

Moulding Tomorrow Responsibly

Advancing trusted glass packaging through
climate ambition, circular thinking,
and responsible growth.

PGP GLASS LTD.
SUSTAINABILITY REPORT FY2025–26



Moulding Tomorrow Responsibly

An aerial photograph of a large industrial facility, likely a glass manufacturing plant, featuring several large buildings with blue roofs. The roofs are covered with extensive solar panel arrays. The facility is surrounded by lush green trees and fields, with two tall smokestacks visible in the background under a dramatic, cloudy sky at sunset or sunrise.

At PGP Glass, we design, produce, and decorate premium glass packaging for beauty, spirits, food, and pharmaceutical brands worldwide. Our solutions unite craftsmanship, technology, and sustainability to create packaging that performs beautifully and responsibly. As we move ahead, we are shaping a smarter, circular, lower-impact future—where innovation elevates brands, strengthens resilience, and defines the next era of glassmaking for tomorrow.

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01. ABOUT THE REPORT



At PGP Glass, sustainability reporting is an important part of how we communicate our priorities, progress, and accountability to stakeholders. Published annually, this report presents our ESG performance and reflects how sustainability continues to be embedded in the way we operate, innovate, and create long-term value.

This is the fourth edition of the PGP Glass Sustainability Report and covers the financial year from 1st April 2025 to 31st March 2026. It is intended to provide stakeholders with a balanced and transparent view of our sustainability journey, including our strategy, governance, key initiatives, and performance across material ESG areas. It also reflects our continued efforts to strengthen disclosure quality, align with evolving reporting expectations, and communicate progress in a way that is both credible and decision worthy.

