



July 11, 2025

**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 FY25**

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, 2025.

This is for your information and records.

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



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

*Encl. As above*

**Strides Pharma Science Limited**

CIN: L24230MH1990PLC057062

**Corp. Off:** Strides House, Bilekahalli, Bannerghatta Road, Bengaluru - 560 076, India

**Tel:** +91-80-6784 0000 **Fax:** +91 80 6784 0700

**Regd Off:** 'Cyber One', Unit No. 902, Plot No. 4 & 6, Sector 30A, Vashi, Navi Mumbai - 400 703, India

**Tel:** +91-22-2789 2924/ 3199

corpcomm@strides.com; www.strides.com

# Business Responsibility and Sustainability Report

## Section A: General Disclosures

### Details of the listed entity:

S. 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	<a href="mailto:investors@strides.com">investors@strides.com</a>
7.	Telephone	+91 80 6784 0290
8.	Website	<a href="http://www.strides.com">www.strides.com</a>
9.	Financial Year for which report is being done	FY 2024-25
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 (₹.)	92,16,27,140
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: <a href="mailto:investors@strides.com">investors@strides.com</a>
13.	Reporting Boundary (Standalone or Consolidated basis)	Financial disclosures – For Strides, on a standalone basis Other disclosures - For Strides and its Wholly owned Subsidiary based in India, i.e., Arco Lab Private Limited ("Arcolab")
14.	Name of assurance provider	Not applicable
15.	Type of assurance obtained	Not applicable

### Products and Services:

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

S. No.	Description of Main Activity	Description of Business Activity	%Turnover of the entity
1.	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):

S. 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	2	7
	<ul style="list-style-type: none"> <li>Bangalore, Karnataka: 2 facilities &amp; 1 R&amp;D Centre;</li> <li>Puducherry: 1 facility;</li> <li>Alathur, Tamil Nadu: 1 facility</li> </ul>	<ul style="list-style-type: none"> <li>Registered office at Navi Mumbai, Maharashtra;</li> <li>Corporate office at Bangalore, Karnataka</li> </ul>	
International*	3	8	11
	<ul style="list-style-type: none"> <li>USA- 1 facility</li> <li>Italy- 1 facility</li> <li>Kenya- 1 facility^</li> </ul>	US   UK   Singapore   South Africa   Italy   Canada   Switzerland   Kenya^	

\*: 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?**

95.22%, 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 2024-25**
**a. Employees and Workers**

Employees (including differently abled)						
Sl No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	2,245	1,690	75%	555	25%
2.	Other than Permanent Employees	315	238	76%	77	24%
3.	<b>Total Employees (1+2)</b>	<b>2,560</b>	<b>1,928</b>	<b>75%</b>	<b>632</b>	<b>25%</b>

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

Workers (including differently abled)						
Sl. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	1,056	981	93%	75	7%
5.	Other than Permanent Workers	1,560	946	61%	614	39%
6.	<b>Total Workers (4+5)</b>	<b>2,616</b>	<b>1,927</b>	<b>74%</b>	<b>689</b>	<b>26%</b>

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**

Differently Abled Employees						
Sl. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	2,245	0	0.00%	0	0.0%
2.	Other than Permanent Employees	315	0	0.0%	0	0.0%
<b>3.</b>	<b>Total Employees (1+2)</b>	<b>2,560</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.0%</b>

  

Differently Abled Workers						
Sl. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	1,056	0	0.00%	0	0.0%
5.	Other than Permanent Workers	1,560	0	0.00%	0	0.0%
<b>6.</b>	<b>Total Workers (4+5)</b>	<b>2,616</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.0%</b>

**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%

**Note 1:** During the period under review, Strides had three whole-time directors, who were also classified as KMP;

**Note 2:** Effective April 5, 2025, Mr. Arun Kumar is re-appointed as Non-Executive Director. He continues to be the Chairperson of the Board of Directors of the Company;

**Note 3:** Post re-designation of Mr. Arun Kumar, Strides has two whole-time directors, who are classified as KMP along with Group CFO and Company Secretary.

**22. Turnover rate for permanent employees and workers:**

	FY 2024-25			FY 2023-24			FY 2022- 23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.3%	4.4%	18.7%	15%	4%	19%	28%	7%	35%
Permanent Workers	1.4%	0.1%	1.5%	1%	0%	1%	1%	0.1%	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**

S. 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 108 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 117 of the annual report.

**(ii) Turnover (in ₹ Million)**

₹ 21,856.11 (on a standalone basis)

**(iii) Net Worth (in ₹ Million)**

₹ 27,478.84 (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 2024-25			Financial Year 2023-24		
		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	6	-	-	16	0	-
Employees and Workers	Yes	1	0	-	4	0	-
Customers	Yes	368	67**	Complaints tracked as per SOP	269	52***	Complaints tracked as per SOP
Value Chain Partners	Yes	-	-	No complaints	0	0	No complaints

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.

