waste generated from the customers within India;

– All manufacturing facilities comply with respective State Pollution Control Board and Plastic Waste Management Rules 2016 and EPR applicability is in line with the regulatory/ authority guidelines;

– Rejected finished goods from the markets are taken back by Strides and disposed as per applicable local laws of the respective jurisdiction;

– Expired goods available with our distributors are disposed as per applicable local laws of the respective jurisdiction (outside India)

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products?

NIC Code	Name of product/ service	% of Total Turnover contributed	Boundary for which the Life cycle perspective/ assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If "Yes", provide web-link
-	Macrogol (7 variants)	~4%	Cradle to Gate	External	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along with action-taken to mitigate the same

Name of Product/ Service	Description of the risk/ concern	Action Taken
Macrogol	We have conducted LCA for a major product and did not find any significant environmental concerns or risks.	No specific actions required at this moment

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	Financial Year 2025 - 26	Financial Year 2024 – 25
	0	0

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

	Financial Year 2025 - 26			Financial Year 2024 – 25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
• Plastics (including packaging)	Strides is a 100% Export Oriented Unit (EOU) as per Foreign Trade Policy (FTP) of Government of India and once its pharmaceutical products are distributed and reach the market, it is subject to strict regulations, quality checks, and safety control measures. Reclaiming the products or its packaging, at the end of life involves high degree supply chain complexities. Therefore, reclaiming of products is not applicable to Strides' business operations.					
• E-Waste						
• Hazardous Waste						
• Other Waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % total products sold in respective category
	0%

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

Essential Indicators

1. a. Details of measures for the well-being of Employees for FY 2025 – 26

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities*		ESI	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	Number (F)	% (F/A)
Permanent Employees													
Male	1,926	1,926	100%	1,926	100%	0	0%	1,926	100%	0	0%	104	5%
Female	623	623	100%	623	100%	623	100%	0	0	623	100%	35	6%
Total	**2,549**	**2,549**	**100%**	**2,549**	**100%**	**623**	**24%**	**1,926**	**100%**	**623**	**24%**	**139**	**5%**
Other than Permanent Employees													
Male	207	207	100%	189	91%	0	0%	0	0%	0	0%	0	0%
Female	54	54	100%	49	91%	54	100%	0	0%	0	0%	0	0%
Total	**261**	**261**	**100%**	**238**	**91%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

b. Details of measures for the well-being of Workers for FY 2025 – 26

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities*		ESI	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	Number (F)	% (F/A)
Permanent Workers													
Male	912	912	100%	912	100%	0	0%	912	100%	0	0%	0	0%
Female	74	74	100%	74	100%	74	100%	0	0	74	100%	0	0%
Total	**986**	**986**	**100%**	**986**	**100%**	**74**	**8%**	**912**	**92%**	**74**	**8%**	**0**	**0%**
Other than Permanent Workers													
Male	912	68	7%	0	0%	0	0%	0	0%	0	0%	844	93%
Female	686	18	3%	0	0%	0	0%	0	0%	0	0%	668	97%
Total	**1,598**	**86**	**5%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**1,512**	**95%**

*KRSG, Puducherry, Alathur and Chandapura locations have in-house crèche facilities available at the site, ensuring compliance with applicable statutory requirements At the Corporate and R&D locations, a crèche facility has been introduced for employees. Prior to this, employees were provided reimbursement towards crèche expenses.

c. Spending on measures towards well-being of employees and workers (Including permanent and other than permanent)

	FY 2025 - 26	FY2024 - 25
Cost incurred on well-being measures as a % of total revenue of the company	0.44%*	2.48%

*This calculation has been carried out in accordance with the BRSR Core methodology.

2. Details of retirement benefits for FY 2025-26 and FY 2024-25

Benefits	Financial Year 2025 – 26			Financial Year 2024 – 25		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	5%	0%	Yes	5%	1%	Yes

3. Accessibility of Workplaces

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

The Company's premises, including its registered and corporate offices, are designed to be inclusive and accessible to differently abled individuals. Adequate infrastructure such as elevators, ramps, and accessible entry points have been incorporated to facilitate barrier-free movement. Additionally, a majority of office locations are either situated on the ground floor or equipped with features that ensure ease of access, in line with our commitment to fostering an inclusive and supportive work environment.

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

In alignment with Strides' Code of Conduct & Ethics and Recruitment Policy, the Company is firmly committed to upholding the principles of equal employment opportunity for all individuals—regardless of race, color, religion, sex, gender, age, marital status, nationality, disability, sexual orientation, family, and caregiving responsibilities (including pregnancy), or medical conditions, including HIV status. We are equally dedicated to maintaining a workplace that is free from unlawful harassment, discrimination, and any form of inappropriate conduct, thereby fostering a respectful, inclusive, and supportive work environment for all employees. The code of conduct is available at Code of Conduct & Ethics.

5. Return to work and Retention rates of permanent employees and workers that took parental leave during FY 2025 – 26

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	**100%**	**100%**	**100%**	**100%**

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

Permanent Workers	A formal Grievance Redressal Policy is available to all employees via the organization's intranet portal. Additionally, the SEEK app has been made accessible to all permanent workers, providing a confidential platform to raise grievances and concerns. Beyond these digital channels, various forums and platforms have been established across manufacturing units to facilitate open communication. Workers may express their concerns individually or collectively through union representatives. Periodic meetings are conducted at these sites to understand underlying issues and ensure timely and appropriate resolution of grievances.
Other than Permanent Workers	All workers have access to designated HR representatives at each site and office, enabling them to discuss concerns and grievances in a supportive and confidential manner.
Permanent Employees	A formal Grievance Redressal Policy is available to all employees through the organization's intranet portal. In addition to this, multiple avenues have been established to ensure that employees can raise concerns in a safe and confidential environment: SEEK App: Accessible to all employees, the app serves as a confidential platform to voice grievances and concerns; Employee Engagement Forums: Periodic town halls, one-on-one meetings, and skip-level meetings are conducted, offering employees the opportunity to openly share issues or feedback directly with leadership; Whistleblower Policy ensures that all reporting can be done in a safe and confidential manner, outlining clear mechanisms and structures for grievance reporting, investigation, resolution, and redressal. These mechanisms reflect the organization's commitment to fostering a transparent, responsive, and inclusive work environment.
Other than Permanent Employees	HR Point of Contact (POC) is present for contractors to reach out and resolve their grievances. Basis the gravity of the grievance, HR POC for contract workers reaches out to HR Business Partner for support and resolution.

In addition to the different grievance redressal mechanisms listed above, all employees and workers can report violations of the company's Code of Conduct directly to a dedicated "Ombudsman", whose details are publicly available in the Company's Code of Conduct and Ethics at https://www.strides.com/Upload/PDF/strides-code-conduct-ethics-2025.pdf

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

Category	Financial Year 2025 - 26			Financial Year 2024 – 25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Employees	**2,549**	**0**	**0%**	**2,245**	**0**	0%
Male	1,926	0	0%	1,690	0	0%
Female	623	0	0%	555	0	0%
Total Permanent Workers	**986**	**899**	**91%**	**1,056**	**1,023**	**97%**
Male	912	826	91%	981	948	97%
Female	74	73	99%	75	75	100%

8 (a) Details of training given to employees and workers on "Health & Safety Measures"

Category	Financial Year 2025 - 26			Financial Year 2024 - 25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	1,926	502	26%	1,690	1,096	65%
Female	623	127	20%	555	259	47%
Total	**2,549**	**629**	**25%**	**2,245**	**1,355**	**60%**
Workers						
Male	912	114	13%	981	948	97%
Female	74	11	15%	75	73	97%
Total	**986**	**125**	**13%**	**1,056**	**1,021**	**97%**

(b) Details of training given to employees and workers on "Skill Upgradation"

Category	Financial Year 2025 - 26			Financial Year 2024 - 25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	1,926	1,855	96%	1,690	1,653	98%
Female	623	592	95%	555	527	95%
Total	**2,549**	**2,447**	**96%**	**2,245**	**2,180**	**97%**
Workers						
Male	912	898	98%	981	968	99%
Female	74	74	100%	75	75	100%
Total	**986**	**972**	**99%**	**1,056**	**1,043**	**99%**

Note: Only permanent employees and workers have been considered in Total (A) column i.e., headcount.