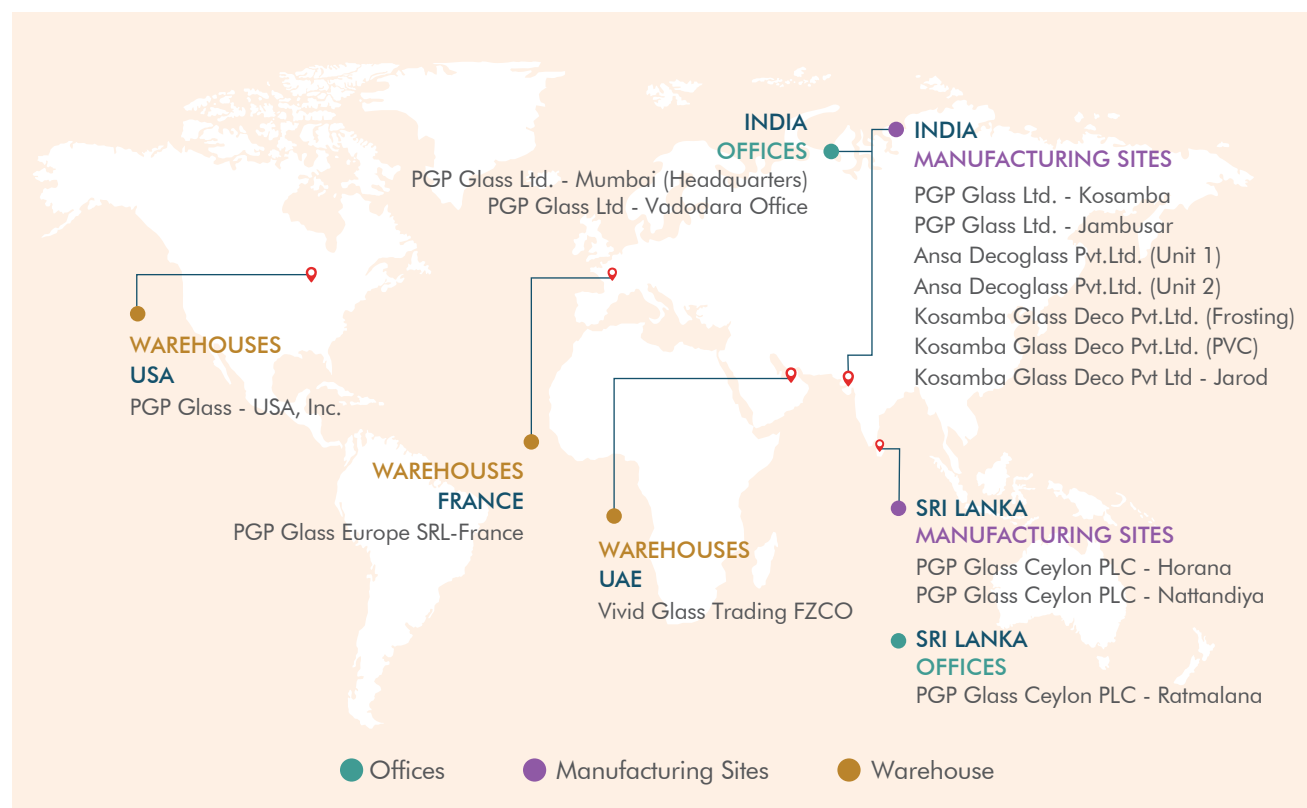
Reporting Frameworks and Benchmarks

Our reporting approach is guided by globally recognized sustainability frameworks, helping ensure alignment with good practice in corporate responsibility and disclosure. This report

has been prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021 and aligned with the United Nations Sustainable Development Goals (SDGs).

Scope & Boundary

This report covers PGP Glass's sustainability performance across its six manufacturing facilities and four offices within the defined reporting boundary for FY2025–26, including operations in India, Sri Lanka, the USA, the UAE, and France.



There have been no significant changes in the reporting scope, boundary, or measurement methodologies compared to the previous reporting period.

Materiality and Stakeholder Engagement

The contents of this report are based on material sustainability topics identified through stakeholder engagement, internal assessments, industry benchmarking, and business relevance. Inputs from key stakeholder groups, including employees, customers, suppliers, investors, regulators, and local communities, have been considered in determining the material topics and disclosures presented in this report.

Restatement of Information

There were no significant restatements of previously reported sustainability information during the reporting period. The only exception was a data correction to air emissions calculations to improve reporting accuracy; however, the underlying methodology and calculation approach remained unchanged from prior reporting periods.

Assurance Statement

To enhance the credibility, accuracy, and reliability of the information disclosed in this report, selected sustainability data and disclosures have been independently assured by CSRWorks International Pte. Ltd. In addition, emissions data has been separately verified by EK International Pvt. Ltd. to strengthen the reliability of our environmental performance

reporting. The assurance activities were conducted in line with internationally accepted assurance methodologies.

Forward-Looking Statements

This report may contain forward-looking statements describing the Company's sustainability aspirations, goals, and future plans. These statements are based on current expectations, assumptions, and projections and may be subject to risks and uncertainties that could cause actual outcomes to differ materially.

Feedback and Contact Information

We value stakeholder feedback and welcome suggestions, questions, and recommendations related to this report and our sustainability performance.

Contact Details

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Chief Sustainability Officer

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Message from Leadership

Message from the MD & CEO

Agility, Growth, Responsibility

Dear Stakeholders,

As we close FY26, I am pleased to share that PGP Glass has continued to demonstrate resilience, agility and responsibility in a year defined by significant global uncertainty. From shifting tariff regimes and geopolitical tensions to fuel disruptions, freight volatility and changing demand patterns across key markets, the external environment tested businesses across the world. Yet, at PGP Glass, we remained focused on what matters most — serving our customers, strengthening our operations, supporting our people, and advancing our sustainability commitments.

FY26 has reaffirmed one of PGP Glass' greatest strengths: our ability to respond quickly and collectively to challenges. Despite a demanding operating environment, we are expected to deliver strong revenue growth

over the previous year, supported by robust performance across key segments and geographies. Our teams across India, Sri Lanka, Europe, the United States and other markets worked with determination to ensure customer continuity, operational stability and market share growth. This resilience is not accidental; it is built on collaboration, disciplined execution and the shared commitment of our people.