\*As of April 25, 2025, 34 complaints are closed, and for 33 complaints, investigations are in-progress;

\*\*All 52 complaints are closed as of November 2024.

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

Strides undertook its first Materiality Assessment in 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	a) Ensure continued and strict compliance with global quality standards and protocols and the applicable local regulatory requirements. b) Provide for robust and centralized pharmacovigilance systems with thorough Standard Operating Procedures (SOPs) to ensure effective monitoring and reporting of adverse events. c) Regular investment in technological advancement, training programs on current Good Manufacturing Practices (cGMP), automation, digitalization, and employee skill development. d) Undertake detailed and regular quality assessments of third-party suppliers. e) 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 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	a) Consistent and regular engagement with regulatory agencies in all our markets, to ensure compliance and reduce any possibility of non-compliance. b) Focused and regular training is provided to all employees to ensure strict compliance with the Company’s Code of Conduct. c) 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 citizens. 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	<p>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.</p>	<p>Strides adopt a proactive, multi-faceted approach to risk mitigation, emphasizing supply chain resilience, financial stability, and strategic adaptability in the face of global uncertainties.</p> <ul style="list-style-type: none"> <li>• Diversify the supply chain to reduce dependency on high-risk geographies;</li> <li>• Explore local manufacturing options and partnerships with domestic suppliers;</li> <li>• Implement import substitution strategies where feasible;</li> <li>• Utilize cross-functional teams to evaluate and execute supply chain changes;</li> <li>• Employ financial hedging mechanisms to manage currency risks;</li> <li>• Secure receivables through advance payments or letters of credit;</li> <li>• Balance risk mitigation with quality assurance and regulatory compliance;</li> <li>• Monitor geopolitical developments and adjust strategies accordingly</li> </ul>	<p>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</p>
5.	Digital Transformation	Opportunity	<p>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.</p>	<p>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.</p> <p>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.</p> <p>c. Employee Training and Development are carried out through digital platforms &amp; LMS systems.</p>	<p>Positive: Digitization has the potential to boost sales, productivity, and employment, consequently influencing the company's performance and differentiating it from its competitors.</p>

**Section B: Management and Process Disclosures**

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>										
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 <a href="#">Strides   Corporate Policies</a> ; and; <a href="#">Strides   Sustainability</a> Additionally, some of them are available on the Intranet portal of the Company, which is 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 - <a href="#">Strides' Vendor Code of Conduct</a>								
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.	<b>Strides Pharma Science Limited, India</b> <ul style="list-style-type: none"> <li>• KRSG - ISO 14001:2015 &amp; ISO 45001:2018;</li> <li>• Puducherry, Chandapura, Alathur, R&amp;D – ISO 14001:2015;</li> <li>• Strides is a signatory to the United Nations Global Compact</li> </ul> <b>Arco Lab Private Limited, India (WoS of Strides)</b> <ul style="list-style-type: none"> <li>• ISO 27001 certified;</li> <li>• ISO 27701 certified</li> </ul>								
5.	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Kindly refer page 14 to 16 of our FY24 Sustainability Report, available at <a href="#">Strides' FY24 Sustainability Report</a>								
6.	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	<p>Key achievements against the commitments are briefed below –</p> <ol style="list-style-type: none"> <li>Board Diversity - During FY25, gender diversity of the Board increased to 25% (2 out of 8 Directors are woman director);</li> <li>Board Independence - Effective April 5, 2025, ~62% of the Board Members are Independent (5 out of 8 Directors are Independent);</li> <li>Product Quality - No Class I recalls during the year;</li> <li>Sustainable Procurement - During FY25, the Company carried out supplier assessments on Sustainability for 33 critical suppliers accounting for 63.3% of our total procurement value;</li> <li>Sustainable Procurement - During FY25, the Company conducted two (2) Supplier Capacity Building Workshops on ESG-related topics, which were cumulatively attended by 68% of the Company's vendors for APIs, excipients, and packaging materials;</li> <li>Carbon Reduction - Strides Pharma UK Ltd, a step down wholly owned subsidiary of the Company has committed to achieving net zero emissions by 2045 when they plan to have reduced their emissions by 90% - <a href="#">SPUK's Carbon Reduction Plan</a></li> <li>Corporate Social Responsibility Initiatives – Refer page 68 of the Annual Report.</li> </ol> <p>Our forthcoming Sustainability Report for FY 25 will provide further details.</p>								

## 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 Founder & Non-Executive Chairperson's Message in page 16 of the annual report. Further details are also explained in Message from the Managing Director & Group CEO and ESG and Sustainability at Strides in page 18 and 60 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](mailto: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 Committee (RMC)\* 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.