9. Details of Performance and Career Development reviews of employees and workers:

Category	Financial Year 2025 - 26			Financial Year 2024 - 25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	1,926	1,421	74%	1,690	1,268	75%
Female	623	451	72%	555	382	69%
Total	**2,549**	**1,872**	**73%**	**2,245**	**1,650**	**73%**
Workers						
Male	912	0	0%	981	0	0%
Female	74	0	0%	75	0	0%
Total	**986**	**0**	**0%**	**1,056**	**0**	**0%**

Note:

- As per annual Performance review eligibility criteria, employees who joined on or before September 30, were part of the review process;
- Employees who are Trainee Executives or Management Trainees are not part of Annual review process;
- Workers are not part of the annual review process.

10. Health and Safety Management System:

a. Whether an occupational health and safety management system has been implemented by the entity?	• Yes, Strides has implemented Occupational Health and Safety management system at all its locations including manufacturing sites, R&D center and Corporate office; • Periodic internal and external audits are done to ensure the compliance of Occupational Health and Safety management system at all the site operations including manufacturing, Quality control, Facility and engineering, Administrative, Warehouse etc.; • In accordance with pharmaceutical industry standards, customers periodically conduct independent audits of Strides' manufacturing sites, which covers elements of EHS; • The EHS trainings, audits and inspections are carried out as per the guidelines of Factories Act, Indian Electricity Rules, Indian Boilers Act, Environment Protection Act, Electrical Act, PESO, NBC etc.; • The Company's Process Safety Management system facilitates the implementation of best safety practices. Further, it enables the identification of work-related hazards through EHS walkthrough checklists, GEMBA walks, Hazard Identification and Risk Assessment (HIRA), etc.; • Environment Protection Act (EPA) also covers hazardous waste management rules, Biomedical waste management rules, E-waste management rules, etc.; • The Occupational Health and Safety management system covers all permanent and contractual employees of all Strides entities and visitors to all Strides sites, hence the coverage is 100%; Strides implemented corporate EHS Guidelines on various technical topics and they act as a working standard on EHS topics
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	• Identification of work-related hazards through EHS walkthrough checklists, GEMBA walks, Hazard Identification and Risk Assessment (HIRA), Hazardous Area Classification (HAC)study etc.; • MySetu EHS is an application which is used to log and escalate any unsafe act and unsafe conditions which are identified on site premises; • All employees are trained in the group EHS SOP; • Any non-routine activities involving external contract workers are routed through permit to work system (PTW); • PTW has different types of permits like General, Hot, Confined, Work at height, Electrical, High risk etc.; • In FY26, 12,115 work permits were issued across all sites; • In FY26, total of 856 Hazards were reported by the employees

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks?	• Yes, the organization has established robust processes for workers to report work-related hazards and to remove themselves from unsafe conditions. The mySetu EHS application, implemented across all sites, enables workers to easily report unsafe acts and hazardous conditions in real time through a user-friendly interface. The system supports prompt escalation and tracking of reported hazards, ensuring timely corrective actions and accountability. In addition, workers are empowered through safety protocols and awareness programs to stop work and remove themselves from situations that pose imminent risk to health and safety, without fear of reprisal. All such instances are recorded, monitored, and analysed within the platform, enabling continuous improvement, proactive risk mitigation, and alignment with the organization's safety. • Safety committee meetings have representation from workers; any work-related hazards reported in the meetings is tracked until it is logically closed
d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services	• Yes, the company provides non-occupational medical and healthcare services to its employees and workers. E.g. - Occupational Health Centre at the factory premises is available to have access to medical consultation for employees and conducting periodic medical examinations for all the employees through external hospitals; • Employee health insurance policy for medical benefits during hospitalization; • Employees are provided awareness sessions organized periodically at various locations by medical experts on matters like diabetes, cervical cancer etc.

11. Details of safety related incidents:

Safety Incidents/ Number	Category	Financial Year 2025 – 26	Financial Year 2024- 25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) *	Employees	0.11	0
	Workers	0	0
Total recordable work-related injuries	Employees	5	9
	Workers	3	6
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note - Including contract workforce

*Calculated as per IS 3786

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

- Strides follows guidelines and principles of ISO 14001:2015, ISO 45001:2018 standards, Factories act and other state level regulatory requirements within its Environment Health and Safety (EHS) management system;
- The Company undertakes periodic internal and external audits to assess the safety practices and procedures in alignment with the EHS management system. Further, as part of the EHS management system, the Company provides safety trainings and safety drill practices to all its employees and workers;
- The safety training programs enable the development of strong foundation among the workforce, in terms of their ability to identify, mitigate and prevent risks pertaining to Occupational Health and Safety;
- Any non-routine activities involving external contract workers are routed through permit to work system (PTW) where all tasks are accessed to identify risk associated with it and mitigation measure are ensured till completion of activities (12,115 nos of PTW issued in FY 26);
- HIRA (Hazard identification & Risk Assessment) being performed for all new products, equipment and facility modification where risk associated with each activity are evaluated using risk matrix techniques considering present hierarchy of control

to conclude the risk is acceptable or unacceptable. Any unacceptable risk is further evaluated to identify the mitigation plans and recommended controls are made available before execution of the activity;

- Strides endeavors to prevent negative health impact on the employees through various health awareness sessions, provision of medical facilities and medical insurance benefits. Additionally, the Company provides voluntary health promotion services such as lifestyle counselling, stress management sessions, nutritional awareness campaigns through site Occupation health physician;
- All products are evaluated and categorized into Occupational exposure banding (1 to 5). Recommended hierarchy of control are ensured during batch manufacturing;
- CMR (Carcinogenic, Mutagenic, Reproductive Toxicity) classification of each module are accessed to prevent negative health impact on the employees;
- Health and Safety awareness training are provided to all workforce through modules and safety drill practices. Periodic mock drill sessions are conducted to ensure that all employees are aware of emergency plan management;
- Strides organizes external safety training on basic lifesaving first aid, as well as firefighting awareness sessions, through authorized agencies to ensure the competency of the targeted group. Upon successful completion, participants are certified;
- Fire safety gadgets like fire hydrant systems, fire hose reels, fire extinguishers, fire detection systems, Emergency escape plans, fire exits, chemical spill kits, eye showers, emergency lights, first aid boxes, adequate PPE are made available across all sites to ensure safe and healthy workplace.
- Fire Drill & Mock Drills are conducted on periodical basis at all the sites in order to check the emergency preparedness and make improvements.

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

	Financial Year 2025 - 26			Financial Year 2024 – 25		
	Filed	Pending Resolution at end of year	Remarks	Filed	Pending Resolution at end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-

14. Assessment for FY 2025 - 26

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100% by Strides, statutory authorities, and third parties
Working Conditions	

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

There were no major safety incidents during the year.