Mr. Vijay Shah
Managing Director & CEO
PGP Glass



Despite a demanding operating environment, we are expected to deliver strong revenue growth over the previous year, supported by robust performance across key segments and geographies

At the same time, FY26 also reminded us that sustainable growth must be anchored in strong systems and processes. Quality, compliance, safety and operational discipline are non-negotiable.

A business that aspires to grow responsibly must continuously strengthen its internal controls, governance practices and culture of accountability. We are taking clear lessons from the year and reinforcing a culture where process adherence, risk awareness and continuous improvement are embedded across every function.

Sustainability continues to be central to our long-term business strategy. As a glass packaging company, we recognize both our responsibility and opportunity to contribute to a lower-carbon, circular and resource-efficient future. During the year, we progressed several important initiatives, including energy savings programmes, waste heat recovery implementation at Kosamba, and continued efforts to improve fuel efficiency across our manufacturing operations. We are also preparing for new technology pathways, including electric furnaces at Kosamba and Jambusar, which have the potential to become important game changers for our future energy transition.

Circularity remains another critical priority for PGP Glass. Increasing the use of post-consumer recycled cullet is the need of the hour, and we are actively working to improve the quality and availability of recycled glass inputs. We are evaluating investments in cullet processing capabilities so that we can use more recycled material in our furnaces while maintaining the high-quality standards expected by our customers. Our focus is clear: to reduce resource intensity, improve material circularity and build a more sustainable glass value chain.

We are equally committed to exploring alternative fuels and low-impact solutions. Our first biogas initiative is an important step, and if successful, we will evaluate opportunities to replicate and scale such solutions across other sites. We are also open to practical sustainability interventions such as electric vehicles for employee transportation, provided they are operationally and economically viable. For us, sustainability is not about isolated projects; it is about embedding responsible choices into the way we operate every day.

FY26 was also a year of external recognition. We retained our EcoVadis Platinum rating for the third consecutive year with an improved

score and further upgraded our CDP rating to an 'A'. These recognitions are encouraging because they validate the progress we are making in environmental performance, responsible business conduct and sustainability governance. However, we see them not as an end point, but as motivation to raise the bar further.

Our people remain the foundation of PGP Glass. We were once again recognized as a Great Place to Work for the eighth consecutive year and as a Great Place to Work in Manufacturing for the sixth consecutive year. We were also certified for building a culture of innovation by all. These achievements reflect the spirit of our teams and the culture we are building — one that values trust, inclusion, capability-building and innovation. As we expand capacity and enter new markets, our focus will be on enabling our people to grow, take on larger roles and become more productive through technology, automation and new ways of working.

Looking ahead, we have declared the coming year as an AI-focused year for PGP Glass. Artificial intelligence has the power to transform productivity, decision-making, design, manufacturing, finance, sales and

customer engagement. We intend to train teams across functions, create internal capability, and use AI responsibly to improve efficiency and unlock new value. Our ambition is not merely to adopt technology, but to build a future-ready organization.

Growth will remain an important priority. We are pursuing a structured sales growth strategy, strengthening our presence in core markets and exploring adjacencies such as global skincare, premium segments, the US market and Middle East opportunities when conditions stabilize. We are also evaluating new capacity additions across India and potentially other geographies. However, our approach to growth will remain disciplined, responsible and aligned with long-term stakeholder value creation.

As we move into FY27, uncertainty may continue. Energy availability, geopolitical developments, cost inflation and market shifts will require constant vigilance. But we have faced such challenges before — from

the pandemic to freight crises, fuel disruptions and market slowdowns - and each time, PGP Glass has emerged stronger. Our teams have built a culture of agility, resilience and problem-solving, and this gives me confidence in our future.

On behalf of PGP Glass, I thank our employees, customers, suppliers, investors, communities, Board members and all stakeholders for their continued trust and partnership. Sustainability is a journey of consistent action, transparent governance and long-term thinking. We are committed to growing responsibly, innovating boldly and contributing meaningfully to a more sustainable future.

