



July 10, 2026

Listing Department

Code: 531 335

BSE LIMITED

P. J. Towers, Dalal Street, Fort,

Mumbai-400 001

Listing Department

Code: ZYDUSWELL

NATIONAL STOCK EXCHANGE OF INDIA LIMITED

Exchange Plaza, C/1, Block G,

Bandra Kurla Complex,

Bandra (E),

Mumbai-400 051

Sub.: **Business Responsibility and Sustainability Report for FY 2025-2026**

Dear Sir / Madam,

Pursuant to regulation 34(2)(f) of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the **Listing Regulations**"), we are submitting herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2025-2026.

Please receive the same in order.

Thanking you,

Yours faithfully,

For, **ZYDUS WELLNESS LIMITED**

NANDISH P. JOSHI

COMPANY SECRETARY & COMPLIANCE OFFICER

Encl. As above

Zydus Wellness Limited

Regd. Office : 'Zydus Corporate Park', Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle, S. G. Highway, Ahmedabad 382 481. Phone : +91-79-71800000, +91-79-48040000
Website : www.zyduswellness.com CIN : L15201GJ1994PLC023490



Business Responsibility & Sustainability Reporting (BRSR)

Section A: General Disclosures

I. Details of the Listed Entity:

S No.	Particulars	Response
1.	Corporate Identity Number (CIN) of the Listed Entity	L15201GJ1994PLC023490
2.	Name of the Listed Entity	Zydus Wellness Limited
3.	Year of incorporation	1994
4.	Registered office address	Zydus Corporate Park, Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle, S. G. Highway, Ahmedabad – 382481
5.	Corporate address	Zydus Corporate Park, Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle, S. G. Highway, Ahmedabad – 382481
6.	E-mail	Ravindra.K.Singh@zyduswellness.com
7.	Telephone	+91-2717684213
8.	Website	www.zyduswellness.com
9.	Financial year for which reporting is being done	2025-2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 636 million (Rupees Six Hundred Thirty Six million only)

12. Details of the person who may be contacted in case of any queries on the BRSR report.

S No.	Name	Telephone	Email
1.	Ravindra Kumar Singh	+91-2717684213	Ravindra.K.Singh@zyduswellness.com

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

Consolidated basis.

The disclosure under this report for both the financial years includes the Standalone Parent Company i.e. Zydus Wellness Limited, its wholly owned subsidiary companies, their manufacturing facilities, national and international offices, excluding four wholly owned subsidiaries as mentioned in point no. V (23)(a).

14. Name of assurance provider

SGS India Pvt. Ltd

15. Type of assurance obtained

Reasonable assurance on BRSR Core parameters

II. Products / services

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

S No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Fast Moving Consumer Goods	The Company is a leading consumer wellness organization with strong Indian roots and a global presence, holding market leadership positions across multiple brand categories viz. Sugar Free, Nutralite, Complian, Glucon-D, Nycil and Everyuth Skin care range, Max Protein – Rite Bite. It is engaged in research and development, manufacturing, marketing and distribution and sale of its products.	100%

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

S No.	Product / Service Category	Products Included	NIC Code	% of Total Turnover Contributed
1.	Food & Nutrition	Glucon-D, Sugar Free, I'm lite, Complian, Nutralite, RiteBite - Max Protein	10799 - Other semi processed, processed or instant foods 10401 - Manufacture of hydrogenated oil and vanaspati ghee (plant-based butter/margarine spread) 10623 - Manufacture of glucose, glucose syrup, maltose etc. 10794 - Manufacture of malted foods including foods for infants and the handicapped	100%
2.	Personal Care (Skin & Hair care)	Everyuth, Nycil, Cuticolor	20237 - Manufacture of cosmetics and toileteries 20236 - Manufacture of hair oil, shampoo, hair dye etc.	
3.	Vitamins, Minerals & Supplements	WeightWorld, Maxmedix, Animigo	21009 - Manufacture of other pharmaceutical and botanical products n.e.c. (formulated dietary supplement products - vitamins, minerals, probiotics sold to consumers) 10803 - Manufacture of prepared feeds for pets, including dogs, cats, birds, fish etc.	

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	15	19
International	-	4	4

19. Markets served by the entity.

a. Number of locations

Location	Number
National	Pan India
International	28

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

1.31%

Note: Export sales includes India exports only.

c. A brief on types of customers

The Company is a leading consumer wellness organization with strong Indian roots and a global presence, holding market leadership positions across multiple brand categories. The Company continues to focus on expanding the category size of each of these brands and increasing the market share with necessary investments in each brand through product innovations, various media campaigns, sales promotions, and digital initiatives. The Company enjoys Pan India marketing presence through a distribution network comprising of 25 (twenty five) integrated Carrying and Forwarding Agents ("CFA") partners, 1,950+ distributors and 2,700+ feet-on-street representatives reaching to more than 30 million consumers as a testament to brands that are engraved in consumer's daily needs and shopping basket.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S No.	Particular	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1,491	1,291	86.6%	200	13.4%
2.	Other than permanent (E)	131	104	79.4%	27	20.6%
3.	Total Employees (D+E)	1,622	1,395	86.0%	227	14.0%
Workers						
1.	Permanent (F)	194	193	99.5%	1	0.5%
2.	Other than permanent (G)	1,973	1,811	91.8%	162	8.2%
3.	Total workers (F+G)	2,167	2,004	92.5%	163	7.5%

b. Differently abled Employees and workers:

S No.	Particular	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D+E)	0	0	0%	0	0%
Differently abled Workers						
1.	Permanent (F)	2	2	100%	0	0%
2.	Other than permanent (G)	0	0	0%	0	0%
3.	Total differently abled workers (F+G)	2	2	100%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.3%
Key Management Personnel	3	0	0%

22. Turnover rate for permanent employees and workers

	FY 2025-2026			FY 2024-2025			FY 2023-2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25%	13%	24%	21%	14%	25%	30%	33%	31%
Permanent Workers	3%	52%	4%	3%	0%	3%	3%	0%	3%

Note: The reported data excludes CCL operations.

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

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

S No.	Name of the Entity	Relationship	% Shareholding	Participation in Business Responsibility Initiatives
1.	Zydus Lifesciences Limited	Holding Company	57.5%	No
2.	Zydus Wellness Products Limited			Yes
3.	Liva Nutritions Limited			No*
4.	Comfort Click Softech Private Limited (CCL)#			Yes
5.	Zydus Wellness International DMCC, U.A.E			Yes
6.	Zydus Wellness (BD) Pvt. Limited, Bangladesh	Wholly Owned Subsidiary	100%	Yes
7.	Naturell Inc., USA			No*
8.	Alidac UK Limited, UK [§]			No*
9.	Comfort Click Limited, UK (CCL)#			Yes
10.	Comfort Click Limited, Ireland (CCL)#			Yes*
11.	Comfort Click LLC, USA (CCL)#			No*

*Entities currently do not have physical operational activities.

#w.e.f. August 29, 2025

§w.e.f. August 5, 2025

Note:

- Liva Investment Limited, a wholly owned subsidiary was dissolved w.e.f. August 20, 2025, which did not have physical operational activities.
- CCL refers to Comfort Click entities.
- Pursuant to the voluntary liquidation process, Naturell (India) Private Limited ceased to be a wholly owned subsidiary with effect from September 20, 2025.

VI. CSR Details

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

(ii) Turnover (₹ in million) : 39,610

(iii) Net worth (₹ in million) : 58,260

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-2026		FY 2024-2025	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes. https://www.zyduswellness.com/investor/Human%20Rights%20Policy.pdf https://www.zyduswellness.com/investor/public-policy.pdf https://zyduswellness.com/investor/CSR-Policy-ZWL-01.02.2021.pdf	0	0	0	0
Investors (other than shareholders)	Yes. Investors can connect with us on 079-48040000, 079-71800000 or send us an email at investorcommunication@zyduswellness.com	0	0	0	0
Shareholders	Yes. For lodgement of any documents or any grievances / complaints, members may contact the Company or MUFG Intime India Private Limited, the Registrar and Share Transfer Agent of the Company at 079-48040000, 079-71800000 or 079-26465179/86/87 or send email at investor.grievance@zyduswellness.com or ahmedabad@in.mpms.mufg.com	5	0	6	0
Employees and workers	Yes. Mentioned in below policies. https://www.zyduswellness.com/investor/Human%20Rights%20Policy.pdf https://www.zyduswellness.com/investor/POSH-Policy-Latest-Rev.pdf https://www.zyduswellness.com/investor/Whistle%20Blower%20Policy%2002-08-24.pdf	0	0	0	0
Customers	Yes. The Company has a dedicated customer relationship cell to address customer related grievances. Customers can connect with us at 18001206868 for feedback & queries or send us a mail at customercare@zyduswellness.com	1,228	0	1,483	0
Value Chain Partners	Yes. Vendor's grievances are addressed via email communication mentioned in respective agreements. Materials are supplied only after specifications are signed off with the vendor, and any non-conformance is assessed against these specifications. In the event of disagreement, meetings are convened to resolve issues. Additionally, we have a policy in place which can be accessed at https://www.zyduswellness.com/investor/code-of-conduct-for-vendors-feb-2025.pdf	0	0	0	0
Other (Please Specify)	NA	NA	NA	NA	NA