Leadership Indicators

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

Yes, coverage under the existing Group Term Life Insurance (Death Benefits) for workers is 5 Times the CTC and for employees is 3 Times the CTC.

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

The Company has a “Vendor code of conduct,” which vendors are expected to adhere to.

3. **Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

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

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?**

Yes, The Group operates multiple business streams beyond the listed Company. For retiring employees who wish to continue working, the Company assesses the possibility of engaging them in part-time or project-based roles, depending on their expertise and business needs. In select critical positions where specialized skills are scarce, the Company has extended service tenures.

In cases of performance issues, the Company follows a structured approach. A Performance Improvement Plan (PIP) is initiated to give employees a fair opportunity to enhance their performance. If there is no improvement despite adequate support, termination procedures are initiated, and financial assistance is provided.

In cases of job redundancy, the Company provides adequate support and explores opportunities for redeployment within the Group's companies. If no suitable roles are available, termination procedures are initiated, and financial assistance is provided.

5. **Details on assessment of value chain partners (FY 2025-26):**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	As part of our sustainability initiatives, we have developed a robust Supplier ESG assessment framework to gauge the sustainability preparedness of our suppliers and to monitor their ESG performance periodically. The exercise is intended to take stock of our collective ESG impact, identify risks or areas for improvement, and shape our capacity-building efforts. During FY26, we carried out the supplier assessments for 50 critical suppliers accounting for 73.5% of our direct procurement value.
Working Conditions	

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

No such risks/concerns identified from the assessments conducted.

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

Essential Indicators

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

Strides is dedicated to successfully meeting stakeholder expectations and actively works with stakeholders, carefully identifying significant material challenges. In line with the company's aspiration to conduct business in a responsible manner, Strides is committed to cultivating robust, meaningful relationships with all its stakeholders. Stakeholders and their relative importance to the company are determined by the impact of the stakeholder group on the business and the impact of the business on the stakeholder group. Other considerations while determining stakeholder importance include factors like impact, influence, legitimacy, and diversity of perspectives.

Strides recognizes that impactful stakeholder engagement is critical to drive the company's overall ESG strategy. Engaging stakeholders ensures that different viewpoints are taken into account, fosters teamwork, increases trust, and supports efficient decision-making. During the Materiality Assessment conducted by Strides, the views and priorities of various stakeholder groups were central to determining the ESG issues most material to Strides.

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

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Employee	No	Direct & other communication mechanisms including mailers, intranet, employee committees, engagement initiatives, newsletters	Continuous	Learning opportunities, building a safety culture, and inculcating safe work practices among employees, and improving diversity and inclusion.
Shareholders/ investors	No	Press releases, social media, website, analyst meets, analyst briefings, quarterly results, annual general meetings, integrated report, financial reports, email advisories, intimation to stock exchanges, annual/quarterly financials, and investors meetings/ conferences	Frequent and need based	Educating them about Strides' business strategy for the long term, to stay abreast of developments in the corporation and its subsidiary companies and understanding their expectations.
Customers	Yes, if they qualify based on specific criteria such as income	Customer meets, mailers, news bulletins, brochures, social media, website	Frequent and need based	For stronger customer relationship, to enhance business, stay in touch with them to understand the industry and business challenges and address any issues that the customers may have.
Supplier/ vendor/ 3rd party manufacturer	No	1) Vendor Meets 2) Virtual modes such as e-mail, telephonically	Ongoing	Responsible supply chain practices are essential for ensuring sustainable business continuity. Engaging with suppliers and vendors enables the company to identify key material issues impacting the supply chain. The primary areas of interest for suppliers include: 1) Business visibility 2) Collaboration.
Channel Partners, franchises, and key partners	No	Partners meets and events, mailers, news bulletins, brochures, social media, website	Frequent and need based	Stronger partnership helps to increase reach and enhance business, ethical business, and fair business practices and governance.
Community	Yes	1) In-person meetings 2) Engagement through NGO partners	Ongoing	Community developments programs initiated by the company's CSR activities enables driving a positive impact on the community members. The key area of interest for community is Community development programs with a focus on health, education, sanitation, and infrastructure development.

Leadership Indicators

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

Consultation between stakeholders and the Board on economic, environmental, and social topics is essential for a pharmaceutical company to gain insights, address concerns, and make informed decisions that align with stakeholder interests. Strides has taken steps to facilitate communication between the Board and stakeholders through the following processes:

- Identification of Key Topics and Issues: The inputs of key stakeholder groups taken during the Materiality Assessment conducted in FY 2024 was revisited to determine the most material Environmental, Social and Governance issues for Strides as a company;

- Establishment of Stakeholder Engagement Mechanisms: Strides has established formal mechanisms to engage with various stakeholder groups as described in the previous question;
- Stakeholder Consultation Sessions: Organizing consultation sessions attended by both stakeholders (employees, customers, investors, regulators) and Executive Members of the Board. This practice ensures regular dialogue between the parties to communicate their priorities.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic?

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder engagement is used to support the identification of environmental, social and governance topics. Strides also has dedicated communication channels to regularly communicate with different stakeholder groups.

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

Through the company's Corporate Social Responsibility programs, Strides aims to create positive impact amongst vulnerable communities and stakeholder groups. Through strategic interventions, the company contributes to a variety of causes including disaster relief, improving community health and education. Strides has also formalized Diversity and Inclusion and Human Rights Policies to address the concerns of vulnerable groups/minority groups primarily like women, persons with disabilities, etc.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	Financial Year 2025 - 26			Financial Year 2024 – 25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Permanent	2,549	2,483	97%	2,245	2,203	98%
Other than permanent	261	223	85%	315	255	81%
Total Employees	**2,810**	**2,706**	**96%**	**2,560**	**2,458**	**96%**
Workers						
Permanent	986	834	85%	1,056	980	93%
Other than permanent	1,598	1598	100%	1,560	1,489	95%
Total Workers	**2,584**	**2,432**	**94%**	**2,616**	**2,469**	**94%**

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

Category	Financial Year 2025 - 26					Financial Year 2024 – 25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	**2,549**	**0**	**0%**	**2,549**	**100%**	**2,245**	**0**	**0%**	**2,245**	**100%**
Male	1,926	0	0%	1,926	100%	1,690	0	0%	1,690	100%
Female	623	0	0%	623	100%	555	0	0%	555	100%
Other than Permanent	**261**	**22**	**8%**	**239**	**92%**	**315**	**155**	**49%**	**160**	**51%**
Male	207	17	8%	190	92%	238	127	53%	111	47%
Female	54	5	9%	49	91%	77	28	36%	49	64%
Workers										
Permanent	**986**	**0**	**0%**	**986**	**100%**	**1,056**	**0**	**0%**	**1,056**	**100%**
Male	912	0	0%	912	100%	981	0	0%	981	100%
Female	74	0	0%	74	100%	75	0	0%	75	100%
Other than Permanent	**1,598**	**1,392**	**87%**	**206**	**13%**	**1,560**	**1,536**	**98%**	**24**	**2%**
Male	912	740	81%	172	19%	946	930	98%	16	2%
Female	686	652	95%	34	5%	614	606	99%	8	1%

3 a. Details of remuneration/ salary/ wages for FY 2025 – 26

	Male		Female	
	Number	Median salary/ wage of respective category (Amount in ₹)	Number	Median salary/ wage of respective category (Amount in ₹)
a. Board of Directors (BoD)*				
Executive Directors	2	4,57,42,500	0	0
Non-executive Directors (NED)	4	44,50,000	2	43,00,000
b. Key Managerial Personnel#	1	4,18,99,450	1	1,05,00,000
c. Employees other than BoD and KMP	1,923	7,00,000	622	5,60,911
d. Workers	912	8,00,583	74	5,74,332

*ED & NED are considered as two separate categories and Total CTC considered for calculation

#Excluding Executive Directors

Notes:

1) Sitting fees paid to Dr. Kausalya Santhanam from Material Subsidiaries also factored in the above calculation.