Together, we will continue to shape glass packaging that the world relies on - with precision, responsibility and purpose.

Vijay Shah
Managing Director & CEO
PGP Glass

"Sustainability is a journey of consistent action, transparent governance and long-term thinking. We are committed to growing responsibly, innovating boldly and contributing meaningfully to a more sustainable future."

Message from the Chief Sustainability Officer

Building Accountability into Progress

Dear Stakeholders,

Sustainability, for us, is no longer a destination we are moving toward—it is the way we are learning to make better decisions every day. In FY2025–26, PGP Glass continued to strengthen this belief by translating ambition into systems, partnerships, and measurable progress across our business.

This year, we advanced our sustainability journey with greater clarity and discipline. Our ESG roadmap was shaped by a strengthened double materiality assessment, helping us focus on issues that matter most to our stakeholders and to the long-term resilience of our business—climate change, energy efficiency, responsible supply chain, waste, water, safety, ethics, and customer trust. This has allowed sustainability to move deeper into business planning, risk management, capital decisions, and operational execution.

C N Banerjee
Chief Sustainability Officer
PGP Glass



Climate action remained central to our agenda. With our Science Based Targets approved and our Net Zero by FY2050 pathway in place, we are building a credible transition roadmap for lower-carbon glass manufacturing. During the year, we continued to improve energy efficiency, expand renewable electricity, strengthen furnace performance, and explore future-ready technologies such as biogas, electric furnaces, and advanced digital monitoring.

Climate action remained central to our agenda. With our Science Based Targets approved and our Net Zero by FY2050 pathway in place, we are building a credible transition roadmap for lower-carbon glass manufacturing

Our progress is encouraging—especially as we continue to decouple growth from emissions intensity—but we recognize that industrial decarbonization will require sustained investment, innovation, and collaboration.

Circularity is another area where our purpose as a glass packaging company becomes especially meaningful. In FY26, we achieved 33% cullet utilisation and continued to strengthen recycled and returnable material systems. Every tonne of cullet used represents a practical step toward lower energy demand, reduced virgin resource use, and a more circular packaging ecosystem. Our efforts in waste management also gained momentum, with strong diversion from disposal and continued work toward landfill-free operations.

Water stewardship remained a priority across our sites. By reducing groundwater withdrawal by 27% against our baseline and strengthening recycling, rainwater harvesting, reuse, and process optimisation, we demonstrated that responsible water management must be both technical and behavioural. It depends as much on systems as it does on the everyday ownership of our people.

Our people continue to be the heart of this journey. More than 120,000 hours of training, continued focus on safety, inclusive hiring, and recognition as a Great Place to Work reflect a culture that is learning, caring, and progressing together. We also deepened supplier engagement through sustainable procurement, ESG assessments, audits, and capacity-building—because a responsible company must extend its values across the value chain.

External recognitions such as CDP A ratings and EcoVadis Platinum for the third consecutive year give us confidence, but not complacency. They remind us that transparency must be matched by action, and action must be matched by continuous improvement.

As we look ahead, our direction is clear: to make sustainability more data-driven, more inclusive, more collaborative, and more embedded in business growth. At PGP Glass, we are not simply reporting progress—we are building the systems, mindset, and partnerships needed to mould tomorrow responsibly.

Warm regards,

C N Banerjee
Chief Sustainability Officer
PGP Glass

"As we look ahead, our direction is clear: to make sustainability more data-driven, more inclusive, more collaborative, and more embedded in business growth. At PGP Glass, we are not simply reporting progress—we are building the systems, mindset, and partnerships needed to mould tomorrow responsibly. "

Responsible Growth in Action

ESG Highlights 2025-26



Revenue from Operations

₹ **4,703 Crore**



CDP A Rating:

Recognized as a leader in climate change and water security



EcoVadis

Platinum Rating from last three consecutive years



Circular Economy Leadership

**33%
cullet recycled**



Renewable Electricity Capacity: Installations equivalent to

approx. **83.6%** connected load and continue to increase



All Indian operational sites were declared groundwater-neutral based on an external assessment.