\*Effective May 22, 2025, RMC committee's terms of reference has been broadened to specifically include Sustainability; the Committee has been accordingly renamed to Risk Management & Sustainability Committee.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any Other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Policies and procedures are periodically reviewed by the Board/ Board Committees/ Heads, as and when applicable.																	
Compliance with statutory requirements of 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   Periodically								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	During FY25, 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									
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 2024-25:

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors of Strides	11	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.	100%
Key Managerial Personnel of Strides	11		100%
Employees other than BoD and KMPs	110	Code of Conduct and Anti Bribery; EHS	98%
Workers	110		98%

#### 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 2024-25

Monetary				
NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹.)	Brief of Case	Has an appeal been preferred?
Penalty/ Fine		Nil		
Settlement		Nil		
Compounding Fee	Reserve Bank of India, Foreign Exchange Department	1,51,00,000	In terms of the erstwhile Consolidated FDI Policy, Company had sought approval from the Department of Pharmaceuticals (DOP) during November 2017, for grant of ESOPs to a Non-Resident Employee and related exercise of stock options. While DOP granted the approval, one of the conditions of such approval was to maintain certain level of R&D expenditure over a period of five years commencing from 2017-18 upto 2021-22. While the Company met the condition for year 1, for subsequent years there was a short-fall in maintaining the prescribed R&D spend.	No

NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Monetary		Has an appeal been preferred?
		Amount (in ₹.)	Brief of Case	
			DOP upon review of the compliance conditions, directed the Company to compound the matter with RBI, vide its Order dated January 1, 2024. RBI has reviewed our application and has pronounced Order for Compounding on September 17, 2024. RBI in their Order directed the Company to pay a sum of ₹ 1.51 Crores towards compounding of the above matter. The said amount was paid by the Company on September 27, 2024, and RBI has issued a certificate dated October 9, 2024 confirming closure of this matter.	
Imprisonment		Nil		
Punishment				

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 at Strides' [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:

	FY2024-25	FY2023-24
Directors		
Key Managerial Personnel (KMPs)		
Employees	None	
Workers		

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

	FY2024-25		FY2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		None		

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

	FY2024-25	FY2023-24
Number of days of accounts payables	123	136

## 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	FY2024-25	FY2023-24
a. Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
b. Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
c. Share of RPTs in:	a. Purchases (Purchases with related parties / Total Purchases)	25.69%	16.04%
	b. Sales (Sales to related parties / Total Sales)	82.34%	78.88%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	43.85%	41.25%
	d. Investments ( Investments in related parties / Total Investments made)	99.65%	99.74%

## Leadership Indicators

### 1. Awareness programmes conducted for the value chain partners on any of the Principles during FY 2024-25:

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 FY25, the Company conducted two (2) Supplier Capacity Building Workshops on ESG-related topics (which also align with NGRBC Principles), which were cumulatively attended by 68% of the Company's vendors for APIs, excipients, and packaging materials.		

### 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 2024-25	FY 2023-24	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	6.03%	9.77%	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.

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

**(a) Plastics (including packaging)**

Plastic waste is segregated and sent to authorized recyclers approved by the respective State Pollution Control Board.

**(b) E- Waste**

E-waste is segregated and sent to authorized recyclers approved by the respective State Pollution Control Board.

**(c) Hazardous Waste**

Hazardous waste is collected, segregated, and disposed of through the authorized incinerating agency approved by the respective State Pollution Control Board.

**(d) 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 company sites comply with respective State Pollution Control Board and Plastic Waste Management Rules 2016 and EPR applicability is in line with the regulatory/ authority guidelines;
- Waste collection responsibility of products supplied to pharmacies and customers (end user) lies with pharmacy operators and end users to collect, store and dispose complying to applicable local laws of the respective jurisdiction;
- 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

### 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
Strides is committed to Sustainability and minimizing its impact on the environment. Accordingly, Strides has initiated the process of conducting a formal Life Cycle Assessment for some of its identified products and the outcome will be shared in future reporting(s).					

**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
As explained in Question 1 above		

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 2024-25	Financial Year 2023-24
	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 2024-25			Financial Year 2023-24		
	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.					