2) During the year under review, Mr. Arun Kumar, Founder and Promoter Director, transitioned from Executive to Non-Executive role effective April 5, 2025; and was re-designated as a NED and Chairperson of the Board. Consequently, remuneration paid to Arun for FY26 includes remuneration for the period during which he served in an executive capacity, and thereafter, sitting fees for attending meetings of the Board and its Committees, along with reimbursement of expenses, in his capacity as Non-Executive Chairperson. For the purpose of above calculation, remuneration drawn by Arun in non-executive capacity alone is considered.

3) Remuneration to Mr. Vikesh Kumar, Group CFO (KMP) comprises of remuneration paid/ payable to him from the Company as well as one of its Step-down wholly owned Subsidiary in the US.

3 b. Gross wages paid to females as % of total wages paid by the entity

	Financial Year 2025 - 26	Financial Year 2024 - 25
Gross wages paid to females as % of total wages	16%	15%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to or by the business?

Yes, the Company has established a Human Rights Policy which articulates Strides' commitment to respecting human rights and actively discourages any involvement in human rights violations.

There are multiple channels of communication to report any instances of negative human rights impacts on any stakeholders viz. emailing, calling a toll-free number, or reporting to senior management or the board of directors. Strides is committed to dealing with stakeholder concerns, made in good faith, in a prompt and fair manner. Additionally, as per the expectations presented in the UN Guiding Principles on the Business and Human Rights, any violations, risks or concerns can be reported through the whistleblower channel.

Any such complaint are redressed by the concerned authority in accordance with the process laid down in the Company's policy, which is the available in the Company's website.

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

As explained in question 4 above.

Additionally, a Code of Conduct and a formal Grievance Redressal policy is available, and all matters are dealt accordingly. Similarly for PoSH complaints, a formal policy is available which includes the methodology to resolve complaints brought to the notice of Internal Complaints Committee (ICC).

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

	Financial Year 2025 - 26			Financial Year 2024 – 25		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	-	-	-	1	0	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-

	Financial Year 2025 - 26			Financial Year 2024 – 25		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	Financial Year 2025-26	Financial Year 2024- 25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0%	0.16%
Complaints on POSH upheld	0	1

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

The Company uses a third-party business intelligence platform, which, among other functions, allows employees to air personal grievances. It includes a feature that ensures the confidentiality of the complainant's identity, preventing disclosure to anyone within the Company. The agreement with the vendor guarantees that employee identities remain strictly confidential.

While the Company addresses the issues raised by the complainant, the individual's identity is protected, serving as a safeguard against any potential harassment. This confidentiality protocol extends to complaints filed under the POSH (Prevention of Sexual Harassment) and Whistleblower Policies as well. The Company strictly adheres to all relevant laws to ensure the complainant's identity remains undisclosed internally, thus eliminating any risk of retaliation or harassment for filing a complaint.

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

Strides' business agreements and contracts emphasise the importance of compliance with all applicable laws, which includes upholding human rights standards. While specific mention of human rights requirements may not be included, it is explicitly stated that all parties involved in the business dealings are expected to comply with all applicable laws, thereby encompassing human rights obligations.

Additionally, the company's Vendor Code of Conduct, which Strides expects all its suppliers are business partners to adhere to has specific clauses requiring suppliers to safeguard the human rights of employees and workers.

10. Assessment for FY 2025 - 26:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
• Child Labour	100% by Strides, third parties and statutory authorities
• Forced/ Involuntary Labour	
• Sexual harassment	
• Discrimination at workplace	
• Wages	
• Others – please specify	None

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

The Company's current practices and processes are duly inspected by various agencies from time to time. Besides the assessments undertaken by government/ regulatory bodies, the Company also aims at conducting periodic audits through third party auditors to check for any non-compliances. The Company also undertakes a comprehensive HR Compliance audit once in two years, which is conducted by a third-party legal firm, which helps in identifying areas of improvement. So far, Strides has not come across any areas of concerns related to human rights.

Leadership Indicators

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

Strides is committed to upholding a proactive approach in preventing discrimination in all its forms, including but not limited to sexual harassment, wage disparities, and other human rights issues. The company recognizes the importance of fostering an inclusive and equitable work environment for all its employees. For instance:

- Attendance of contract workers: Change from manual recording of attendance to biometric attendance has helped in greater transparency of process and this biometric attendance is directly linked to the payroll of the contract worker. The digitization has ensured fair and equitable ways of earning wages to all workers;
- Strides has been conscious of the local community in which it operates and does not discharge effluents (from the production process) to outside area. Instead, the effluent treatment set up ensures that wastewater is treated for horticulture purpose thereby conserving environment;
- Biohazardous waste is disposed off through a government approved vendor so that the probability of contamination with human beings in and around the site is minimized/ mitigated;
- Strides' Recruitment policy specifies on non-discrimination and equal opportunity employer. The Company is committed to provide a work environment free of unlawful harassment and equal Employment opportunities for all persons regardless of Race, Colour, Religion, Sex /Gender including pregnancy/childbirth, Age, Marital Status, National Origin, Disability, Sexual Orientation, Family and Career responsibilities, Gender Identity and Intersex status, medical status including HIV status in the hiring practices;
- Strides employ women workers in A-shift and general Shift. Generally, the Company doesn't deploy women in B shift across most of its plants considering gender sensitivity and as an adherence to cultural norms of the region in which it operates;
- To mitigate risks associated with child labour, the Strides TA playbook strictly prohibits child labour, and takes active steps to prevent its occurrence. This is done by checking each and every employee/worker's government ID, a mandatory check point during onboarding to ensure compliance and follow it in "letter and spirit".

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

- Periodic Audit by third party auditor addresses various issues pertaining to human rights;
- Online Compliance Management tool to monitor various compliances, which also ensures that human right violations, if any, are captured and reported to the board;
- Once in two years, a comprehensive Audit of HR legal compliances is undertaken;
- For conducting business, company undertakes various social audits which addresses many such issues. The Company has also engaged in EcoVadis certifications and undergoes various customer audits, all of which thoroughly address human rights elements.

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

The Company's premises, including its registered and corporate offices, are designed to be inclusive and accessible to differently abled individuals. Adequate infrastructure such as elevators, ramps, and accessible entry points have been incorporated to facilitate barrier-free movement. Additionally, a majority of office locations are either situated on the ground floor or equipped with features that ensure ease of access, in line with our commitment to fostering an inclusive and supportive work environment.

4. Details on assessment of Value Chain Partners

	% of value chain partners (by value of business done with such partners) that were assessed:
• Child Labour • Forced/ Involuntary Labour • Sexual harassment • Discrimination at workplace • Wages	As part of our sustainability initiatives, we have developed a robust Supplier ESG assessment framework to gauge the sustainability preparedness of our suppliers and to monitor their ESG performance periodically. The exercise is intended to take stock of our collective ESG impact, identify risks or areas for improvement, and shape our capacity-building efforts. During FY26, we carried out the supplier assessments for 50 critical suppliers accounting 73.5% of our direct procurement value.