Driving towards

Zero Waste to Landfill



Diversity & Inclusion:

4.15% differently abled employees & workers



Total **14.75%** females in our total workforce



Zero confirmed cybersecurity breaches



Zero fatalities reported in all the plants



Employee Development: **1,20,831** hours of training across all levels



25% Women Representation on the Board of Directors

02. CRAFTING GLASS. CREATING POSSIBILITY.

At PGP Glass, we do more than make glass packaging — we shape how brands are protected, expressed, and remembered. As a global specialist in design, production, and decoration, we blend craftsmanship, technology, and sustainability to create solutions that are functional, aesthetic, and future-ready, unlocking product integrity, brand value, and circular potential.

03. ABOUT US



Our business serves three core sectors - Cosmetics & Perfumery, Food & Specialty Spirits, and Pharmaceuticals

At PGP Glass, we create premium glass packaging solutions that combine functionality, aesthetics, and sustainability. Our business serves three core sectors — Cosmetics & Perfumery, Food & Specialty Spirits, and Pharmaceuticals — through capabilities that extend from design and manufacturing to decoration and bespoke packaging development.

Our operations span India and Sri Lanka, supported by a daily production capacity of 1,720 tonnes, 12 furnaces, and 73 IS machines. We serve customers in more than 50 countries, with offices and warehousing facilities in France, Germany, Turkey, Spain, Brazil, India, the UAE, the UK, and Sri Lanka. This footprint allows us to combine manufacturing depth with customer proximity and global market reach.

Our value chain begins with the sourcing of raw materials, cullet, energy, and specialized technical inputs essential to our manufacturing operations.

The manufacturing activities encompass the end-to-end conversion of these inputs into finished products through mold development, melting, forming, decoration, and packaging. This process is enabled by a manufacturing network built on specialized facilities, technical expertise, and process capability:

Jambusar, India

Among the world's largest single installed capacities for amber-glass pharmaceutical packaging, producing Type III amber and flint glass bottles for cosmetics, pharmaceuticals, and specialty food and beverage industries.

Kosamba, India

Produces Type III glass for Cosmetics & Perfumery, and, USP Type I, II, and III glass bottles and vials for pharmaceuticals with ANSA Deco Glass as an in-house decoration facility which offers specialized design services.

Horana, Sri Lanka

Manufactures Type III flint and amber glass bottles, for cosmetics, pharmaceuticals, and specialty foods, including feeder-colored glass bottles, with in-house printing capability.

Mold innovation capability

Strengthens precision glassmaking through advanced CNC machining, engraving, and polishing technologies.