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 2024 – 25

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	1,690	1,690	100%	1,690	100%	0	0%	1,690	100%	868	51%	93	6%
Female	555	555	100%	555	100%	555	100%	0	0	168	30%	28	5%
Total	2,245	2,245	100%	2,245	100%	555	25%	1690	100%	1036	46%	121	5%
Other than Permanent Employees													
Male	238	238	100%	238	100%	0	0%	116	49%	238	100%	0	0%
Female	77	77	100%	77	100%	77	100%	0	0%	77	100%	0	0%
Total	315	315	100%	315	100%	88	28%	116	37%	315	100%	0	0%

- b. Details of measures for the well-being of Workers for FY 2024 – 25

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	981	981	100%	981	100%	0	0%	981	100%	957	98%	8	1%
Female	75	75	100%	75	100%	75	100%	0	0	74	99%	0	0%
Total	1,056	1,056	100%	1,056	100%	75	7%	981	93%	1,031	98%	8	1%
Other than Permanent Workers													
Male	946	946	100%	946	100%	0	0%	0	0%	879	93%	946	100%
Female	614	614	100%	614	100%	614	100%	0	0%	568	93%	614	100%
Total	1,560	1,560	100%	1,560	100%	614	39%	0	0%	1,447	93%	1,560	100%

\* Data for KRSG, Puducherry and Alathur;

Chandapura - in-house facility is currently under development to meet mandatory structural requirements in compliance with applicable laws. However, the Company has a policy to reimburse expenses incurred for this facility;

Corporate and R&D - As at date of the report, structural work for the crèche facility arrangement is currently in progress. However, the Company has a policy to reimburse expenses incurred for this facility

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	2.48%	2.18%

## 2. Details of retirement benefits for FY 2024-25 and FY 2023-24

Benefits	Financial Year 2024-25			Financial Year 2023-24		
	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%	NA
ESI	5%	1%	Yes	5.40%	10%	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.

5. Return to work and Retention rates of permanent employees and workers that took parental leave during FY 2024 – 25

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%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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	<p>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.</p> <p>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.</p>
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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	<p>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:</p> <ul style="list-style-type: none"> <li>- SEEK App: Accessible to all employees, the app serves as a confidential platform to voice grievances and concerns;</li> <li>- 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;</li> <li>- 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.</li> </ul> <p>These mechanisms reflect the organization's commitment to fostering a transparent, responsive, and inclusive work environment.</p>
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 Business Ethics](#)

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

Category	Financial Year 2024-25			Financial Year 2023-24		
	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)
<b>Total Permanent Employees</b>	2,245	0	0%	2,011	0	0%
Male	1,690	0	0%	1,537	0	0%
Female	555	0	0%	474	0	0%
<b>Total Permanent Workers</b>	1,056	1,023	97%	1,054	1,029	98%
Male	981	948	97%	978	955	98%
Female	75	75	100%	76	74	97%

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

Category	Financial Year 2024-25			Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male	1,690	1096	65%	1,537	1,129	73%
Female	555	259	47%	474	280	59%
<b>Total</b>	<b>2,245</b>	<b>1,355</b>	<b>60%</b>	<b>2,011</b>	<b>1,409</b>	<b>70%</b>
<b>Workers</b>						
Male	981	948	97%	978	957	98%
Female	75	73	97%	76	75	99%
<b>Total</b>	<b>1,056</b>	<b>1,021</b>	<b>97%</b>	<b>1,054</b>	<b>1,032</b>	<b>98%</b>

**(b). Details of training given to employees and workers on “Skill Upgradation”**

Category	Financial Year 2024-25			Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male	1,690	1653	98%	1,537	1,431	93%
Female	555	527	95%	474	446	94%
<b>Total</b>	<b>2,245</b>	<b>2,180</b>	<b>97%</b>	<b>2,011</b>	<b>1,877</b>	<b>93%</b>
<b>Workers</b>						
Male	981	968	99%	978	977	100%
Female	75	75	100%	76	76	100%
<b>Total</b>	<b>1,056</b>	<b>1,043</b>	<b>99%</b>	<b>1,054</b>	<b>1,053</b>	<b>100%</b>

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 2024-25			Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male	1,690	1268	75%	1,537	1,170	76%
Female	555	382	69%	474	317	67%
<b>Total</b>	<b>2,245</b>	<b>1,650</b>	<b>73%</b>	<b>2,011</b>	<b>1,487</b>	<b>74%</b>
<b>Workers</b>						
Male	981	0	0%	978	0	0%
Female	75	0	0%	76	0	0%
<b>Total</b>	<b>1,056</b>	<b>0</b>	<b>0%</b>	<b>1,054</b>	<b>0</b>	<b>0%</b>