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

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

S No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Plastic & Packaging / Waste Management (circularity, EPR)	Both (R/O)	Rising regulatory scrutiny and consumer preference for low-waste, recyclable packaging makes packaging redesign and circularity a competitiveness lever; non-compliance can create reputational and legal risk.	Strengthen circular packaging roadmap by prioritising recyclable/ optimised packaging and sustainability-led innovations (e.g., allocating spend and product-development effort towards recyclable packaging). Continue EPR compliance through authorised partners, and drive packaging reduction projects across key brands to cut material use at source.	Positive: Lower long-term compliance cost, brand lift, material savings over time. Negative: Upfront redesign/testing cost, supplier/tooling changes, potential cost premiums for sustainable materials.
2.	Energy & GHG Emissions (Scope 1-2; transition risk)	Both (R/O)	Energy price volatility, climate expectations from customers/ investors, and tightening disclosure/ assurance expectations create both a cost risk and an efficiency-led opportunity.	Execute 2030 targets (baseline FY2022): 50% reduction in GHG emissions from direct operations, 50% improvement in energy efficiency, and 50% renewable energy share; reinforce governance levers such as SBTi commitment, internal carbon pricing, and climate scenario analysis aligned to TCFD for resilience planning.	Positive: Reduced energy spend, improved resilience and access to ESG-linked capital; stronger stakeholder confidence. Negative: Capex for efficiency/RE, risk of penalties or reputational impact if targets are missed.
3.	Water Management (water stress + operational continuity)	Both (R/O)	Water scarcity in operating geographies can disrupt operations and increase regulatory exposure; water stewardship is also a strong trust signal for FMCG stakeholders.	Commit to 25% reduction in water intensity by 2030 vs FY2022 baseline; implement enterprise-wide water risk management; expand recycling/reuse and Zero Liquid Discharge (ZLD)/ advanced treatment systems across sites where feasible (ZLD progress already underway across sites).	Positive: Improved operational resilience, compliance comfort, potential reduction in long-run water procurement risk. Negative: Upfront investment in treatment/recycling infrastructure and O&M costs.
4.	Effluent / wastewater quality & chemical stewardship (incl. hazardous waste)	Both (R/O)	Stricter discharge norms and heightened community sensitivity mean wastewater and chemical handling failures can trigger plant interruptions, penalties and loss of trust; innovation in safer formulations can reduce exposure.	Maintain a resource-efficiency approach: reduce hazardous/ toxic chemical use through safer formulations and processing; strengthen wastewater reuse (treated water reuse after UF/RO at utilities) and closed-loop/lean initiatives to minimise waste generation.	Positive: Lower compliance risk and potentially lower lifecycle costs through reuse and reduced hazardous inputs. Negative: Continuous Capex/Opex for treatment systems, monitoring, and safer substitutes.

S No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Sustainable Sourcing & supplier ESG performance (agri/raw materials, traceability)	Both (R/O)	FMCG supply chains face climate-driven volatility, social compliance risks, and increasing stakeholder expectations on traceability and responsible sourcing; weak supplier ESG practices can create continuity and reputation risks.	Expand supplier ESG assessments and capability-building; prioritise high-risk categories and critical suppliers; strengthen procurement governance using assessment coverage and corrective action tracking (critical vendor assessment already in practice for a portion of spend).	Positive: Supply continuity, fewer disruptions and better-quality consistency; strengthens customer/investor confidence. Negative: Audit/assessment cost, supplier development cost, potential short-term procurement cost increase.
6.	Climate resilience & business continuity (physical risk)	Risk	Extreme weather, logistics disruptions and utilities variability can impact manufacturing continuity and distribution; ESG stakeholders increasingly expect structured resilience planning.	Use an integrated Business Continuity & Disaster Management Plan within risk management; complement with climate scenario analysis aligned with TCFD and convert findings into mitigation plans for operational resilience.	Negative: Cost of preparedness, redundancy, and resilience capex (backup utilities, alternate sourcing, buffers).
7.	Product quality, safety & recall risk (food safety / consumer trust)	Both (R/O)	Any quality lapse can trigger reputational damage and regulatory action; conversely, strong safety systems and quick resolution build trust and repeat purchase.	Maintain robust consumer complaint handling mechanisms, cross-functional corrective actions, and strong labelling and internal review of claims/logos/pack communication (aligned with applicable food labelling guidance). Track complaints and close the loop through Quality, R&D and Manufacturing.	Positive: Brand trust, reduced litigation exposure, higher loyalty. Negative: Testing/quality assurance cost; potential recall/litigation cost if failures occur.
8.	Consumer health, nutrition & responsible marketing (incl. claims scrutiny)	Both (R/O)	Demand is shifting towards "better-for-you" products, while regulators and consumers are more critical of health claims; mis-claims can create compliance and reputation risks.	Strengthen responsible marketing controls via internal pack/claim guidelines and periodic consumer surveys; prioritise innovation that reduces environmental footprint and improves product profiles (e.g., formulation improvements).	Positive: Market differentiation and portfolio resilience. Negative: Reformulation/validation cost; risk of penalties or reputational harm if claims are challenged.
9.	Data privacy & Cyber Security	Both (R/O)	Rising e-commerce/digital engagement increases exposure to cyber incidents and personal data risks, which can impact operations and stakeholder trust.	Maintain an internal cybersecurity policy framework and continuous controls (endpoint protection, access controls, risk monitoring under risk management policy) supported by regular audits and awareness training; focus on prevention and preparedness.	Positive: Reduced incident risk, stronger partner and consumer confidence. Negative: Continuous security spend; potential financial/legal impact if breaches occur.

S No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Diversity, Inclusion & Employee Well-being	Opportunity	A diverse, inclusive and healthy workforce supports innovation, productivity and retention—important for FMCG capability building and shopfloor-to-leadership pipeline.	Scale well-being programmes (health & wellness initiatives, health check-ups, leadership development) and deliver the gender diversity target: 10% women in total workforce by 2030 vs FY 2022 baseline.	Positive: Lower attrition, stronger employer brand, productivity gains, leadership pipeline strength.
11.	Human rights / labour practices in value chain (contractors, vendors)	Risk	FMCG value chains often have contractor-intensive operations; gaps in labour practices can cause legal, operational and reputational risk, especially where stakeholders expect broader value-chain accountability.	Use supplier ESG assessment expansion and prioritise high-risk vendors; embed minimum standards, monitoring, and corrective actions; link to existing value chain assessment approach (critical vendors assessed as part of environmental impact coverage).	Negative: Audit, remediation and supplier-transition cost; potential short-term procurement constraints.
12.	Corporate governance, integrity & ESG reporting controls	Both (R/O)	Strong governance and robust ESG controls reduce compliance risk and support credible disclosures; weak controls can trigger assurance issues, regulatory risk and investor mistrust.	Continue strong committee oversight and strengthen ESG data controls (maker-checker, source system mapping, internal control maturity). Maintain independent assurance processes for core ESG disclosures to improve reliability and transparency.	Positive: Improved investor confidence, reduced compliance and misstatement risk; stronger ESG ratings positioning. Negative: Cost of assurance, systems and control upgrades.
13.	Customer grievance management & consumer experience	Opportunity	FMCG brands benefit from fast, consistent grievance redressal -reducing reputational risk and improving repeat purchase; responsiveness is increasingly visible through digital channels.	Maintain multi-channel complaint intake and quick resolution SLAs; use feedback loops with Quality/R&D/ Manufacturing/Marketing to prevent recurrence and improve product experience (customer care mechanism and structured resolution are in place).	Positive: Higher loyalty and trust, reduced escalation/litigation exposure.

Section B: Management and Process Disclosures

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes										
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes ¹	Yes ²	Yes ³	Yes ⁴	Yes ⁵	Yes ⁶	Yes ⁷	Yes ⁸	Yes ⁹	
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
c. Web Link of the Policies, if available	Policies can be accessed on the website of the Company under “Policies and Compliances” at https://www.zyduswellness.com/investors.php									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	<p>Yes. Our Policies viz. ESG, Human Rights, Anti-Corruption and Bribery, Biodiversity, Occupational Health & Safety, Environment, and Code of Conduct for Vendors are extended to our Value Chain Partners. This demonstrates our commitment to upholding these standards across our entire network.</p> <p>¹We have adopted Anti-corruption & Bribery policy, Company's Code of Business Conduct and Ethics, Policy on Prohibition of Insider Trading, other HR policies and various other HR practices.</p> <p>²We have adopted ESG Policy, Environment Policy and Code of Conduct for Vendors, which inter-alia relates to safe and sustainable products.</p> <p>³We have Occupational Health & Safety and Corporate Health & Safety Policies for the well-being of employees.</p> <p>⁴We have adopted CSR Policy and adhere strictly to our Code of Business Conduct & Ethics, ensuring the utmost consideration for stakeholder interests.</p> <p>⁵We have adopted policies in place, including Human Rights and Prevention of Sexual Harassment of Women at Workplace to protect and address human rights issues.</p> <p>⁶We have policies in place, including Environment Policy, Corporate Environment Health & Safety Policy and Biodiversity Policy to ensure the protection and restoration of environment.</p> <p>⁷We are dedicated to upholding our Code of Business Conduct & Ethics with unwavering and strict adherence.</p> <p>⁸We have implemented a CSR policy to advance inclusive growth and equitable development, alongside a Diversity & Inclusion policy for our Company and subsidiaries, ensuring equal and fair opportunities for all.</p> <p>⁹The Company meets requirements through the introduction of innovative products and services. Additionally, it has adopted Ethical and Responsible Marketing Policy and Cybersecurity Policy and established a customer complaint redressal system to ensure effective redressal of complaints and customer satisfaction.</p>								
Policy and Management System									
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.	<p>The Company's manufacturing plants situated at Ahmedabad, Sikkim (Unit I & II) and Aligarh are accredited for FSSC 22000 and plants situated at Ahmedabad, Sikkim (Unit I & II) and Aligarh are ISO 14001:2015 & 45001:2018 certified, GMP certification as applicable, for validating process, quality consistency and food safety. Additionally, as part of our ESG initiatives, beginning from the financial year 2021-2022, we have voluntarily participated in S&P Global Corporate Sustainability Assessment ("CSA").</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<p>The Company has outlined specific 2030 goals against the base year FY 2021-2022: -</p> <ul style="list-style-type: none"> ● Energy Saving of 50% through Process Optimisation & Efficiency improvement. ● Achieve 50% renewable energy share in total energy consumption. ● Reduction of freshwater consumption by 25%. ● Zero Liquid discharge and Zero Waste to landfill. ● Reduction of GHG Emission of Direct Operations by 50%. ● Ensuring 100% of Critical Active Suppliers & Co-Packers adhere to ZWL Sustainability Standards. ● Zero LTI and adherence to defined Safety Standards ● Increase women workforce representation to 10%. ● SBTi Commitment for scope 1 & 2 emission reduction 								