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

No such risks/concerns identified from the assessments conducted.

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

Essential Indicators

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

From renewable sources		
Parameter	**Financial Year 2025 - 26**	**Financial Year 2024 – 25**
Total Energy Consumption (A)	79,13,04,71,591	70,65,18,33,013
Total Fuel Consumption (B) (Briquettes)	9,67,59,24,500	7,78,10,00,000
Energy consumption through Other Sources (C) (Purchased Steam from briquettes)	35,05,02,04,800	NA
Total Energy Consumption (A+B+C) (KJ)	1,23,85,66,00,891	78,43,28,33,013
From non-renewable sources		
Total electricity from non- renewable sources (D)	93,47,33,96,176	84,86,36,65,905
Total fuel consumption in KJ (E) (includes Diesel, Furnace Oil and PNG)	62,95,80,07,335	69,68,56,21,852
Energy consumption through other sources (F)	NA	NA
Total energy consumed from non-renewable sources (D+E+F)	1,56,43,14,03,511	1,54,54,92,87,758
Total energy consumed (A+B+C+D+E+F)	2,80,28,80,04,402	2,32,98,21,20,770
Energy intensity per rupee of turnover (KJ/I. Lakhs) (Total energy consumption/turnover in rupees)	12.86	10.66
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	261.50	220.23
Energy intensity in terms of physical Output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes, DNV Business Assurance India Private Limited	No

Note - All PPP – IMF conversion factors for FY26: 20.34 (Source https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC)

2. Does the entity have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India?

If "Yes", disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

3. Details of the following disclosures related to water

Parameter	Financial Year 2025 - 26	Financial Year 2024 - 25
Water withdrawal by source (in kilo-litres)		
(i) Surface Water	0	0
(ii) Groundwater	23,438.37	41,094.24
(iii) Third Party Water	1,66,859.32	1,51,280.02
(iv) Seawater/ Desalinated water	0	0
(v) Others (Please specify)	0	0
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	1,90,297.69	1,92,374.26
Total volume of water consumption (in KL)	1,90,297.69	1,92,374.26
Water intensity per rupee of turnover (Kl/K. Lakh) (water consumed/ turnover)	0.87	0.88
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	17.75	18.18
Water intensity in terms of physical Output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	**Yes, DNV Business Assurance India Private Limited**	**NA**

Note - All PPP – IMF conversion factors for FY26: 20.34 (Source - https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC)

4. Provide the following details related to water discharged

Parameter	Financial Year 2025 - 26	Financial Year 2024 - 25
Water discharge by destination and level of treatment (in kilolitres)	All sites have wastewater treatment plants / arrangements for treating the wastewater through third party agency. Treated water is used for Gardening applications within the premises.	
(i) To Surface water		
No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater		
No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater		
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third parties		
No treatment		
With treatment – please specify level of treatment		
(v) Others		
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	Yes, DNV Business Assurance India Private Limited	

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If "Yes", provide details of its coverage and implementation

- Currently, 3 out of 5 Strides' sites are having wastewater treatment facilities. For other 2 sites, wastewater is treated in an external third-party facility. Water conservation is implemented to reduce, reuse, recharge, and recycle approach within manufacturing locations;
- As part of the recycling initiative, Strides provides tertiary treatment to its effluent, the treated effluent water is then effectively recycled and reused for in-house gardening

6. Details of air emissions (other than GHG emissions) by the entity

Parameter	Unit	Financial Year 2025 - 26	Financial Year 2024- 25
NOx	Kgs	3,198.182	NA
SOx	Kgs	1,998.513	NA
Particulate Matter (PM)	Kgs	8,278.184	NA
Persistent organic pollutant (POP)	NA		
Volatile organic compounds (VOC)			
Hazardous air pollutant (HAP)			

Note - This is calculated based on the stack emission data.

7. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

Parameter	Please specify unit	Financial Year 2025 - 26	Financial Year 2024 - 25
Total Scope 1 Emissions	Metric tonnes of CO_2 equivalent	6,542.27	5,376
Total Scope 2 Emissions	Metric tonnes of CO_2 equivalent	18,837.76	17,099
Total Scope 1 and Scope 2 emissions per million rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		1.16	1.028
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		23.68	21.24
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-

Parameter	Please specify unit	Financial Year 2025 - 26	Financial Year 2024 - 25
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		Yes, DNV Business Assurance India Private Limited	NA

Note - All PPP – IMF conversion factors for FY26: 20.34 (Source - https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC)

Note: Total biogenic emissions are 5,348.87 tCO_2e.

8. Does the entity have any project related to reducing Greenhouse gas emissions? If "Yes", then provide details.

Yes, Strides has implemented projects to reduce Green House Gas emission specifically carbon footprint reduction. They are as follows:

- Installed 698,358 KW solar power plants and harvested clean energy from roof top solar power panels;
- Sustaining solar power consumption by importing solar power from third party and In-house generation;
- ~45% of the total power consumption in all sites are from renewable sources

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

Parameter	Financial Year 2025 - 26	Financial Year 2024 - 25
Total Waste Generated (in metric tonnes)		
Plastic Waste (A)	453.93	347.99
E-Waste (B)	5.10	4.89
Bio-medical Waste (C) (incl. Finished Goods and Raw Materials)	6.69	5.93
Construction and Demolition Waste (C&D) (D)*	0	0
Battery Waste (E)	0.27	6.82
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Off specification products, Process Residue, Expired chemicals, Waste oil, Finished Goods and Raw Materials)	751.76	578.97
Other Non-Hazardous Waste generated (H) (For FY26 – Packing waste, Cardboards, Corrugated boxes, Metal scrap, HDPE container, Rejected Bottle, Food waste, Paper & Stationery, Garden waste)	692.53	572.06
Total Waste Generated (A+B+C+D+E+F+G+H)	**1,910.28**	**1,516.67**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	**0.09**	**0.07**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	**1.78**	**1.43**
Waste intensity in terms of physical output	**NA**	**NA**
Waste intensity (optional) – the relevant metric may be selected by the entity	**NA**	**NA**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category Waste Name:		
(i) Recycled	817.20	652.69
(ii) Re-used	0.00	0
(iii) Other recovery operations (Co Processing and Bio composting)	390.19	0
Total	**1,207.40**	**652.69**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste Name:		
(i) Incineration	583.60	816.15
(ii) Landfilling	26.13	7.95
(iii) Other recovery operations (piggery and to municipal corporation)	93.15	39.88
Total	**702.89**	**863.98**

Note: The reported numbers includes 4 manufacturing sites and 1 R&D facility.

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

- Strides has implemented waste management plan with a comprehensive approach towards waste minimization, segregation, and safe disposal. Company has implemented effective mechanisms for disposal of large quantity of hazardous waste through incineration process;
- Health and safety attributes of new products (API, Excipient, and other process materials) are evaluated to identify the negative health impact of chemicals. While conducting initiation trials, only minimal batch size is manufactured to reduce the wastage from processes and to reduce exposure to any hazardous chemicals

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

Sl. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Yes/No) If "No", the reasons thereof and corrective action taken, if any.
Not Applicable			

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder.

If "Not", provide details of all such non-compliances:

Sl. No.	Specify the law/ regulation/ guidelines which is not compliant	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
All applicable regulations and guidelines are complied with.				