**Note**

- As per annual Performance review eligibility criteria, employees who joined on or before September 30, 2024, 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?	<ul style="list-style-type: none"> <li>• Yes, Strides has implemented Occupational Health and Safety management system at all its locations including manufacturing sites, R&amp;D center and Corporate office;</li> <li>• 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.;</li> <li>• In accordance with pharmaceutical industry standards, customers periodically conduct independent audits of Strides' manufacturing sites, which covers elements of EHS;</li> <li>• The EHS trainings, audits and inspections are carried out as per the guidelines of Factories Act, Indian Boilers Act, Environment Protection Act, Electrical Act, PESO, NBC etc.;</li> <li>• 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.;</li> <li>• Environment Protection Act (EPA) also covers hazardous waste management rules, Biomedical waste management rules, E-waste management rules, etc.;</li> <li>• 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%;</li> <li>• Strides implemented corporate EHS Guidelines on various technical topics and they act as a working standard on EHS topics</li> </ul>
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b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	<ul style="list-style-type: none"> <li>• Identification of work-related hazards through EHS walkthrough checklists, GEMBA walks, Hazard Identification and Risk Assessment (HIRA), Hazardous Area Classification (HAC) study etc.;</li> <li>• MySetu EHS is an application which is used to log and escalate any unsafe act and unsafe conditions which are identified on site premises;</li> <li>• All employees are trained on group EHS SOP;</li> <li>• Any non-routine activities involving external contract workers are routed through permit to work system (PTW);</li> <li>• PTW has different type of permits like General, Hot, Confined, Work at height, Electrical, High risk etc.;</li> <li>• In FY 25, 11,388 work permits were issued across all sites;</li> <li>• In FY25, total 1,224 Hazards were reported by the employees</li> </ul>
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks?	<ul style="list-style-type: none"> <li>• Yes, MySetu EHS application has been implemented across all sites for workers to report any unsafe act and unsafe condition;</li> <li>• Safety committee meetings has representation from workers; any work-related hazards reported in the meetings is tracked until it is logically closed</li> </ul>
d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?	<ul style="list-style-type: none"> <li>• 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;</li> <li>• Employee health insurance policy for medical benefits during hospitalization;</li> <li>• Employees are provided awareness sessions organized periodically at various locations by medical experts on matters like diabetes, cervical cancer etc.</li> </ul>

#### 11. Details of safety related incidents:

Safety Incidents/ Number	Category	Financial Year 2024-25	Financial Year 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)*	Employees	0	1.3
	Workers	0	0
Total recordable work-related injuries	Employees	9	13
	Workers	6	5
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 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 (11,388 nos of PTW issued in FY 25);

- 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;
- Respiratory fit testing has been facilitated for targeted group of employees who regularly use Respiratory Protective Equipment during their routine & non-routine process related activities;
- 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

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

	Financial Year 2024-25			Financial Year 2023-24		
	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 2024-25

	% 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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
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 2024-25):

	% 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 FY25, we carried out the supplier assessments for 33 critical suppliers accounting for 63.3% of our total 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 in FY 2024-25, 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/ 3 <sup>rd</sup> 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, No 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 2024-25			Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Permanent	2,245	2,203	98%	2,011	1,907	95%
Other than permanent	315	255	81%	353	313	89%
<b>Total Employees</b>	<b>2,560</b>	<b>2,458</b>	<b>96%</b>	<b>2,364</b>	<b>2,220</b>	<b>94%</b>
<b>Workers</b>						
Permanent	1,056	980	93%	1,054	952	90%
Other than permanent	1,560	1,489	95%	1,790	1,790	100%
<b>Total Workers</b>	<b>2,616</b>	<b>2,469</b>	<b>94%</b>	<b>2,844</b>	<b>2,742</b>	<b>96%</b>

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

Category	Financial Year 2024-25					Financial Year 2023-24				
	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	2,245	0	0%	2,245	100%	2,011	0	0%	2,011	100%
Male	1,690	0	0%	1,690	100%	1,537	0	0%	1,537	100%
Female	555	0	0%	555	100%	474	0	0%	474	100%
Other than Permanent	315	155	49%	160	51%	353	79	22%	274	78%
Male	238	127	53%	111	47%	265	55	21%	210	79%
Female	77	28	36%	49	64%	88	24	27%	64	73%
	Workers									
Permanent	1,056	0	0%	1,056	100%	1,054	0	0%	1,054	100%
Male	981	0	0%	981	100%	978	0	0%	978	100%
Female	75	0	0%	75	100%	76	0	0%	76	100%
Other than Permanent	1,560	1,536	98%	24	2%	1,790	1,363	76%	427	28%
Male	946	930	98%	16	2%	1,063	882	83%	181	17%
Female	614	606	99%	8	1%	727	481	66%	246	34%

## 3 a.Details of remuneration/ salary/ wages for FY 2024 – 25

	Male		Female	
	Number	Median salary/ wage of respective category (Amount in ₹)	Number	Median salary/ wage of respective category (Amount in ₹)
<b>Board of Directors (BoD)*</b>				
a. Executive Directors	3	6,10,11,233	0	0
b. Non-executive Directors (NED)	5	33,33,333	2	20,30,400
<b>Key Managerial Personnel #</b>	1	3,61,43,700	1	85,00,000
<b>Employees other than BoD and KMP</b>	1,686	6,80,545	554	5,40,189
<b>Workers</b>	981	7,60,601	75	4,81,406