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<p>Below is our year-on-year absolute performance:</p> <ul style="list-style-type: none"> • Energy: Total energy consumption increased by 5%; non-renewable energy increased by 18%; renewable energy increased by 0.3%. • Water: Total water withdrawal increased by 4%; total water consumed increased by 5%; total water discharged increased by 17%. • GHG emissions: Total Scope 1 & 2 emissions have increased 11%; Scope 1 increased by 36%; Scope 2 reduced by 9%; biogenic emissions reduced by 2%. • Waste: Total waste generated increased by 60%; waste recycled increased by 66%; waste disposed via other disposal operations (co-processing) decreased by 31.5%. ZWL operations are zero waste to landfill. <p>Intensity year-on-year performance:</p> <ul style="list-style-type: none"> • Energy and water intensity per rupee of turnover reduced by 28% • Total Scope 1 and Scope 2 emission intensity per rupee of turnover reduced by 24% • Waste intensity per rupee of turnover increased by 9% <p>The following are the key reasoning pointers for the YoY observations:</p> <ul style="list-style-type: none"> • Energy (non-renewable): Increased due to inclusion of fuel used in owned/managed vehicle fleet within reporting boundary. • Renewable: Slight reduction in renewable fuel due to mix/procurement changes; FY25-26 is first year of capturing purchased renewable electricity in reporting. • Scope 1 emissions: Increased due to mobile combustion emissions from owned/managed vehicles being included. • Waste: Increased due to portfolio expansion (more brands/SKUs) and higher packaging/production activity. 								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>As a leading consumer wellness organization with strong Indian roots, sustainability remains integral to our long-term growth strategy and operational approach. During the year, we strengthened our ESG foundation through enhanced governance mechanisms, operational efficiency initiatives and the execution of a long-term 2 MW solar power agreement to support our renewable energy transition. We also advanced our climate agenda through a TCFD-aligned Climate Risk and Biodiversity Risk Assessment across operational locations and committed our Scope 1 and Scope 2 emission reduction targets to SBTi, reinforcing alignment with global climate standards. While business growth and increased operational scale impacted certain environmental indicators, we remain committed to transparent reporting, improving resource efficiency, strengthening circularity practices and advancing our FY 2030 sustainability ambitions to create sustainable long-term value for all stakeholders.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mr. Tarun Arora, Chief Executive Officer ("CEO") and Whole Time Director ("WTD").</p>								

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes.</p> <p>The Company has a dedicated Board-level mechanism for oversight and decision-making on sustainability-related matters.</p> <p>In FY 2022–23, the Board reconstituted the erstwhile Corporate Social Responsibility Committee into the Corporate Social Responsibility and ESG Committee, reflecting a strengthened focus on environmental, social and governance (ESG) priorities. The Committee is responsible for overseeing the Company's ESG strategy, performance and initiatives, and ensuring alignment with long-term value creation objectives. Its mandate includes guiding ESG programmes, reviewing sustainability-related disclosures, evaluating ESG-linked investments and providing periodic updates to the Board.</p> <p>The Committee is chaired by Dr. Sharvil P. Patel (DIN: 00131995), Chairman and Non-Executive Director, and comprises Mr. Ganesh N. Nayak (DIN: 00017481), Non-Executive Director, and Mr. Kulin S. Lalbhai (DIN: 05206878), Independent Director.</p> <p>In addition, the Board is supported by the Risk Management Committee, which oversees the identification, assessment and mitigation of key risks, including sustainability-related risks such as environment, social, information and cyber security. The Board retains overall responsibility for reviewing and approving the risk management framework, policies and processes.</p>								
Subject for review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
10. Details of Review of NGRBCs by the Company:									
Performance against above policies and follow up action	The business responsibility performance of the Company is regularly monitored by the Company and reviewed by the Chairman and respective departmental heads. The Board of Directors reviews it annually.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all the applicable laws and a statutory compliance certificate on applicable laws is provided by the CEO & WTD to the Board of Directors on a quarterly basis.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency	The processes and compliances are assessed by independent Internal and Statutory auditors, as applicable. On a regular basis, the policies are reviewed and updated by senior functional heads and approved by the management, Committees of Directors or the Board. At our factories, we uphold rigorous standards, holding certifications in ISO 14001:2015, ISO 45001:2018, and FSSC 22000. Additionally in FY 2025-26, we are conducting reasonable assurance for BRSR core parameters on a voluntary basis, ensuring transparency and accountability in our sustainability reporting.								
12. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.									
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: Principle Wise Performance Disclosure

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

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

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the Committee / Board meetings discussions are held on various topics including but not limited to business updates, market outlook, innovation, new product launches, Risk Management, Governance, Compliance and Regulatory updates and Environment, Social and Governance (ESG).	100%
Key Managerial Personnel	7	Environment, Social and Governance (ESG), Sustainability as Key Business Driver, Sustainable Supply Chain, EPR, Updates and Awareness Session related to Governance and regulatory compliance requirements.	100%
Employees other than BoD and KMPs	35	Human Rights, Cyber Security, POSH, Defensive Driving, Environment, Social and Governance (ESG), EPR & Training Programs like-ASPIRE, LMI, SHINE.	100%
Workers	50+	ZWL Safety Framework- "Sankalp", Human Rights, Ethical Business Code of Conduct, POSH, Tripple Bottom Line, Equipment Safety, Process Safety.	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine Settlement/ Compounding fee		There have been no instances of fines and penalties imposed by the Statutory Authorities on the Company.			

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment		There have been no instances of fines and penalties imposed by the Statutory Authorities on the Company.			

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

S.No.	Case Detail	Name of the regulatory/ enforcement agencies/ judicial institutions
		Not applicable

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

Yes, the Company has an anti-corruption and anti-bribery policy in place. Policy is uploaded on the website of the Company at <https://www.zyduswellness.com/investor/Anti-Bribery%20and%20Anti-Corruption%20Policy.pdf>.

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

Designation	FY 2025-2026	FY 2024-2025
Director	No such actions have been taken against our Directors/KMPs/employees/workers both for FY 2025-2026 and FY 2024-2025.	
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

Designation	FY 2025-2026		FY 2024-2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Numbers of Complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not applicable.

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

	FY 2025-2026	FY 2024-2025
Number of days of accounts payables	48	67

Note: ZWL Standalone Revenue and Networth numbers for FY 2024-25 reinstated due to NIPL merger with ZWL in line with the Standalone financials statement for FY 2025-26.

9. Open-ness of business:

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

Parameter	Metric	FY 2025-2026	FY 2024-2025
Concentration of purchases*	a. Purchase from trading houses as % of total purchases	3.08%	3.80%
	b. Number of trading houses where purchases are made from	86	92
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	54%	50%
Concentration of Sale**	a. Sales to dealers / distributors as % of total sales	44.5%	68.6%
	b. Number of dealers / distributors to whom sales are made	2,246	2,096
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	7.60%	8.14%
Share of RPTs in***	a. Purchases (purchases with related parties / Total Purchases)	0.36%	0.00%
	b. Sales (Sales to related parties / Total Sales)	0.13%	0.37%
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	0.00%	0.00%
	d. Investments (Investments in related parties / Total Investments made)	0.00%	0.00%

Note:

For the purpose of supplier classification, manufacturers are defined as entities undertaking processing or value addition prior to supply to the Company, while traders procure finished goods from manufacturers and supply them without any value addition, primarily acting as intermediaries for sourcing and distribution.

*Further, prior year disclosure (FY 2024-25) under this category was reported as nil due to non-availability of data, the same has now been updated based on data received during the current year to ensure comparability.

**The Company has revised FY 2024-25 sales data to incorporate complete coverage across all sales channels, including sales made by dealers/distributors (domestic and exports), and to include data from all reporting subsidiaries for improved completeness and accuracy.

***Transactions were entered with Related Parties on arm's length basis after approval of the Audit Committee and the Board of Directors.

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
20	<p>Principle 2: Sustainable and Safe Goods & Services</p> <ul style="list-style-type: none"> Sustainable Sourcing Traceability <p>Principle 3: Employee Well-being and Human Rights</p> <ul style="list-style-type: none"> Labour Standards Fair Wages Occupational Health and Safety Prevention of Child and Forced Labour Grievance Mechanisms <p>Principle 6: Environmental Protection and Resource Efficiency</p> <ul style="list-style-type: none"> Environmental Management System Carbon Emissions Management Energy Management Water Usage and Conservation Water Discharge Management Waste Management <p>Principle 7: Responsible Business Conduct and Governance</p> <ul style="list-style-type: none"> Ethical Business Practices Data Privacy and Security 	71%

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

Yes. The Company has adopted "Code of Business Conduct and Ethics", which expects Directors and Senior Management to disclose actual and potential conflicts of a material nature with the interests of the Company and they submit their affirmation for the compliance with the Code on an annual basis. Additionally, all Directors and Senior Management employees are expected to not engage in any business, relationship or activity which might detrimentally conflict with the interest of the Company and not divert to his / her advantage any business opportunity that the Company is in pursuit. The Code is available on the website of the Company at <https://zyduswellness.com/investor/code-of-business-conduct-and-ethics-policy.pdf>

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

Essential Indicators

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

	FY 2025-2026	FY 2024-2025	Details of improvements in environmental and social impacts
R&D	0%	3%	Not Available
Capex	11.5%	8%	To drive improvements in environmental outcomes, the Company has increased its renewable energy footprint through Solar PPAs (2 MW at Aligarh and 1.5 MW at Ahmedabad) and implemented energy efficiency measures, including UPS systems for fat spread lines and smart, timer-based lighting. Further, process Optimisation such as installation of an ETP sludge dryer and a hot water generator have enhanced waste management and energy utilization efficiency.