Packing Solutions

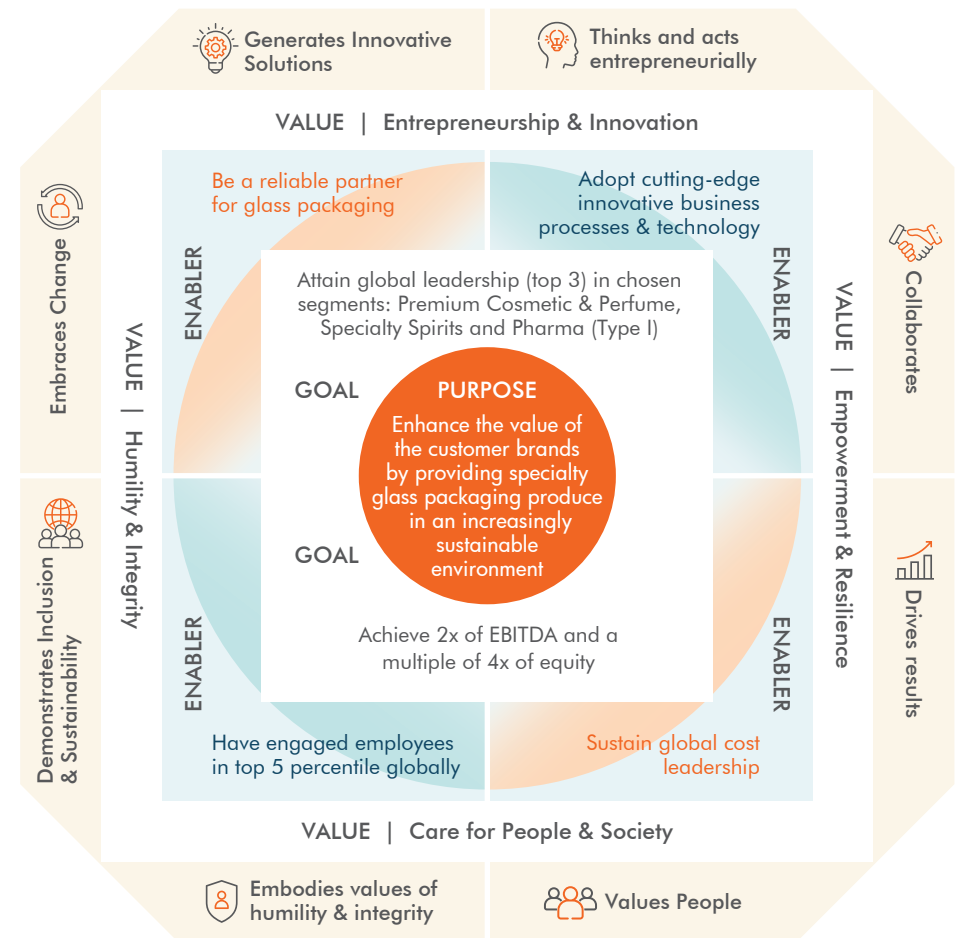
The finished materials are packed in the in-house manufactured corrugated boxes produced at our Jarod, India and Nattandiya, Sri Lanka facility.

Downstream, finished goods are transported through inland terminals and port infrastructure to multiple countries, as well as to our distribution centers in the USA and Europe. In India, we operate extended warehouse locations at Baddi, Paonta Sahib, Roorkee, Rudrapur, and Jammu. These



facilities are operated through Clearing & Forwarding (C&F) Agents and serve nearby customer manufacturing locations, ensuring prompt and on-time service in line with customer requirements. Internationally, we operate through long-term warehousing facilities at PGP Glass USA, Inc. (Dayton), PGP Glass Europe SRL (Le Havre, France), and Vivid Glass Trading FZCO (Dubai), which support product distribution either directly to customers or through third-party channels. Together, these downstream capabilities strengthen market access, support responsive delivery, and enable continuity of customer service across regions.

04. OUR VISION, MISSION, AND CORE VALUES



Purpose is the reason of our business existence

Enhance the value of the customer brands by providing speciality glass packing produced in an increasingly sustainable environment.

Goal is what we are aiming for:

Attain global leadership (top 3) in chosen segments: Premium Cosmetic & Perfume Specialty Spirits and Pharma (Type I).

Achieve 2x of EBITDA and multiple of 4x of equity.