\* 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) Sitting Fees and Commission paid in proportion to the period of office held by Mr. S Sridhar, Mr. Bharat Shah, Mr. Subir Chakraborty and Ms. Mukta Arora, Non-Executive Independent Directors of the Company;
- 3) Remuneration paid/ payable to Mr. Badree Komandur and Mr. Aditya Arun Kumar, Executive Directors of the Company, has been prorated in line with their terms of appointment;
- 4) 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 2024-25	Financial Year 2023-24
Gross wages paid to females as % of total wages	15%	14%

**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 will be redressed by the concerned authority in accordance with the process laid down in the Company's policy, which is 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 2024-25			Financial Year 2023-24		
	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	-	4	0	Complaint closed within 90 days
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

NA: Not Applicable

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

	Financial Year 2024-25	Financial Year 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	4
Complaints on POSH as a % of female employees / workers	0.16%	0.73%
Complaints on POSH upheld	1	4

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

The SEEK app is a Business Intelligence platform provided by a third-party service provider, 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 2024-25:

	% 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	As part of our sustainability initiatives, we have developed a robust
Forced/ Involuntary Labour	Supplier ESG assessment framework to gauge the sustainability
Sexual harassment	preparedness of our suppliers and to monitor their ESG performance
Discrimination at workplace	periodically. The exercise is intended to take stock of our collective ESG
Wages	impact, identify risks or areas for improvement, and shape our capacity- building efforts. During FY25, we carried out the supplier assessments for 33 critical suppliers accounting for 63.3% of our total 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 2024-25	Financial Year 2023-24
Total Energy Consumption (A)	70,65,18,33,013	83,92,26,16,440
Total Fuel Consumption (B) (Briquettes)	7,78,10,00,000	NA
Energy consumption through Other Sources	NA	NA
<b>Total Energy Consumption (A+B+C) (KJ)</b>	<b>78,43,28,33,013</b>	<b>83,92,26,16,440</b>

### From non-renewable sources

Parameter	Financial Year 2024-25	Financial Year 2023-24
Total electricity from non- renewable sources (D)	84,86,36,65,905	99,55,18,51,200
Total fuel consumption (E) (Diesel + Furnace Oil)	69,68,56,21,852	49,85,38,30,785
Energy consumption through other sources (F)	NA	NA
<b>Total energy consumed from non-renewable sources (D+E+F) (KJ)</b>	<b>1,54,54,92,87,758</b>	<b>1,49,40,56,81,985</b>
<b>Total energy consumed (A+B+C+D+E+F) (KJ)</b>	<b>2,32,98,21,20,770</b>	<b>2,33,32,82,98,425</b>
Energy intensity per rupee of turnover (KJ/₹) (Total energy consumption/turnover in rupees)	10.66	12
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	220.23	NA
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.	No	No

Note - All PPP – IMF conversion factors for FY25: 20.66 (Source - <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

### 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 2024-25	Financial Year 2023-24
<b>Water withdrawal by source (in kilo-litres)</b>		
(i). Surface Water	0	0
(ii). Groundwater	41,094.24	60,544
(iii). Third Party Water	1,51,280.02	1,43,872
(iv). Seawater/ Desalinated water	0	0
(v). Others (Please specify)	0	0
<b>Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)</b>	<b>1,92,374.26</b>	<b>2,04,643</b>
<b>Total volume of water consumption (in KL)</b>	<b>1,92,374.26</b>	<b>2,04,643**</b>
Water intensity per rupee of turnover (KL/₹. Lakh) (water consumed/ turnover)	0.88	0.010048
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	18.18	0.000138
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.	NA	NA

#### 4. Provide the following details related to water discharged

Parameter	Financial Year 2024-25	Financial Year 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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		

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.

#### 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 2024-25	Financial Year 2023-24
NOx	mg/Nm3	130.70	169
Sox	mg/Nm3	27.10	131.6
Particulate Matter (PM)	mg/Nm3	40.50	227.1
Persistent organic pollutant (POP)			
Volatile organic compounds (VOC)		NA	
Hazardous air pollutant (HAP)			
Note	Average of all the 5 sites. However, none of the site has crossed the PCB approved limits and all parameters are well within the limits specified		

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

Parameter	Please specify unit	Financial Year 2024-25	Financial Year 2023-24
Total Scope 1 Emissions	Metric tonnes of CO2 equivalent	5,376	5,331.80
Total Scope 2 Emissions	Metric tonnes of CO2 equivalent	17,099	19,893.05
Total Scope 1 and Scope 2 emissions per million rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		1.028	1.171
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)		21.24	26.803
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
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.		NA	NA

## 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 1,470 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;
- 51.6% of the total power consumption in all sites are from renewable sources (Solar & wind)