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?

Yes. The Company has established procedures for sustainable sourcing through the integration of its Sustainable Sourcing Policy and ESG Evaluation Framework into the vendor selection and assessment process. Sustainability-related parameters,

including environmental, social and governance considerations, have been incorporated into supplier evaluation, onboarding and engagement practices to promote responsible and ethical sourcing across the value chain. In addition, vendor assessments and audits are undertaken as part of the overall supplier management process to ensure alignment with the Company's sourcing expectations and standards.

As part of our initial assessment, we rolled out an ESG Assessment Framework for Supplier Qualification Audit to our top 152 critical vendors, selected based on material criticality and business volume. These vendors collectively account for ~30.0% of our total vendor value. The responses revealed that all of the milk collection centres are certified by the FSSAI. Further all the vendors are certified by applicable quality standards, EHS standards and compliance requirements like FSSC 22000, ISO 9001, ISO 14001, ISO 45001, Kosher, Halal, SGS Non-GMO IP Supply Chain Standards etc.

We aim to expand this ESG assessment to 100% of our critical vendors to ensure broader coverage and stronger adherence to sustainable sourcing practices.

To uphold responsible business conduct, we have adopted a "Code of Conduct for Vendors", outlining the minimum standards expected from all our partners. This code is publicly accessible on our website: <https://www.zyduswellness.com/investor/code-of-conduct-for-vendors-feb-2025.pdf>. Additionally, we leverage an electronic bidding platform to procure high-quality materials at competitive prices, supporting our commitment to long-term sustainable sourcing.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste:

Process Description

The waste generated in the Company's manufacturing operations is recycled/reused to the extent possible. Waste is recycled by authorized third party agencies and records of the same are maintained at all our plants. Additionally, the Company's manufacturing facility has its own Effluent Treatment Plant, which ensures discharge of waste below the norms prescribed by the Pollution Control Board. Important raw materials and solvents are recovered and reused. It is a part of operational management.

In line with the Ministry of Environment, Forest and Climate Change's notification on Extended Producers Responsibility, we have strengthened our approach to the management of plastic packaging. Additionally, we have also undertaken design level changes to our products to reduce the raw materials used in their manufacturing.

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

Yes, EPR applies to the Company's activities and the waste collection plan is in line with the EPR action plan submitted to Central Pollution Control Board ("CPCB").

Leadership Indicators

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

NIC Code	Name of 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 results communicated in public domain, provide the web-link.
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The Company hasn't conducted LCA for any of its products.

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.

Current Financial Year	Description of the risk / concern	Action Taken
	Not Applicable	

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	
	FY 2025-2026	FY 2024-2025
Paper	100%	100%

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

	FY 2025-2026			FY 2024-2025		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	Refer note	0	0	13,501	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

Note: EPR Annual Return Submission for FY 2025-26 is in progress. The final data would be disclosed in BRSR Report FY 2026-27.

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 % of total products sold in respective category
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In line with the Plastic Waste Management (PWM) Rules and the national guidelines on Extended Producer Responsibility (EPR), the Company has partnered with authorized Waste Management Agency for collection, recycling, co-processing and safe disposal of pre & post-consumer waste. All our products which are expired or damaged and cannot be consumed, are not sold to the vendors for feeding cattle / consumption and are taken back from trade, audited by government approved agencies and disposed off as per the guidelines enumerated in the internal policy and adhering to the local laws and rules. Proof of products destroyed is maintained by the Company. Thereby, we ensure safe disposal of expired or damaged products.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	1,291	1,291	100%	1,291	100%	-	-	1,291	100%	-	-
Female	200	200	100%	200	100%	200	100%	-	-	-	-
Total	1,491	1,491	100%	1,491	100%	200	13%	1,291	87%	-	-
Other than Permanent Employees											
Male	104	104	100%	104	100%	-	-	104	100%	-	-
Female	27	27	100%	27	100%	27	100%	-	-	-	-
Total	131	131	100%	131	100%	27	21%	104	79%	-	-

Note: The reported data excludes CCL operations.

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	193	193	100%	193	100%	-	-	193	100%	-	-
Female	1	1	100%	1	100%	1	100%	-	-	-	-
Total	194	194	100%	194	100%	1	1%	193	99%	-	-
Other than Permanent workers											
Male	1,811	1,811	100%	1,811	100%	-	-	1,811	100%	-	-
Female	162	162	100%	162	100%	162	100%	-	-	-	-
Total	1,973	1,973	100%	1,973	100%	162	8%	1,811	92%	-	-

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

	FY 2025-2026	FY 2024-2025
Cost incurred on well-being measures as a % of total revenue of the company	0.12%	0.15%

Note: The reported data excludes CCL operations.

2. Details of retirement benefits:

Benefits	FY 2025-2026			FY 2024-2025		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
ESI	3%*	100%	Y	9%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Other – please specify						
National Pension Scheme	6%	NA	Y	8%	NA	Y
Superannuation	1%	NA	Y	3%	NA	Y

*Covering 100% of eligible employees.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers? (Yes/No) If not, whether any steps are being taken by the entity in this regard:

Yes, the premises / offices of the company are accessible to differently abled employees and workers as per the requirements of the Rights of Persons with Disabilities Act 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 (Yes / No). If so, provide a web-link to the policy:

The Company is an equal opportunity employer and is committed to fair and non-discriminatory employment practices. All employment decisions are made in compliance with applicable laws, and the Company does not discriminate on the basis of race, colour, gender, age, national origin, religion, sexual orientation, gender identity or expression, marital status, or disability. However, the emphasis will continue to remain on merit, skill fitment, and business requirements.

For further details, please refer to:

<https://www.zyduwellness.com/investor/Diversity%20and%20Inclusion%20Policy.pdf>

<https://www.zyduwellness.com/investor/Zydu%20Business%20Conduct%20Policy.pdf>

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	89%	64%	100%	100%
Female	100%	67%	0%	0%
Total	90%	61%	100%	100%

Note: The reported data excludes CCL operations.

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Whistle Blower policy is in place for reporting instances of unethical behaviour, improper practices, actual or suspected fraud or violation of the company's code of conduct and leakage of unpublished price sensitive information, which is available on the website of the company at https://zyduswellness.com/investor/Whistle%20Blower%20Policy%2002-08-24.pdf
Permanent Employees	Yes.
Other than Permanent Employees	A) Aligarh Plant: The grievances of on-roll workers are redressed through Zydus Wellness Association in conjunction with Unit HR Head on regular basis, whereas the grievances of contract workers are redressed through Contractor and unit HR Head. In addition, we have five number of suggestion boxes to redress the grievances reviewed by regular MIS. B) Ahmedabad Plant: There is provision of Grievance Register wherein grievances are registered and addressed. 2 (two) number of suggestion boxes are placed at prominent places in the unit. Suggestion boxes are opened, reviewed and addressed periodically. C) Sikkim Plant: Six number of suggestion boxes are placed in the prominent location. The suggestions are reviewed and implemented to address before development of the grievances.
Other than Permanent Workers	No

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

Benefits	FY 2025-2026			FY 2024-2025		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	1,491	0	0%	1,041	0	0%
- Male	1,291	0	0%	973	0	0%
- Female	200	0	0%	68	0	0%
Total Permanent workers	194	138	71%	206	148	72%
- Male	193	138	71.5%	204	148	73%
- Female	1	0	0%	2	0	0%

8. Details of training given to employees and workers:

Category	FY 2025-2026					FY 2024-2025				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
	No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)	
Employees										
Male	1,291	950	74%	875	68%	973	88	9%	736	76%
Female	200	130	65%	79	39.5%	68	2	3%	68	100%
Total	1,491	1,080	72.4%	954	64%	1,041	90	9%	804	77%
Workers										
Male	193	193	100%	155	80%	2,245	1,430	64%	1,949	87%
Female	1	1	100%	1	100%	181	157	87%	120	66%
Total	194	194	100%	156	80%	2,426	1,587	65%	2,069	85%

Note: FY 2025-2026 represents on-roll employees & workers & the reported data excludes CCL operations.

9. Details of performance and career development reviews of employees and worker:

Category	FY 2025-2026*			FY 2024-2025		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,093	887	81%	936	809	86%
Female	93	77	83%	58	42	72%
Total	1,186	964	81%	994*	851	82%
Workers						
Male	193	193	100%	2,041	322	16%
Female	1	1	100%	179	113	63%
Total	194	194	100%	2,220	435	20%

*Note: Includes on-roll Employees & Workers & the reported data excludes CCL operations.

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

Yes, an ISO 45001:2018 - certified Occupational Health and Safety Management System has been implemented across all four Zydus Wellness sites - Ahmedabad (1), Aligarh (1), and Sikkim (2). The system covers all operations and activities and applies to all employees, including contractual workers, ensuring comprehensive health and safety management. The Company has also adopted an Occupational Health and Safety Policy, which is available on its website of the Company at <https://www.zyduswellness.com/investor/Occupational-Health-Safety-Policy.pdf>

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

The entity follows a structured and systematic approach to identify work-related hazards and assess risks for both routine and non-routine activities. Key processes include:

- Hazard Identification and Risk Assessment (HIRA): Conducted for all routine operations and periodically reviewed to ensure risks are controlled and up to date.
- Job Safety Analysis (JSA)/Job Hazard Analysis (JHA): Performed for specific tasks, especially before carrying out critical or non-routine jobs.
- Permit to Work (PTW) System: Implemented for non-routine and high-risk activities (e.g., hot work, confined space entry, work at height) to ensure hazards are identified and controlled prior to job execution.
- Management of Change (MOC): Risk assessments are carried out before implementing any changes in process, equipment, materials, or manpower.
- Safety Inspections and Audits: Regular workplace inspections, internal audits, and safety tours help in identifying new or existing hazards.
- Incident/ Near-Miss Reporting and Investigation: Root cause analysis is conducted to identify hazards and implement corrective and preventive actions.
- Employee Participation: Feedback from employees, safety committees, and Safety Marshals contributes to continuous hazard identification.
- Training and Awareness: Regular training ensures employees can recognize hazards and follow safe work practices.