Enablers: to achieve our goals

Be a reliable partner for glass packaging

Adopt cutting edge innovate business process and technology

Have engaged employees in top 5 percentile globally

Sustain global cost leadership

Core Values is the internal code that guide us in our operational boundaries

Entrepreneurship & Innovation

- Generates Innovative Solutions
- Thinks and acts entrepreneurially

Empowerment & Resilience

- Collaborates
- Drive Results

Care for People & Society

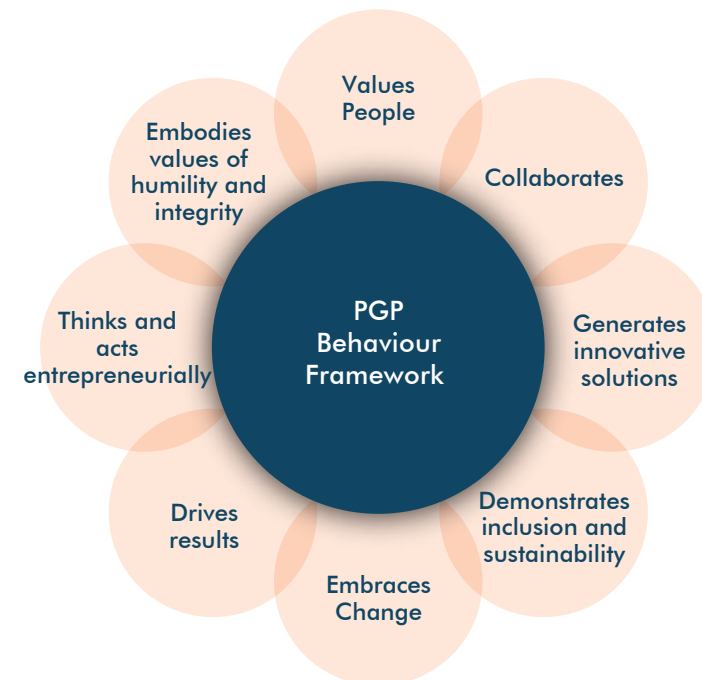
- Embodies values of humility and integrity
- Values People

Humility & Integrity

- Demonstrates inclusion and sustainability
- Embrace Change

PGP's Competency Framework

At PGP Glass, our competency framework defines the skills, knowledge, and behaviors required for success across roles and levels, with clear, observable, measurable, and modifiable expectations. It translates each competency into specific behaviors and proficiency levels, enabling consistent performance, development, and leadership growth. Our behavioral framework is anchored in eight core themes: valuing people, collaborating across teams, generating innovative solutions, demonstrating inclusion and sustainability, embracing change, driving results, thinking and acting entrepreneurially, and embodying humility and integrity. Together, these competencies shape a culture of accountability, continuous learning, customer focus, and responsible business conduct. By aligning people capabilities with business priorities, the framework strengthens role clarity, builds organizational capability, and supports PGP Glass in creating a high-performing, future-ready workforce.



Sustaining Partnerships for a Greener Future



All India Glass
Manufacturers' Federation



Confederation of
Indian Industries



United Nations Global
Compact



Science-Based Targets
Initiative



CEO Water
Mandate



WASH4Work

Recognition that reflects our progress

We continued to earn recognition across sustainability, workplace excellence, capability building, operational improvement, and safety. These achievements reflect the strength of our people, the discipline of our systems, and our continued focus on building a business that is responsible, resilient, and future-ready.



FY26 Highlights & Recognitions



These recognitions are more than milestones—they reflect the culture, capabilities, and commitment that continue to shape PGP Glass's journey toward responsible growth, operational excellence, and long-term sustainability leadership.