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of 'Water Stress' (in KL):

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

- Name of area: KRSG, Chandapura (Anekal Taluk), Corporate, and R&D
- Nature of operations: Manufacturing of Pharmaceutical products
- Water withdrawal, consumption, and discharge:

Parameter	Financial Year 2025 - 26	Financial Year 2024 - 25
Water withdrawal by source		
(i) Surface Water	0	0
(ii) Ground Water	23,438.37	41,094.24
(iii) Third Party Water	87,282.03	74,255.02
(iv) Seawater/ Desalinated Water	0	0
(v) Others	0	0
Total volume of water withdrawal	1,10,720.40	1,15,349.26
Total volume of water consumption	1,10,720.40	1,15,349.26
Water intensity per rupee of turnover (water consumed/ turnover)	0.51	0.53
Water intensity (optional) – the relevant metric may be selected by the entity	0.51	0.53
Water discharge by destination and level of treatment (in Kilo litres)		

Parameter	Financial Year 2025 - 26	Financial Year 2024 - 25
(i) To Surface Water	3 of our sites operate Wastewater treatment facilities. Wastewater is treated well below legally acceptable limits and used for applications like gardening. Wastewater is treated in external approved wastewater treatment facilities for remaining 2 plants.	
No treatment		
With treatment- please specify level of treatment		
(ii) To Ground Water		
No treatment		
With treatment- please specify level of treatment		
(iii) Sent to Third Party Water		
No treatment		
With treatment- please specify level of treatment		
(iv) Into Seawater		
No treatment		
With treatment- please specify level of treatment		
(v) Others		
No treatment		
With treatment- please specify level of treatment		
Total water discharged (in kilolitres)		
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes, DNV Business Assurance India Private Limited	

Note - All PPP – IMF conversion factors for FY26: 20.34 (Source - https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC)

2. Please provide details of total Scope 3 emissions and its intensity:

Parameter	Unit	Financial Year 2025 - 26*	Financial Year 2024 - 25
Total Scope 3 Emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	24,880.88*	47,827
Total Scope 3 emissions per rupee of turnover		1.14	2.188
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity		23.21	NA

*Category 3,4,5,6 and 7 emissions as per GHG Protocol considered for reporting

3. With respect to the ecologically sensitive areas reported in Qs. 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities

Not Applicable

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

Sl. No.	Initiative undertaken	Details of the initiative	Outcome of the Initiative
1.	Improve the groundwater level	• Rainwater harvesting tanks, • Total tanks & total capacity	Rainwater harvesting tanks of capacity 11,025 KL were constructed across all the sites.
2.	Improve the awareness trainings of water consumption and controlling of water pollution	• Awareness Training/session/module; • Water Consumption Monitoring; • Awareness/ Caution boards display; • Installation of flow meters; • Installation of Piezometer at required sites	Reduction in daily water consumption.
3.	Reduction of CO_2 emissions	Reduction due to consumption of clean energy from solar power	15,606.29 MTCO_2e of CO_2 Emission reduced.
4.	Efficient utilization of energy	Implemented generation of power from solar panels.	On overall power requirement, ~45% of energy is being utilized from from renewable sources including solar panels.

5. **Does the entity have a business continuity and disaster management plan?**

Yes, the Company has a detailed Business Continuity Policy in place. An extract of the same is also available in the Company website at Strides BCP policy.

Additionally, separate Business Continuity Plans (BCP) are also available for locations including manufacturing and R&D of Strides Group in India and US. In addition, the BCP for Corporate has been designed to incorporate key processes of the Company's key operational subsidiaries located in the United Kingdom, Singapore, Canada, and Switzerland

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

No adverse impact to the environment caused from any activities or measures pertaining to value chain partners.

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

During FY26, the Company carried out supplier assessments on Sustainability for 50 critical suppliers accounting for 73.5% of our direct procurement value.

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

Essential Indicators

Strides believes that sustainable business growth can be achieved through effective collaboration with regulatory authorities, government agencies, and industry trade organizations. The Company is actively involved with various industry bodies and associations in the public domain. By engaging with these forums, the Company fulfills the critical role of policy advocacy in a transparent, ethical, and unbiased manner. Strides' commitment lies in advocating for an inclusive and collaborative healthcare ecosystem, refraining from any activities that may be detrimental to national interests. Strides firmly believes that public policy should serve the greater public good, and therefore, Strides abstains from engaging or advocating on any policy matters solely for self-interest or for the benefit of a select few. Strides' advocacy efforts are aligned with promoting policies that enhance accessibility, affordability, and quality in healthcare, ensuring equitable benefits for all stakeholders

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

8

(b) List the top 10 trade and industry chambers/ the entity is member of/ affiliated to

Sl. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Pharmaceuticals Export Promotion Council of India	National
2.	Indian Drug Manufacturers' Association	National
3.	Bombay Chamber of Commerce	State
4.	Bengaluru Chamber of Industry and Commerce	State
5.	Karnataka Drugs & Pharmaceutical Manufacturers Association	State
6.	Federation of Karnataka Chambers of Commerce and Industry	State
7.	Confederation of Indian Industry	National
8.	United Nations Global Compact Network	International (affiliated to India unit)

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

Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

Leadership Indicators

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

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board	Web Link, if available
Strides advocate for policies that expand access to healthcare, promote research and development incentives, or protect intellectual property rights. For example, pharmaceutical companies may lobby for changes to drug pricing regulations or advocate for policies that incentivize investment in new medical technologies.					

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in financial year 2025- 26:

Name and brief detail of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web-link
Not Applicable					

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

Sl. No.	Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	%of PAFs covered by R&R	Amounts paid to PAFs in the FY (in K)
Not Applicable						

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

The Company's CSR team engages proactively with relevant stakeholders, including panchayat members, to initiate appropriate actions as needed. Feedback is regularly sought from beneficiaries to ensure that services provided align with their needs and expectations. Additionally, all pertinent issues are discussed and addressed through the Arogyadhama Advisory Committee, which comprises panchayat representatives. This collaborative approach fosters trust and enhances credibility within the beneficiary community.

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

	Financial Year 2025 - 26	Financial Year 2024 - 25
Directly sourced from MSMEs/ Small producers	14.43%	~5.23%
Directly from within India	80.40%	~15.68%

*On a standalone level (Bengaluru, Puducherry and their neighboring districts has been considered)

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

Location		Financial Year 2025 - 26	Financial Year 2024 – 25
a.	Rural	0%	0%
b.	Semi-urban	48%	44%
c.	Urban	38%	41%
d.	Metropolitan	14%	15%

Company sources contractors from rural areas to semi-urban area, who travel day to day for work

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

Sl. No.	State	Aspirational District	Amount Spent (in ₹)	Remarks
1	Karnataka	Bangalore	50,00,000	Arogyadhama
2	Karnataka	Bangalore	21,77,826	LeAPS
3	Puducherry	Puducherry	16,00,000	SVRCC
4	Karnataka	Bangalore	2,00,14,443	Vidyadhama
		Total	**2,87,92,269**	

Note: CSR amount spent by Strides' subsidiaries not considered above

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups?

The Company sources materials from MSMEs on a case-to-case basis, which may include marginalized or vulnerable groups, considering that company has got 4 manufacturing facilities in different areas in India. Suppliers around the manufacturing areas are also evaluated as part of the framework.

(b) From which marginalized/ vulnerable groups do you procure?