These processes ensure proactive identification, assessment, and control of risks across all activities.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes / No)

Yes. The entity has defined mechanisms for workers to report work-related hazards through multiple channels, including the hazard reporting system, safety committees, and direct escalation to supervisors. Workers are also empowered to stop work and remove themselves from unsafe situations without fear of reprisal, in line with established safety policies and procedures. In addition, the entity conducts regular engagement with contractual workers to address health and safety concerns and strengthen their participation in hazard reporting and risk mitigation. A monthly Safety

Committee meeting comprising 50:50 representation from workers and management and chaired by the Plant Head- reviews concerns and ensures timely resolution. Further, departmental safety committee meetings are held monthly with respective HODs to discuss, track, and close safety-related issues at the department level.

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

Yes. Employees and workers have access to non-occupational medical and healthcare services through an Occupational Health Centre set up within the factory premises, equipped with necessary medical facilities and a qualified doctor. Additionally, support is extended through tie-ups with external hospitals, health insurance coverage, periodic health check-ups, and emergency medical services to ensure overall well-being.

We recognize that access to healthcare services is a fundamental human right and we are committed to providing our employees and workers with access to quality healthcare services through below mentioned measures:

- i. Providing permanent employees / workers and their loved ones with comprehensive health insurance which includes coverage for non-occupational medical and healthcare services.
- ii. On-site medical clinics that are staffed by qualified medical professionals to provide medical care and treatment to the employees/ workers.
- iii. Telemedicine services that allow employees and workers to consult with medical professional remotely, providing them with access to medical care and treatment from the comfort of their homes or workplaces.
- iv. Conducting programs for the employees and workers to help them maintain their physical and mental health. These programs include fitness classes, stress management programs and nutrition counselling.

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

Salary Incident / Number	Category	FY 2025-2026	FY 2024-2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill- health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The entity follows a structured and comprehensive approach to ensure a safe and healthy workplace across its operations. This includes the implementation of an Occupational Health & Safety Management System aligned with ISO 45001:2018 across all three sites. The approach is reinforced through regular safety training and awareness programmes, documented Safe Operating Procedures (SOPs) for key activities, and strict provision and enforcement of appropriate Personal Protective Equipment (PPE). Hazard identification and risk management are carried out systematically through tools such as HIRA/ JSA, supported by periodic safety theme drives and proactive risk control measures. Strong safety ownership is encouraged through mechanisms such as the EHS index and active participation from employees at all levels, alongside visible leadership involvement and continuous improvement reviews. The entity also undertakes ongoing EHS promotional initiatives to strengthen safety culture, maintains robust fire prevention and emergency preparedness systems, and provides access to occupational health facilities (including a well-equipped Occupational Health Centre). In addition, welfare measures such as clean and hygienic canteen facilities are available to support employee well-being.

These measures collectively ensure a proactive approach toward maintaining a safe, healthy, and compliant work environment.

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

Assessment Type	FY 2025-2026			FY 2024-2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety		Nil			Nil	

14. Assessments for the year:

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

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

Not Applicable.

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) Employees (Y/N): Y (B) Workers (Y/N): Y

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 established contractor and supplier compliance monitoring mechanisms to ensure timely deduction and deposit of statutory dues by value chain partners. Contractors are required to submit documentary evidence such as PF challans, ESIC records, wage registers, bank transfer proofs, and other statutory compliance documents periodically. Payments and renewals are subject to verification of compliance by the designated HR/IR/Procurement teams. Periodic audits and vendor assessments are also conducted for critical partners.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-2026	FY 2024-2025	FY 2025-2026	FY 2024-2025
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes, in case of retirement of employee on a case-to-case basis, the company provides extended service to the employees as a retainer/consultant and in case of termination of employee the company provides career counselling.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	
Working Conditions	~30%*

* The Company has established procedures for sustainable sourcing through the integration of its Sustainable Sourcing Policy and ESG Evaluation Framework into the vendor selection and assessment process. We completed the assessment of our top 152 critical vendors against the target of top 100 vendors.

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

Based on the evaluation, eight low-scoring vendors were identified and advised to obtain relevant certifications (e.g., ISO 14001, ISO 45001, ISO 50001 and SA8000). They have also been encouraged to initiate monitoring of energy and water consumption with defined year-on-year reduction targets. Vendors involved in manual handling have been advised to conduct ergonomic assessments and implement necessary improvements in working practices.

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

Essential Indicators

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

Key stakeholder groups are identified through an internal assessment based on their influence on and interest in the company's operations. The identification process considers strategic relevance, the level of impact on the business, and the stakeholders' expectations. During the FY 2023-24 materiality assessment, stakeholder groups were prioritized using international reporting standards. This involved direct engagement mechanisms to gather insights on critical issues, followed by detailed analysis of feedback from both stakeholders and internal management.

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

Stakeholder Group	Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement (including key topics and concerns)
Employees	No	Email, SMS, Meetings, Surveys, Feedback, Website, Internal Portals	Monthly, Quarterly, Annually, Need-Based	Employee wellbeing, health & safety, performance reviews, training, and career development conversations
Investors	No	Meetings, Conferences, Investor Calls, Correspondence	Monthly, Quarterly, Half-Yearly, Annually, Need-Based	Financial performance, growth strategy, returns and dividends
Customers	No	Meetings, Surveys, Web Portals	Monthly, Annually, Need-Based	Customer experience, product and service quality
Suppliers	No	Vendor meetings, Supplier audits, Facility visits, Annual reports, Compliance filings	Monthly, Quarterly, Half-Yearly, Annually, Need-Based	Supplier performance, compliance with Supplier Code of Conduct
Communities	Yes	Social media, Website, Meetings, Newsletters, Surveys, Trainings, Fieldwork, Virtual engagement	Half-Yearly, Annually, Need-Based	CSR initiatives, impact assessments, employee volunteering, upliftment and development activities
Government & Regulatory Authorities	No	In-person meetings, Conferences, Official communications, Statutory publications, Industry associations, Correspondence	Quarterly, Annually, Need-Based	Compliance, policy alignment, regulatory updates, industry representation

Leadership Indicators

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

Stakeholder engagement is conducted through meetings, surveys, reports and formal communications, with key feedback consolidated and presented to senior management and the Board through regular internal reporting and Board agenda integration. Oversight is enabled through committees such as the CSR & ESG Committee and the Stakeholders' Relationship Committee, alongside structured investor interactions (quarterly post-earnings calls with the Chairman/CEO and annual engagement with the Board at the AGM). Vendor engagement includes an ESG checklist-based assessment aligned with ESG certifications/labels.

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

Yes. Stakeholder consultations were central to the FY 2023-24 materiality assessment process. Feedback received from stakeholders was directly used to identify material environmental and social topics such as climate change, waste management, employee wellness, health and safety, and community relations. These topics have since been incorporated into the entity's sustainability framework, influencing the formulation of related policies, operational practices, and long-term business strategies.

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

The Company recognizes the importance of engaging with and addressing the concerns of vulnerable and marginalized stakeholder groups. We believe that by working closely with these groups, we can better understand their unique needs and perspectives and take meaningful action to support their social and economic inclusions. We conduct event-based engagement that are either statutory in nature or serves as part of our internal programme. The Group continues to create healthier, happier communities globally. Zydus Shrishti, the Group's CSR programme focuses in the areas of health, education and research. Making a difference to serve the needs of the patients and bring world-class medical education to the rural interiors of Gujarat, Zydus Foundation has set up the Zydus Medical College and Hospital at Dahod.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-2026			FY 2024-2025		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,186	1,186	100%	1,041	1,041	100%
Other than permanent	131	131	100%	47	47	100%
Total Employees	1,317	1,317	100%	1,088	1,088	100%
Workers						
Permanent	194	194	100%	206	206	100%
Other than permanent	1,973	1,973	100%	2,220	2,220	100%
Total Workers	2,167	2,167	100%	2,426	2,426	100%

Note: The reported data excludes CCL operations.

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

Category	FY 2025-2026					FY 2024-2025				
	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)
Permanent Employees										
Male	1,291	0	0%	1,291	100%	973	0	0%	973	100%
Female	200	0	0%	200	100%	68	0	0%	68	100%
Total	1,491	0	0%	1,491	100%	1,041	0	0%	1,041	100%
Other than Permanent										
Male	104	0	0%	104	100%	35	0	0%	35	100%
Female	27	0	0%	27	100%	12	0	0%	12	100%
Total	131	0	0%	131	100%	47	0	0%	47	100%

Category	FY 2025-2026					FY 2024-2025				
	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)
Permanent Workers										
Male	193	0	0%	193	100%	204	0	0%	204	100%
Female	1	0	0%	1	100%	2	0	0%	2	100%
Total	194	0	0%	194	100%	206	0	0%	206	100%
Other than Permanent										
Male	1,811	1,378	76%	433	24%	2,041	1,578	77%	486	24%
Female	162	14	9%	148	91%	179	62	35%	94	53%
Total	1,973	1,392	71%	581	27%	2,220	1,640	74%	580	26%

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages: (In INR)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	7	16,50,000	1	18,50,000
Key Managerial Personnel*	3	2,76,30,000	0	0
Employees other than BoD and KMP	1,288	11,51,327	200	10,37,500
Workers	193	9,95,499	1	3,26,255

*Includes Mr. Tarun Arora, CEO & WTD.