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

Parameter	Financial Year 2024-25	Financial Year 2023-24
<b>Total Waste Generated (in metric tonnes)</b>		
Plastic Waste (A)	347.99	162
E-Waste (B)	4.89	9.11
Bio-medical Waste (C)	5.93	6.60
Construction and Demolition Waste (C&D) (D)	0	0
Battery Waste (E)	6.82	0
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Please specify, if any) For FY25 – Off specification products, Process Residue, Expired chemicals, Waste oil, Finished Goods and Raw Materials	578.97	961
Other Non-Hazardous Waste generated (H) (Please specify, if any) For FY25 – Packing waste, Cardboards, Corrugated boxes, Metal scrap, HDPE container, Rejected Bottle, Food waste, Paper & Stationery, Garden waste	572.06	144
<b>Total Waste Generated (A+B+C+D+E+F+G+H)</b>	<b>1,516.67</b>	<b>1,775</b>

Parameter	Financial Year 2024-25	Financial Year 2023-24
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.069	0.00069
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.433	0.00005
Waste intensity in terms of physical output	NA	0
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	0

**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	652.69	309
(ii). Re-used	0	0
(iii). Other recovery operations	0	0
<b>Total</b>	<b>652.69</b>	<b>309</b>

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

Category Waste Name:		
(i). Incineration	816.15	907
(ii). Landfilling	7.95	0
(iii). Other recovery operations (piggery)	39.88	0
<b>Total</b>	<b>863.98</b>	<b>907</b>

**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;
- Yield improvement projects initiated across all the sites and saved almost 7,400 Kgs of raw materials by improving batch yields.

**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:**

S. 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

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in financial year 2024-25**

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
					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:

S. 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 kilo liters):**

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 2024-25	Financial Year 2023-24*
<b>Water withdrawal by source (in kilo litres)</b>		
(i). Surface Water	0	0
(ii). Ground Water	41,094.24	60,544
(iii). Third Party Water	74,255.02	61,706
(iv). Seawater/ Desalinated Water	0	0
(v). Others	0	0
<b>Total volume of water withdrawal (in KL)</b>	<b>1,15,349.26</b>	<b>1,22,250</b>
<b>Total volume of water consumption (in KL)</b>	<b>1,15,349.26</b>	<b>1,22,250</b>
Water intensity per rupee of turnover (water consumed/ turnover)	0.53	0.01
Water intensity (optional) – the relevant metric may be selected by the entity	0.53	0.01
<b>Water discharge by destination and level of treatment (in Kilo litres)</b>		
<b>(i). To Surface Water</b>		
No treatment		
With treatment- please specify level of treatment		
<b>(ii). To Ground Water</b>		
No treatment		
With treatment- please specify level of treatment		
<b>(iii). Sent to Third Party Water</b>		
No treatment		
With treatment- please specify level of treatment		
<b>(iv). Into Seawater</b>		
No treatment		
With treatment- please specify level of treatment		
<b>(v). Others</b>		
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.	NA	

\*KRSG and Chandapura considered

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.

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

Parameter	Unit	Financial Year 2024-25	Financial Year 2023-24
Total Scope 3 Emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	47,827	-
Total Scope 3 emissions per million rupee of turnover		2.188	-
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.			NA

## 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

S. No.	Initiative undertaken	Details of the initiative	Outcome of the Initiative
1.	Improve the groundwater level	<ul style="list-style-type: none"> <li>Rainwater harvesting tanks,</li> <li>Total tanks &amp; total capacity</li> </ul>	Rainwater harvesting tanks of capacity 3,450 KL were constructed across all the sites.
2.	Improve the awareness trainings of water consumption and controlling of water pollution	<ul style="list-style-type: none"> <li>Awareness Training/session/module;</li> <li>Water Consumption Monitoring;</li> <li>Awareness/ Caution boards display;</li> <li>Installation of flow meters;</li> <li>Installation of Piezometer at required sites</li> </ul>	Reduction in daily water consumption.
3.	Reduction of CO <sub>2</sub> emissions	Reduction due to consumption of clean energy from solar power	14,268 metric tonne of CO <sub>2</sub> Emission reduced.
4.	Efficient utilization of energy	Implemented generation of power from solar panels.	On overall power requirement, 44.5% 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' Business Continuity 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 FY25, the Company carried out supplier assessments on Sustainability for 33 critical suppliers accounting for 63.3% of our total 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

S. 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:

S. 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 2023-24:

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
NA for FY25*					

\*During FY24, Strides carried out a formal structured impact assessment of its various CSR programmes for FY21 till FY23 through an external Social Accounting and Audit (SAA) Organization – The India chapter of M/s. Social Audit Network – UK. The impact study was conducted using the REES framework which measures the performance of a programme on four parameters – Relevance, Effectiveness, Efficiency, and Sustainability. This report reflects on the impact achieved in the last three years in the Company's focus areas and the result has been very encouraging with a rating of 9.2 / 10.