Not applicable

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

Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in financial year 2023- 24), based on traditional knowledge:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/ No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
1	**Arogyadhama – Strengthening Rural Healthcare Infrastructure** Strides Pharma continues its commitment to advancing equitable healthcare access through Arogyadhama, a well-established healthcare facility located in Suragajakkanahalli. Operational for over a decade, the centre serves as a critical healthcare hub across 11 neighboring villages. Arogyadhama provides a full spectrum of Preventive, Promotive, and Curative healthcare services, aimed at improving community health outcomes in underserved areas. The facility is equipped with essential diagnostic and clinical infrastructure, including X-ray, ultrasound, pathology laboratory, pharmacy, and a minor Operation Theatre (OT). Additionally, it operates multiple specialty clinics, offering services in general medicine, dentistry, gynecology, pediatrics, and ophthalmology. These clinics help bridge the gap in specialist care access for rural populations, while also promoting early detection and intervention for common health conditions. This initiative reflects Strides Pharma's alignment with the "Social" pillar of ESG, demonstrating long-term investment in community well-being and contributing to **Sustainable Development Goal 3: Good Health and Well-being.**	14,228	100%

Sl. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
2	**Support to the intellectually Challenged – Siva Sakthi Homes** As part of its commitment to inclusive social development, Strides Foundation supports the Siva Sakthi Sathya Sai Charitable Trust, an organization dedicated to the care and rehabilitation of intellectually challenged individuals and senior citizens. The Trust operates a residential facility in Sri Raja Rajeswari Nagar, Bengaluru, currently providing care for 28 residents with intellectual disabilities, ranging from mild to severe conditions. Strides Foundation extends support by sponsoring the Trust's annual grocery and medicine requirements, thereby contributing to the nutrition, health, and overall well-being of the residents. This initiative underscores Strides Pharma's focus on uplifting vulnerable populations and aligns with the "Social" pillar of ESG, particularly in the areas of health equity and dignified care.	28	100%
3	**LeAPS – Building Future-Ready Students through Life Skills Education** Strides Foundation's Leadership Adoption Program at Schools (LeAPS) is a targeted initiative aimed at empowering students in government schools with essential life skills that complement academic learning and promote holistic development. Currently active in two government schools in Haragadde, the program delivers structured life skills training alongside academic support, with the goal of enhancing student engagement, confidence, and academic performance. The curriculum focuses on developing communication, critical thinking, emotional intelligence, and decision-making abilities, skills essential for personal growth and future success. LeAPS reflects Strides Pharma's commitment to inclusive and quality education, aligning with the "Social" pillar of ESG and supporting **Sustainable Development Goal 4: Quality Education.**	668	100%
4	**Enhancing Livelihoods through Employability Training – SVRCC Partnership** As part of its commitment to fostering inclusive socio-economic development, Strides Foundation has partnered with Swami Vivekananda Rural Community College (SVRCC) to implement an Employability Empowerment Program for youth from the fisherman community in Puducherry. The program identifies desiring and deserving candidates and provides them with one year of vocational training, aligned to their individual skills and aptitudes. The curriculum is designed to equip participants with market-relevant skills, improving their chances of securing meaningful employment and enabling them to contribute productively to society. This initiative not only supports livelihood creation but also promotes social equity and community upliftment, aligning with the "Social" pillar of ESG and contributing to Sustainable **Development Goal 8: Decent Work and Economic Growth.**	100	100%

Sl. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
5	**Vidyadhama – Advancing Quality Education through Strides Model Government Higher Primary School** As part of its long-term commitment to strengthening public education, Strides has developed Vidyadhama, a Strides model school initiative aimed at transforming the learning environment at the Government Higher Primary School in Haragadde. The construction work is completed, and the school operations have started in the new premises since Dec 2025 and is running smoothly. The school currently has a strength of 305 students and is built to benefit over 400+ Students Vidyadhama is designed to provide state-of-the-art educational infrastructure, including a composite science laboratory, Mathematics and Science activity centre, smart classrooms, library, computer lab, STEM & robotics lab, space lab, and open-air learning spaces. The school features a spacious playground and facilities to support yoga, music, arts, and crafts, fostering holistic development alongside academic learning. This initiative reflects Strides Pharma's focus on bridging the educational divide and creating future-ready learning ecosystems for students in government schools. It aligns with the "Social" pillar of ESG and supports**Sustainable Development Goal 4: Quality Education for All.**	305	100%

Principle 9: Business should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

Strides has a robust complaint management system in place. It follows risk-based approach with defined timelines for each key stage of complaint management. The complaints are logged in and managed till final closure, through a qualified software.

After receipt of complaint (through email, calls, social site & other communication channels) at Strides, each complaint is logged in and assigned a unique complaint number for tracking purpose. An acknowledgement is sent to the complainant and immediate risk assessment of the complaint is carried out. Based upon assessment, necessary corrections and containment actions are taken, along with effective follow-up activities as part of the corrective action plan.

Wherever a potential impact on distributed product is anticipated, the respective regulatory authorities are duly informed as per applicable regulations. A thorough investigation is conducted by an internal cross-functional team comprising of quality, manufacturing, legal, and relevant stakeholders, depending upon the nature of complaint to identify the root cause. Based upon investigation findings a final risk assessment is done and necessary corrective and preventive actions, commensurate with the risk associated with the complaint, are implemented.

Wherever complaints are about adverse events or impact on patient health, such complaints are forwarded to Pharmacovigilance and Medical Affairs team for clinical assessment. After completion of investigations, a response is sent to the complainant including the summary of investigation, the identified root cause(s) and actions taken/ planned as applicable. A period of 15 days is provided for complainant's feedback, before final closure of the complaint.

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

	As percentage to total turnover
Environmental and social parameters relevant to the product	Customer is provided with instructions on dosage and basic knowledge about the science behind the various ingredients added in different products. Strides also provides information on the composition of each ingredient in volume and percentage in the product. Storage instructions and cautionary notes are also provided, wherever required. The Company also displays relevant information on the product labels as per the requirements of national and international drug regulatory bodies.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	Financial Year 2025 - 26			Financial Year 2024 - 25		
	Received	Pending at end of year	Remarks	Received	Pending at end of year	Remarks
Data Privacy	-	-		-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Customer Complaints	426*	58	Complaints tracked as per SOP	368**	0	Complaints tracked as per SOP
Other	-	-	-	-	-	-

*As of March 31, 2026, 368 complaints are closed, and for 58 complaints, investigations are in progress.

** As of March 31, 2026, all the complaints are closed.

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

	Number	Reasons for recall
Voluntary Recalls	03	**KRSG:** • OOS for Assay Test • Transparent gel like mass observed in bottle • Dissolution Failure
Forced Recalls	-	Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

Risk Management Policy

Privacy Policy

Strides upholds its Information Security Policy and ensures that all staff members receive training on the policy. The policy outlines procedures for safeguarding and managing the Company's information and assets. Additionally, it establishes clear roles and responsibilities for information protection and managing cyber incidents.

Employees are regularly provided with comprehensive training and awareness programs on cybersecurity, ensuring they stay informed about the latest threats, best practices, and organizational policies to effectively safeguard sensitive information and digital assets.

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

Active monitoring of cyber security for Strides is handled both internally and by third-party experts. Routine reviews are carried out, and necessary steps are taken to enhance the cyber security measures. Employees are educated on data privacy awareness, and new procedures for data privacy requirements are being reviewed and prepared for implementation.

On matters relating to project recall, relevant SoPs have been revised to ensure that contamination related deviation is escalated and addressed more comprehensively.

7. Provide the following information relating to data breaches

a. Number of instances of data breaches

None

b. Percentage of data breaches involving personally identifiable information of customers

None

c. Impact, if any, of the data breaches

None

Leadership Indicators

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

Details of Strides' products can be assessed/seen on the website, viz., Strides: Health where it matters

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

All our products have a product information leaflet provided, this document covers all aspects on the product usage, the potential side effects, and precautionary note.