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

	FY 2025-2026	FY 2024-2025
Gross wages paid to females as % of total wages	12.20%	7%

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

Yes

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

At Zydus, we prioritize human rights across our operations, striving for a safe and inclusive work environment while preventing issues like child labor, forced labor, and discrimination. Our Human Rights Policy extends to all employees, including parttime and contractual workers, and we require the same commitment from our value chain partners. We conduct regular risk assessments to identify and address potential human rights risks, incorporating stringent due diligence processes. To ensure accountability, we have established grievance redressal policies such as the Human Rights Policy, Whistle Blower Policy, Prevention of Sexual Harassment of Women at Workplace Policy and Code of Conduct for Vendors. The human rights concerns/grievances can be reported to the Immediate Supervisor, Head of Department or Human Resources department. We believe that businesses play a vital role in upholding human rights, and we are committed to promptly addressing any concerns raised by stakeholders. The Human Rights Policy is available on the website of the Company at: <https://www.zyduswellness.com/investor/Human%20Rights%20Policy.pdf>.

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

	FY 2025-2026			FY 2024-2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at Workplace						
Child Labour						
Forced Labour/ Involuntary Labour		Nil			Nil	
Wages						
Other Human rights related Issue						

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

	FY 2025-2026	FY 2024-2025
Total Complaints reported under the Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers		
Complaints on POSH upheld		

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

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. It encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. Committees have been constituted across locations to enquire into complaints of sexual harassment and to recommend appropriate action, wherever required. The Company is committed to ensure that no employee who brings forward a Sexual Harassment concern is subject to any form of reprisal. Any reprisal will be subject to disciplinary action. The Company ensures that the victim or witnesses are not victimized or discriminated against while dealing with complaints of Sexual Harassment. However, anyone who abuses the procedure are subject to applicable disciplinary action by the Company. Also, awareness sessions are organized for all employees at regular intervals. Also, Company has in place, a Whistle Blower policy which provides necessary safeguards to all Whistle Blowers for making disclosures in Good Faith and any other employee assisting the investigation.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes. Agreements provide for compliance with accepted standards on issues related to EHS, Human Rights and labour practices. Additionally, the Company has adopted "Code of Conduct for Vendors". This requires suppliers to comply with labour laws, environmental regulations, and uphold human rights and principles of ethics and integrity in their operations. All Suppliers are expected to meet the requirements of this Code. Additionally, the Vendor Code of Conduct is a mandatory requirement for all our suppliers and forms an integral part of their contract and a link of the code is also mentioned in purchase order.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	
Forced/ involuntary labour	
Sexual harassment	
Discrimination at workplace	No plants and offices were assessed for human rights issues.
Wages	
Others-Please specify	

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

Not Applicable

Leadership Indicators

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

Not Applicable.

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

No Human rights due diligence was conducted.

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

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	~30%*
Wages	
Others - please specify	

* The Company has established procedures for sustainable sourcing through the integration of its Sustainable Sourcing Policy and ESG Evaluation Framework into the vendor selection and assessment process. We completed the assessment of our top 152 critical vendors against the target of top 100 vendors.

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

No risks identified.

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter (in Gigajoules)	FY 2025-2026	FY 2024-2025
From renewable sources		
Total electricity consumption (A)	10,093	-
Total fuel consumption (B)	3,54,908	3,63,804*
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	3,65,001	3,63,804
From non-renewable sources (in Gigajoules)		
Total electricity consumption (D)	47,700	50,903
Total fuel consumption (E)	1,00,841	75,179
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,48,541	1,26,083
Total energy consumed (A+B+C+D+E+F)	5,13,542	4,89,886
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations in millions)	12.96	18.08
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations in millions adjusted for PPP)	263.71	363.13
Energy intensity in terms of physical output (GJ/MT)	6.77	5.67

Notes:

- a. Data disclosed above covers all operational India and global locations, except NIPL, which operates as a third-party facility where the Company does not exercise full operational control.

- b. Renewable fuel includes consumption from biomass & husk.
- c. *Values have been updated to reflect revised fuel consumption figures.
- d. Purchasing Power Parity (PPP)–Revenue from operations is adjusted as per International Monetary Fund Implied PPP conversion rate (20.34) for 2026 and (20.08) for 2025.
- e. Revenue from operations has been taken on consolidated level for FY 2024-25.
- f. For FY 2025-26, fuel consumption data has been expanded to include consumption from directly owned vehicles.
- g. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:
 - Yes, Reasonable Assurance has been carried out for BRSR Core disclosures by SGS India Private Limited and the certificate for the same is attached to this report.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any:

No

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

Paramete	FY 2025-2026	FY 2024-2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	64,240	62,658
(ii) Groundwater	3,69,169	3,55,402
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,33,409	4,18,060
Total volume of water consumption (in kilolitres)	4,07,971*	3,89,852
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations in millions)	10.30	14.39
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	209.50	288.98
Water intensity in terms of physical output (kilolitres/MT)	5.38	4.51

Methodology for tracking: We have dedicated magnetic flow water meters at plants on each borewell for tracking of freshwater consumption and these details are being then transferred to excel sheet for easy tracking.

Notes:

- a. FY 2025-26 includes data across all India and global locations, excludes Naturell (India) Pvt. Ltd. (third-party facility; no full operational control).
- b. *Including Water Consumption (Offices): Estimated based on Central Ground Water Authority guidelines (45 litres per employee per day), calculated using number of working days and employee headcount.
- c. Purchasing Power Parity (PPP)–Revenue from operations is adjusted as per International Monetary Fund Implied PPP conversion rate (20.34) for 2026 and (20.08) for 2025.
- d. Revenue from operations have been taken on consolidated level for FY 2024-25.
- e. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:
 - Yes, Reasonable Assurance has been carried out for BRSR Core disclosures by SGS India Private Limited and the certificate for the same is attached to this report.

4. Provide the following details related to water discharged:

Parameter	FY 2025-2026	FY 2024-2025
Water discharge by destination and level of treatment (in kilolitres)		
(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	34,431	29,528
Total water discharged (in kilolitres)	34,431	29,528
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	Yes	Yes

Methodology for tracking: We have flow meters for recording the details at Effluent Treatment Plant (ETP) for tracking of Inlet & Outlet water.

In Ahmedabad & Sikkim facilities the treated water is used for flushing, gardening, road-washing purposes.

Treated wastewater of Aligarh plant is tracked through online Continuous Effluent Monitoring System (OCEMS) linked with CPCB portal and is released outside ensuring the permissible.

Notes:

- The data includes 4 manufacturing facilities of Zydus Wellness–Ahmedabad (1), Sikkim (2) and Aligarh (1)
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:
 - Yes, Reasonable Assurance has been carried out for BRSR Core disclosures by SGS India Private Limited and the certificate for the same is attached to this report.

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

Yes, we have Installed ZLD in Plant with Ultrafiltration (UF) and 2 stage Reverse Osmosis (RO). We are using treated water in Cooling tower, toilet flush and Boiler.

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

Parameter	Please specify unit	FY 2025-2026	FY 2024-2025*
NOx	Tonnes	73.37	51.51
SOx	Tonnes	28.12	63.67
Particulate matter (PM)	Tonnes	62.44	38.7
Persistent organic pollutants matter (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others - please specify	-	NA	NA

Methodology for tracking: We conduct third-party testing from the govt. approved environmental laboratories for air emission equipment's as per the defined frequencies in respective locations PCB consent order and data showing is taken from one of the third-party reports. These tests are conducted against the prescribed limits of Central Pollution Control Board.

Notes:

- a. *Calculations have been updated
- b. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:
 - Yes, Limited Assurance has been carried out by SGS India Private Limited.

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

Parameter	Unit	FY 2025-2026	FY 2024-2025*
Total Scope 1 emissions	Metric tonnes of CO ₂ equivalent	10,658	7,812.58
Total Scope 2 emissions	Metric tonnes of CO ₂ equivalent	9,405	10,320.34
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in millions)	Metric Tons/ ₹ in Mn	0.5	0.7
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 in millions adjusted for PPP)	Metric Tons/ ₹ in Mn	10.30	13.44
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.26	0.21
Parameter	Unit	FY 2025-2026	FY 2024-2025*
Biogenic Emissions	tCO ₂ e	35,491	36,380

Includes biomass & husk emissions

Notes:

- a. FY 2025-26 Includes data across all India and global locations, excludes Naturell (India) Pvt. Ltd. (third-party facility; no full operational control).
- b. Emission factors are based on the IPCC 2006 National Greenhouse Gas guidelines.
- c. *Energy consumption data has been revised hence the emissions are updated.
- d. FY 2025-26 Scope 1 emissions have been expanded to additionally include fugitive emissions and emissions from mobile combustion.
- e. Scope 2 emissions for purchased grid electricity are calculated using the Central Electricity Authority (CEA) CO₂e baseline database for 2025, with a grid emission factor of 0.71 tCO₂e/MWh.
- f. For Dubai office, we have used a grid emission factor for electricity as 0.4041 tCO₂e/MWh as per Dubai Electricity and Water Authority Climate Change report.
- g. For Bangladesh office, we have used grid emission factor for electricity as 0.67 tCO₂e/MWh as per the circular issued by Department of Environment, Bangladesh
- h. Purchasing Power Parity (PPP)–Revenue from operations is adjusted as per International Monetary Fund Implied PPP conversion rate (20.34) for 2026 and (20.08) for 2025.
- i. Revenue from operations have been taken on consolidated level for FY 2024-25.
- j. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:
 - Yes, Reasonable Assurance has been carried out for BRSR Core disclosures by SGS India Private Limited and the certificate for the same is attached to this report.