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

S. 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 ₹.)
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\*:

Parameter	Financial Year 2024-25	Financial Year 2023-24
Directly sourced from MSMEs/ Small producers	~5.23%	~7.59%
Sourced directly from within the district and neighboring districts	~15.68%	~14.27%

\*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 2024-25	Financial Year 2023-24
a. Rural	0%	0%
b. Semi-urban	44%	45%
c. Urban	41%	40%
d. Metropolitan	15%	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	40,00,000	Arogyadhama
2	Karnataka	Bangalore	1,71,819	Siva Sakthi Homes
3	Karnataka	Bangalore	19,57,798	LeAPS
4	Puducherry	Puducherry	16,00,000	SVRCC
5	Puducherry	Puducherry	14,60,188	TISS
6	Karnataka	Bangalore	4,49,34,692	Vidyadhama
<b>Total</b>			<b>5,41,24,497</b>	

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:

S. 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:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
1	<b>Arogyadhama -</b> Arogyadhama is a state-of-the-art healthcare facility that has been serving the community for over a decade. Located at Suragajakkanahalli, it caters to a population of over 12,500 across 10 villages, offering comprehensive Preventive, Promotive, and Curative healthcare services. The facility is equipped with essential healthcare infrastructure, including X-ray, ultrasound scan, pharmacy, minor operation theatre (OT), and pathology laboratory. It also hosts a range of specialty clinics, such as general medicine, dentistry, gynecology, pediatrics, and ophthalmology.	10,350	100%
2	<b>Siva Sakthi Homes -</b> The Siva Sakthi Sathya Sai Charitable Trust is a dedicated institution committed to the care and support of intellectually challenged individuals and senior citizens. The Trust operates a branch in Sri Raja Rajeswari Nagar, Bengaluru, which currently houses 28 intellectually challenged residents with conditions ranging from mild to severe. Strides Foundation supports the Trust by sponsoring the annual requirements for groceries and medicines, ensuring the well-being and care of the inmates.	28	100%
3	<b>LeAPS -</b> The Leadership Adoption Program at Schools (LeAPS) aims to provide life skills training to students in Government schools. Currently, we are delivering life skills training at two government schools in Haragadde, while also offering academic support to enhance the overall learning experience for the students and their better academic performance.	643	100%
4	<b>SVRCC -</b> Under our Employability Empowerment Program, in collaboration with Swami Vivekananda Rural Community College, we are providing vocational skills training to the youth from the fisherman community in Puducherry. The selected youth, who are both deserving and motivated, will undergo one year of vocational training tailored to their aptitudes and abilities. This initiative aims to enhance employment opportunities and nurture responsible, skilled citizens from the local fisherman community.	100	100%
5	<b>BVOC - TISS -</b> 3-year Programme to provide hands on experience & higher education to improve the lives of disadvantaged and marginalized youth. The programme enables them to learn the skill through OJT at the shop floor of the industry and also acquire a graduate degree BVOC through classroom training. Bachelor of Vocational Training in Pharma manufacturing (BVOC) is awarded by Tata Institute of Social Sciences to empower youth and build & nurture pharma professionals	30	100%
6	<b>Vidyadhama - Model School Initiative</b> Strides is developing Vidyadhama, a model school for the students of the Government Higher Primary School in Haragadde. This initiative is set to become operational from June 2025. The school is designed to offer state-of-the-art infrastructure, including a composite science laboratory, a Mathematics and Science activity center, smart classrooms, a library, a computer lab, a robotics lab, a space lab, and open-air learning spaces for young children. The initiative aims to create an engaging and future-ready learning environment for government school students.	-	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.
Safe and responsible usage	
Recycling and/or safe disposal	
	The Company also displays relevant information on the product labels as per the requirements of national and international drug regulatory bodies.

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

	Financial Year 2024-25		Remarks	Financial Year 2023-24		Remarks
	Received	Pending at end of year		Received	Pending at end of year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Customer Complaints	368	67*	Complaints tracked as per SOP	269	52**	Complaints tracked as per SOP
Other	-	-	-	-	-	-

\*As of April 25, 2025, 34 complaints are closed, and for 33 complaints, investigations are in-progress;

\*\*All 52 complaints are closed as of November 2024

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

	Number	Reasons for recall
Voluntary Recalls	1	Extraneous matter
Forced Recalls	-	-

#### 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: [Strides' Risk Management Policy](#)

Privacy Statement: [https://strides.com/privacy\\_policy.html](https://strides.com/privacy_policy.html)

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 product 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., [www.strides.com](http://www.strides.com)

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 2025.

### For and on behalf of Board of Directors

**Arun Kumar**

Non-Executive Director &  
Chairperson of the Board  
DIN: 00084845

**Badree Komandur**

Managing Director & Group CEO  
DIN: 07803242

Date: May 22, 2025

Place: Bengaluru