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

In the unlikely event of possible disruption or discontinuation of product supply, the respective Customers are informed as per applicable Technical Agreement and the Regulatory Authorities are informed, as per applicable statutory requirements.

4. a. Does the entity display product information on the product over and above what is mandated as per the local laws? If "Yes", provide details in brief.

The company provides detailed product booklet and information is available in public domain for consumer knowledge.

b. Did your entity carry out any survey about customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole?

The company has not carried out any customer satisfaction survey in the FY 2026.

For and behalf of the Board of Directors

Badree Komandur
Managing Director & Group CEO
DIN: 07803242

Date: May 18, 2026
Place: Bengaluru

Independent Assurance Statement

to the Management of Strides Pharma Science Limited

Strides Pharma Science Limited (Corporate Identity Number L24230MH1990PLC057062, hereafter referred to as 'Strides' or 'the Company') has commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR'). The disclosures include BRSR Core as per Annexure 17A of SEBI's Master Circular for BRSR (Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, dated January 30, 2026).

Our Conclusion:

On the basis of the assessment undertaken, nothing has come to our attention to suggest the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in **Annexure I** of this statement) do not properly adhere to the reporting requirements outlined in the Industry Standard on Reporting of BRSR Core.

Our competence and Independence

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

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

Scope of Work and Boundary

The scope of our engagement includes independent assurance of 'BRSR Core' – limited level of assurance for the Financial Year (FY) 2025-26. Boundary covers standalone basis reporting of BRSR Core KPIs of the Company's operations that fall under the direct operational control of the Company's Legal structure as indicated in 'Reporting Boundary' section in BRSR. Based on the agreed scope with the Company, the boundary of limited assurance covers the operations of Strides across India, which include the corporate office, 4 manufacturing plants and 1 R&D facility in India, and one wholly owned subsidiary in India, unless otherwise stated in the table below or specified by the Company in BRSR.

BRSR Core Attribute	Boundary for limited Assurance
Attribute 1: Green-house gas (GHG) footprint	corporate office, 4 manufacturing plants and 1 R&D facility
Attribute 2: Water footprint	
Attribute 3: Energy footprint	
Attribute 4: Embracing circularity - details related to waste management by the entity	4 manufacturing plants and 1 R&D facility

Reporting Criteria and Standards

The disclosures have been prepared by Strides in reference to:

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

Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustainTM protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. Apart from DNV's VerisustainTM protocol (v6.0), DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements to evaluate disclosures wrt. Greenhouse gases.

Basis of our conclusion

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

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

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes.
- Our focus included disclosures, management processes, and key ESG metrics specified under the BRSR Core. The Industry Standard on Reporting of BRSR Core used a basis of limited level of assurance.

- Understanding the key systems, processes and controls for collecting, managing and reporting the Key Performance Indicators (KPIs) of BRSR Core. Understand and test, on a sample basis to evaluate adherence to the reporting principles.
- Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders.
- DNV audit team conducted on-site audits for 2 plant locations as mentioned in Annexure I of the statement. Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustainTM Protocol, V6.0 for limited level of assurance for the disclosures.

Inherent Limitations

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

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV's opinion on specific BRSR Core Attribute 8 on "Number of days of accounts payable", Attribute 9 "Open-ness of business" and all sections of BRSR indicators where currency or INR has been applied relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

Responsibility of the Company

Strides has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed for BRSR Core 9 ESG attributes in BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. Strides is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

DNV's Responsibility

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

Use and distribution of Assurance Statement

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

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

For DNV Business Assurance India Private Limited,

Chandan Sarkar
Lead Verifier

Anjana Sharma
Assurance Reviewer

Verifiers: Suraiya Rahman, Mohanakrishnan R
10/07/2026, Bengaluru, India.

Strides

Annexure I – BRSR Core Verified Data

Sr. No.	Attribute	Parameter	Unit of Measures	Verified Value
1	**Green-house gas (GHG) footprint***	Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Total emissions (tCO_2e)	6,542.27
		Total Scope 2 emissions (Break-up of the GHG (CO_2e) into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Total emissions (tCO_2e)	18,837.76
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover	tCO_2e/Total Revenue from Operations	1.16
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO_2e / Total Revenue from Operations adjusted for PPP in USD	23.68
2	**Water footprint**	Total water consumption	KL	190,297.69
		Water consumption intensity	KL / Total Revenue from Operations	0.87
			KL / Total Revenue from Operations adjusted for PPP in USD	17.75
		Water Discharge by destination and levels of Treatment	KL	0
3	**Energy footprint**	Total energy consumed	KJ	280,288,004,402
		% of energy consumed from renewable sources	In % terms	44.19%
		Energy intensity	GJ/ Total Revenue from Operations	12.86
			GJ/ Total Revenue from Operations adjusted for PPP in USD	261.5
4	**Embracing circularity - details related to waste management by the entity**	Plastic waste (A)	MT	453.93
		E-waste (B)	MT	5.1
		Bio-medical waste (C)	MT	6.69
		Construction and demolition waste (D)	MT	0
		Battery waste (E)	MT	0.27
		Radioactive waste (F)	MT	0
		Other Hazardous waste (G)	MT	751.76
		Other Non-Hazardous Waste (H)	MT	692.53
		Total (A+B + C + D + E + F + G+ H)	MT	1910.28
		Waste intensity per rupee of turnover from operations	Metric tonnes /Total Revenue from Operations	0.09
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Total waste generated in MT/ Revenue from operations adjusted for PPP	1.78
		For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	MT	1207.4
			Intensity (Kg of Waste Recycled Recovered /Total Waste generated)	63.21%
		For each category of waste generated, total waste disposed by nature of disposal method	MT	702.89
			Intensity (Kg of Waste disposed / Total Waste generated)	36.79%
5	**Enhancing Employee Wellbeing and Safety**	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	In % terms	0.44%
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Number of Permanent Disabilities	0
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0.11
			No. of fatalities	0

Sr. No.	Attribute	Parameter	Unit of Measures	Verified Value
6	**Enabling Gender Diversity in Business**	Gross wages paid to females as % of wages paid	In % terms	16%
		Complaints on POSH	Total Complaints on Sexual Harassment (POSH) reported	0
			Complaints on POSH as a % of female employees / workers	0%
			Complaints on POSH upheld	0
7	**Enabling Inclusive Development**	Input material sourced from following sources as % of total purchases –and from within India	Directly sourced from MSMEs/ small producers (In % terms – As % of total purchases by value)	14.43%
			Sourced directly from within India	80.40%
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location	
			Rural	0%
			Semi-urban	48%
			Urban	38%
			Metropolitan	14%
8	**Fairness in Engaging with Customers and Suppliers**	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	0
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	115
9	**Open-ness of business**	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	-
			Number of trading houses where purchases are made from	-
			Purchases from top 10 trading houses as % of total purchases from trading houses	-
			Sales to dealers / distributors as % of total sales	-
			Number of dealers / distributors to whom sales are made	-
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-
			Share of RPTs (as respective %age) in	
			Purchases	22.90%
			Sales	86.40%
			Loans & advances	0%
			Investments	99.58%

Annexure II – Sites selected for audits

S. no	Site	Location
1.	Corporate Office (remote)	Bangalore
2.	India Sites (onsite)	KRSG, Bangalore
3.	India Sites (remote audit)	Puducherry, Alathur