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

Yes, the entity has undertaken multiple initiatives aimed at reducing greenhouse gas (GHG) emissions across its manufacturing facilities. These projects are primarily focused on improving energy efficiency, optimizing operational processes, and reducing dependence on high-energy-consuming systems. Key initiatives include:

- Optimised DG operations during boiler shutdown: Reduced DG running hours by optimising DG usage during boiler shutdown and shortening the annual shutdown period by 24 days versus last year, leading to lower HSD consumption and reduced operational costs.
- Diesel reduction through alternative energy: Reduced diesel consumption by approximately 14.85 KL by shifting to an alternate source of energy.
- Energy efficiency improvements: Achieved approximately 17 MW/year of energy savings through multiple small energy-saving initiatives, contributing to a reduction in GHG emissions.
- Renewable electricity procurement (solar): Procured electricity through solar power, resulting in a cost saving of ₹44.45 lakh in 2025 and supporting carbon emission reduction.
- Process-level energy optimisation: Delivered energy savings of 1.3 lakh kWh (NSD evaporator) and 8,000 kWh (ETP buffer tank motor) in 2025 through equipment/process optimisation.

These combined efforts demonstrate the entity's commitment to reducing its carbon footprint through energy optimisation, process innovation, and cost-effective sustainability initiatives.

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

Parameter	FY 2025-2026	FY 2024-2025
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	864.9	1,013.4
E-waste (B)	0.7	-
Bio-medical Waste (C)	0.1	-
Construction and demolition waste (D)	-	-
Battery Waste (E)	-	-
Radioactive Waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	73.3	112.5
Other Non-hazardous waste generated (H)	1,802.3	586
Total (A + B + C + D + E + F + G + H)	2,741	1,712
Waste intensity per rupee of turnover (Total Waste generated / Revenue from operations)	0.07	0.06
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated / Revenue from operations adjusted for PPP)	1.41	1.27
Waste intensity in terms of physical output	0.04	0.02
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of Waste		
(i) Recycled	2,667	1,604
(ii) Re-Used	-	-
(iii) Other recovery operations	-	-
Total	2,667	1,604
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations (Co-processing)	74	108
Total	2,741	1,712

Notes:

- Purchasing Power Parity (PPP)–Revenue from operations is adjusted as per International Monetary Fund Implied PPP conversion rate (20.34) for 2026 and (20.08) for 2025.
- Revenue from operations have been taken on consolidated level for FY 2024-25.
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:
 - Yes, Reasonable Assurance has been carried out for BRSR Core disclosures by SGS India Private Limited and the certificate for the same is attached to this report.

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

In FY 2025-26, the organisation progressed its “design-to-value” packaging optimisation programme to reduce material intensity across secondary (CFC/corrugated) and primary (plastic/laminate) packaging while maintaining product protection and consumer experience. Key interventions included redesigning corrugated fibreboard cartons (CFCs) by removing unnecessary internal partitions (e.g., honeycomb structures), improving pack configurations to enhance strength with lower material use, and streamlining combi/offer-pack formats to reduce paper consumption without compromising stacking performance.

In parallel, pack architecture was optimised for select jar/bottle formats (e.g., shifting to single-layer foam and removing intermediate partitions; increasing pack fill per carton to improve logistics efficiency), thereby reducing paper usage and handling damage risk. On primary packaging, lightweighting initiatives were implemented by reducing bottle weight through polymer blend optimisation while retaining rigidity and impact strength, and by downgauging flexible packaging reducing Grams per Square Metre (GSM) and extrusion layer thickness while maintaining barrier properties and tear resistance. Collectively, these projects delivered an estimated total packaging material reduction of 160.5 tonnes in FY 2025-26, driven by both paper-based and plastic-based packaging improvements, and supported concurrent cost savings and waste prevention objectives.

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

S No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company does not operate in ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain. (Yes / No)	Relevant Web link
EIA is not mandatory for the projects which are carried out by the Company.					

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

S No.	Specify the law / regulation / guidelines which was not complied	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company is compliant with the applicable environmental law/ regulations/ guidelines applicable in India.				

Leadership Indicators

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

(i) **Name of the area:** Aligarh, Ahmedabad and Sikkim

(ii) **Nature of operations:** Manufacturing and R&D

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

Parameter	Treatment	FY 2025-2026	FY 2024-2025
Water withdrawal by source (in kilolitres)			
(i) Surface water		64,240	62,658
(ii) Groundwater		3,69,169	3,55,402
(iii) Third party water		-	-
(iv) Seawater / desalinated water		-	-
(v) Others		-	-
Total volume of water withdrawal (in kilolitres)		4,33,409	4,18,060
Total volume of water consumption (in kilolitres)		3,98,978	3,89,852

Parameter	Treatment	FY 2025-2026	FY 2024-2025
Water intensity per rupee of turnover (Water consumed / revenue from operations in millions)		10.07	14.39
Water discharge by destination and level of treatment (in kilolitres)			
(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		34,431	29,528
Total water discharged (in kilolitres)		34,431	29,528

Note:

- Purchasing Power Parity (PPP)–Revenue from operations is adjusted as per International Monetary Fund Implied PPP conversion rate (20.34) for 2026 and (20.08) for 2025.
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency:
 - Yes, Reasonable Assurance has been carried out for BRSR Core disclosures by SGS India Private Limited and the certificate for the same is attached to this report.

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

Parameter	Unit	FY 2025-2026	FY 2024-2025
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	1,40,776**	31,614*
Total Scope 3 emissions per rupee of turnover	MtCO ₂ e / Million rupees	3.55	1.17

Note:

- *&*: ZWL Standalone emissions
- For FY 2025-26 we have expanded our scope by including emissions from (a) & (g)
- Overall Scope 3 emissions accounted for the following Categories - Calculation Methodology from the GHG protocol:
 - Purchased Goods & Services
 - Capital Goods–Spend-based Method
 - Waste generated in operations–Waste Type-Specific Method
 - Employee commuting–Distance-Based Method
 - Upstream Leased Assets–Asset-Specific Method
 - Downstream, Transportation & Distribution–Spend-based Method
 - Business Travel

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

- Yes, Limited Assurance has been carried out by SGS India Private Limited and the certificate for the same is attached to this report.

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

The Company does not operate in ecologically sensitive areas.

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

The Company implemented a range of resource-efficiency and emission-reduction initiatives, delivering measurable outcomes, including:

- Adoption of open access 2 MW solar power (from August 2024) resulting in ₹ 44.45 lakh savings and associated reduction in carbon emissions.
- Operational planning optimisation through an increased boiler shutdown period (by 1.5 days) enabling reduction of 135 MT usage and achieving 5 lakh kWh energy savings.
- Transition to an energy-efficient cooling system through VAM integration, delivering 6.12 MWh/year energy savings by utilising waste heat and reducing electrical consumption.
- Reduction in DG set dependency through enhanced turbine-based power generation, delivering approximately ₹64 lakh annual savings with lower fuel consumption and emissions.
- Process optimisation in water treatment by optimising DM plant regeneration cycles, achieving approximately 1,825 KL annual water savings.
- Progressive transition from coal (fossil fuel) to rice husk (green fuel), lowering fossil fuel dependency and supporting reduced carbon emissions.
- Installation of UPS for the fat spread line, reducing downtime (100 minutes to 10 minutes) and improving productivity by 0.8%, while saving approximately 32,945 kWh/year with strong operational ROI.
- Additional operational controls and optimisation measures such as cold room consolidation, timer-based smart lighting, motion sensors, VFD installation, and equipment scheduling improvements, delivering quantified energy savings (e.g., ~3,000 kWh/year, ~5,875 kWh/year, 1,550 kWh/year, 27,216 kWh/year, 8,536 kWh/year, and 3,276 kWh/year respectively).

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

Yes, Zydus Wellness has a Business Continuity and Disaster Management Plan integrated within its Enterprise Risk Management framework to ensure uninterrupted operations. The plan covers all the risks such as pandemics, cyber incidents, operational failures, geopolitical issues, and supply chain disruptions. It is overseen by Senior Management and periodically reviewed by the Risk Management Committee. The Company strengthens resilience across manufacturing, logistics, procurement, IT systems, and workforce planning, supported by supplier collaboration. Daily server backups with offsite storage are maintained, and the Business Continuity and Disaster Recovery (BCDR) framework is enhanced regularly to ensure system reliability and quick recovery.

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

No significant adverse impact has arisen from any of the value chain of the entity.

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

Our top critical vendors were assessed representing ~30% of the business conducted.

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

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

As of the reporting period, Zydus Wellness has not generated or procured any green credits. Currently, there are no formalized or operational frameworks in India mandating or standardizing the issuance and trading of green credits. However, we continue to monitor evolving policy developments, including the Indian government's Green Credit Programme under the Ministry of Environment, Forest and Climate Change (MoEFCC), and anticipate aligning our efforts once clear guidelines and mechanisms are established.

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

Essential Indicators

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

6

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

S No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	The Confederation of Indian Industry	National
2.	Federation of Indian Chambers of Commerce & Industry	National
3.	All India Food Processors' Association	National
4.	Protein Foods and Nutrition Development Association of India	National
5.	International Market Assessment India Private Limited (IMA)	National
6.	The Advertising Standards Council of India	National

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

Name of authority	Brief of the case	Corrective action taken
We have no cases pending before the Competition Commission of India ("CCI") nor have we received any notice regarding anticompetitive conduct from the CCI.		

Leadership Indicators

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

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

S No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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The Company engages with various stakeholders as mentioned in point 1(b) such as industry chambers, associations, governments, and regulators, to offer insights for the development and execution of public policies. This engagement, guided by principles of commitment, integrity, and transparency, prioritizes the interests of all stakeholders. The methods employed include participation in meetings, conferences, official communications, and engagement as needed.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Project Name	SIA Notification	Date Notification	Conducted by independent	Result Communicated	Web link
Not applicable, none of the projects are applicable for SIA Assessment in FY 2025-2026.					

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

S No.	Name of 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 INR)
Not Applicable						

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

Zydus Wellness actively engages with individuals, communities, and their representatives to address their concerns and expectations. Through transparent and participatory dialogues, the company ensures stakeholders are heard and included in the decision-making process, reinforcing trust and accountability.

The Company representative team visits nearby farmers of Aligarh in Uttar Pradesh gathers and addresses the grievances during their field visit and alternatively farmers can share their concerns at Bulk Milk Collection Centres (BMCC's) of their respective areas. The Company also uses digital tools to redress any concerns and grievances posted by members of community on social media.

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

	FY 2025-2026	FY 2024-2025*
Directly sourced from MSMEs/ small producers	18%	17%
Directly from within India	96%	97%

*FY 2024-25 data has been restated to exclude milk suppliers, ensuring comparability and consistency, and now covers Raw Material & Packaging Material suppliers only.

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	FY 2025-2026	FY 2024-2025
Rural	0%	0%
Semi-urban	7%	7%
Urban	32%	37%
Metropolitan	61%	56%

Note: Data includes India operations.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Negative Social Impact	Corrective Action
	Not Applicable

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

S No.	State	Aspirational District	Amount spent (In INR)
			Not Applicable

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

(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 the current financial year), based on traditional knowledge:

Intellectual Property	Owned Acquired	Benefit Shared	Calculate 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.

Authority Name	Brief Case	Corrective Action
	Nil	

6. Details of beneficiaries of CSR Projects:

S No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
			Nil

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

Essential Indicators

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

The Company has a customer grievance handling mechanism in place and is in compliance with the applicable rules and regulations stipulated by the regulators. Customers can reach out to the Company to complain / share feedback / for queries. Customers can either:

- a. Write a letter to Company's registered office address, or
- b. Send an email to customercare@zyduswellness.com, or
- c. Call on customer care phone number: 18001206868.

The contact details are also available on the website of the Company. Customer's contact details are kept confidential to comply with data privacy rules and regulations. Action on all the complaints are taken within 1 (one) working day of receiving a complaint / feedback / query by the customer care executive. The customer care team also resolves customer's queries on usage of the Company's products, product benefits, product availability and others. There is a dedicated resource for handling customer complaints. Within related functions such as, Quality & Regulatory, Research & Development, Manufacturing, Marketing and Sales, as per the nature of the grievance, there are dedicated single point of contact to address and take necessary action on the complaints. All product related complaints are evaluated by Quality function and corrective actions are taken. The Company takes necessary steps to make customers aware on the usage of its products on the packs as well through digital medium including the brand websites. The Company's Customer First approach makes every endeavours to give replacement to all customers who have registered quality related complaints without any questions asked. Wherever possible, the products are directly sent to the customer's address by courier or through local resources.

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

Services	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%: There are social parameters relevant to the responsible, safe and prescribed usage of the products.
Safe and responsible usage	100%: All products of the Company have the usage/ directions mentioned on leaflets/ packaging.
Recycling and/or safe disposal	All our products which are expired or damaged and cannot be consumed, are not sold to the vendors for feeding cattle / consumption and are taken back from trade, audited by government approved agencies and disposed off as per the guidelines enumerated in the internal policy and adhering to the local laws and rules. Proof of products destroyed is maintained by the Company. Thereby, we ensure safe disposal of expired or damaged products.

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

Complaint Type	FY 2025-2026		Remarks	FY 2024-2025		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0		0	0	
Advertising	0	0		0	0	
Cybersecurity	0	0		0	0	
Delivery of essential service	0	0		0	0	
Restrictive trade practices	0	0		0	0	
Unfair trade practice	0	0		0	0	
Other (Customer Complaints)	1,228	0		1,483	0	

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

	Number	Reason to recall
Voluntary Recall		
Forced Recall		Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web link of the policy.

Yes. We have a Cybersecurity Policy which is available on the website of the Company at <https://zyduswellness.com/investor/IT-&-Cybersecurity-Policy.pdf>

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.

There has been no incidence of product recall, and no penal action was taken by regulatory authorities on safety of products.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches:** Nil
- Percentage of data breaches involving personally identifiable information of customers:** Nil
- Impact, if any, of data breaches:** Not Applicable

Leadership Indicators

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

Yes, information on products of the Company is available on the website of the Company at www.zyduswellness.com, <https://www.comfortclick.co.uk/>, brand websites, brand social media handles etc. Brand and product related information is available on brand website as mentioned below:

www.sugarfree-india.com, www.everyuth.com, www.complanforgrowth.com, www.nutralite.com, <https://maxprotein.in/> etc. Customers can also access these websites from the dedicated pages available on the website of the Company at www.zyduswellness.com under the tab "Brands".

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

On each pack of our products, there are clear indications and instructions depicting the ingredients of the product, guidance as to how to use the product, expiry date, caution for consumption of usage and storage with specific disclaimers to ensure proper usage. We also enable consumers to make better choices by imparting information to consumers through several media channels, social campaigns and provide free trials of new products through different platforms.

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

Not Applicable, as the Company does not provide any essential services

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes / No)

Yes. The Company follows the legal requirements of Food Safety and Standards Authority of India ("FSSAI") recommended labeling guidelines for food products. The Company also has internal guidelines to check for varieties of branding aspects such as logos, claims etc. Also, we carry out regular consumer surveys to understand consumer opinions and perceptions about our products and brands.



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INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Zydus Wellness Limited on its BRSR Report for FY 2025-26

The Board of Directors,

Zydus Wellness Limited,

Zydus Corporate Park, Scheme No. 63,
Survey No. 536 Khoraj (Gandhinagar),
Nr. Vaishnodevi Circle, S. G. Highway,
Ahmedabad – 382481, India

Nature of Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Zydus Wellness Limited (the 'Company') to conduct an independent assurance of the Company's Business Responsibility (BRSR) (the 'Core') for the reporting period of April 1, 2025, to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for the BRSR core indicators. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) & ISAE 3410.

Reporting Framework

The Report has been prepared following

1. Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities: BRSR Core and Non-Core Framework for Assurance and ESG Disclosures for Value Chain (Circular No. HO/49/14/14(7)2025-CFD-POD2/1/3762/2026), dated 30 January 2026 circular.
2. Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard

Intended Users of this Assurance Statement

This Assurance Statement has been prepared with the purpose of informing both internal and external stakeholders of the Company.

Responsibilities

The information in the report and its presentation is the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted a Reasonable level of Assurance for BRSR core parameters under 9 ESG Attributes, this engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (revised) & ISAE 3410.

Our evidence-gathering procedures were designed to obtain a 'Reasonable level of assurance (BRSR Core)', in accordance with



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ISAE 3000(revised) standard, but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing, and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social, and ethical auditing and training; and environmental, social, and sustainability report assurance. SGS India affirms our independence from Zydus Wellness Limited, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification, and GHG Validation Lead Auditors, and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators, including all KPI's within the report for the period April 1, 2025, to March 31, 2026. The reporting scope and boundaries, including 4 manufacturing plants and 19 Offices (inc. R&D Centre).

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of their comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core, and non-core indicators, and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources, and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party financial reports audited by the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusions."
- The assurance engagement considers an uncertainty of $\pm 5\%$ based on the materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.



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Findings and Conclusions

BRSR Core Indicators:

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the data reported (Annexure A) in the BRSR report are not prepared, in all material respects, in accordance with the reporting criteria.

For and on behalf of SGS India Private Limited

 <p>Kalpesh Thombare Technical Reviewer and National Manager – ESG & Sustainability Services, SGS India. 17th May 2026.</p>	 <p>Tushar Girigosavi Lead Verifier – ESG & Sustainability Services, SGS India. Team Member: Chirag Bafna 17th May 2026.</p>
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Annexure A

The BRSR Core indicators that were subject to verification under Reasonable assurance engagement are detailed below:

S.No.	BRSR Core Attribute	BRSR Core Indicator
1	Greenhouse gas (GHG) footprint	<ul style="list-style-type: none"> ≈ Total scope 1 emissions ≈ Total scope 2 emissions ≈ GHG emission intensity (scope 1 +2)
2	Water footprint	<ul style="list-style-type: none"> ≈ Total water consumption ≈ Water consumption intensity ≈ Water discharge by destination and levels of treatment
3	Energy footprint	<ul style="list-style-type: none"> ≈ Total energy consumed ≈ Energy intensity
4	Embracing circularity	<ul style="list-style-type: none"> ≈ Plastic waste ≈ E-waste ≈ Bio medical waste ≈ Battery waste ≈ Other hazardous waste ≈ Other non-hazardous waste ≈ Total waste generated ≈ Waste intensity ≈ Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. ≈ For each category of waste generated, the total waste disposed of by the nature of the disposal method
5	Employee well-being and safety	<ul style="list-style-type: none"> ≈ Spending on measures towards wellbeing of employees and workers –cost incurred as a % of total revenue of the company ≈ Details of safety-related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites) <ul style="list-style-type: none"> ≈ Number of permanent disabilities ≈ Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked) ≈ Number of fatalities
6	Enabling gender diversity in business	<ul style="list-style-type: none"> ≈ Gross wages paid to females as % of wages paid. ≈ Total Complaints on Sexual Harassment (POSH) reported ≈ Complaints on POSH as a % of female employees/workers ≈ Complaints on POSH upheld
7	Enabling inclusive development	<ul style="list-style-type: none"> ≈ Input material sourced from MSMES/ small producers and from within India as % of total purchases (by value). ≈ Job creation in smaller towns: Wages paid to people employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost
8	Fairness in engaging with customers and suppliers	<ul style="list-style-type: none"> ≈ Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events. ≈ Number of days of accounts payable
9	Openness of business	<ul style="list-style-type: none"> ≈ Concentration of purchases & sales done with trading houses, dealers, and related parties ≈ Loans and advances & investments with related parties ≈ Purchases from trading houses as % of total purchases ≈ Number of trading houses where purchases are made from ≈ Purchases from top 10 trading houses as % of total purchases from trading houses