05. PGP GLASS ESG FRAMEWORK

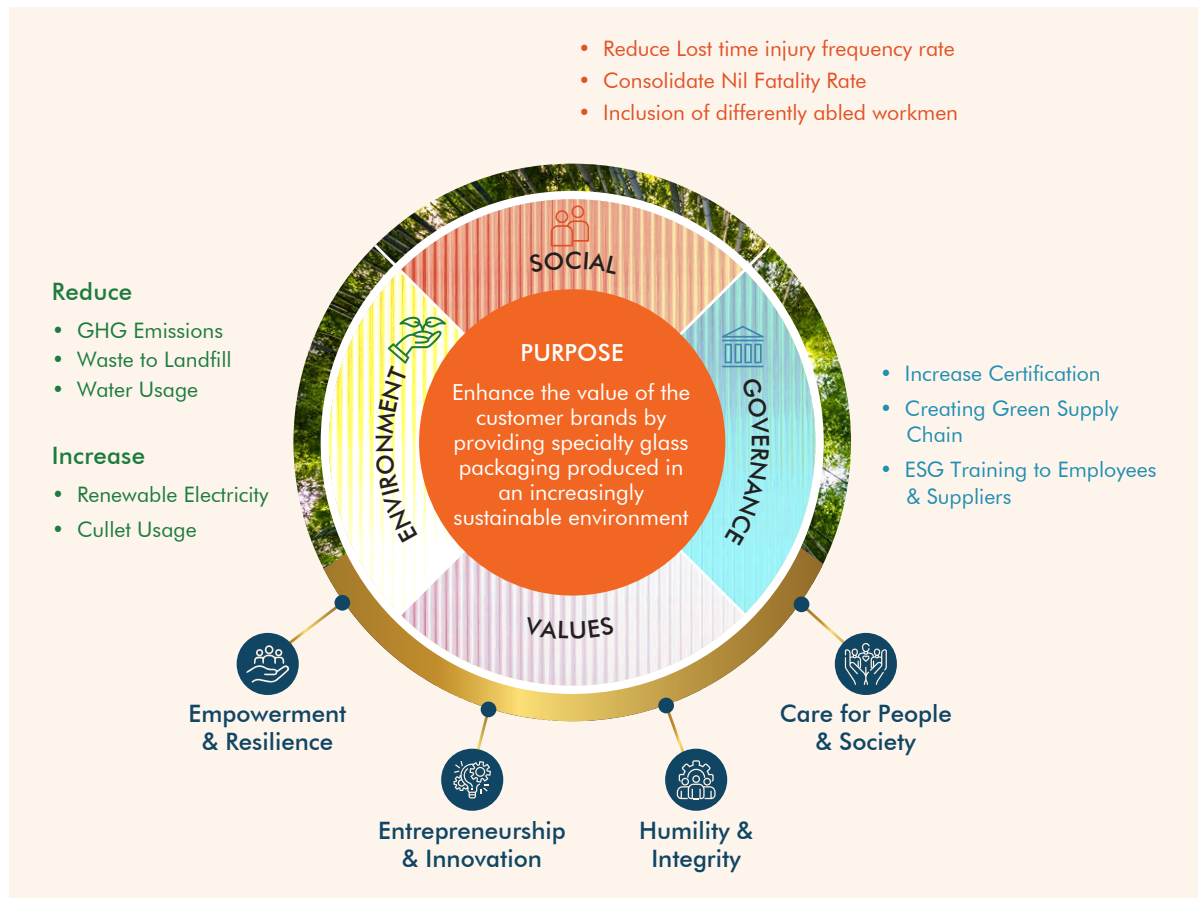
Creating long-term value through
responsible growth

Our ESG framework provides the structure through which we translate this commitment into action and long-term value creation

At PGP Glass, sustainability is embedded into the way we think, operate, and grow. It is not treated as a parallel agenda, but as an integral part of our business strategy—shaping how we manage resources, strengthen resilience, support people, and build trust with stakeholders. Our ESG framework provides the structure through which we translate this commitment into action and long-term value creation.

Over the years, our sustainability journey has continued to evolve, helping us deepen our understanding of the environmental, social, and governance issues most relevant to our business. This evolution has strengthened our commitment to responsible manufacturing, ethical leadership, and sustainable growth. As we move forward, our focus remains clear: to build a business that is resilient, accountable, and future-ready.

ESG Framework



Our ESG framework is anchored in the values that define PGP Glass-Empowerment & Resilience, Entrepreneurship & Innovation, Humility & Integrity, and Care for People and Society. These values guide the way we make decisions, engage with stakeholders, and pursue progress across our operations. They also support our vision of enhancing customer brands through specialty glass packaging produced in an increasingly sustainable environment.



A framework built on three pillars

Our ESG framework is organized around three interconnected pillars—Environmental Stewardship, Social Commitment, and Strong Governance. Together, these pillars reflect our belief that long-term business success depends on responsible environmental performance, empowered people, and principled leadership.

1. **Environmental Stewardship:** Advancing responsible manufacturing

As a glass packaging manufacturer, we recognize that environmental responsibility must begin with how we design and run our operations. Our environmental priorities focus on improving efficiency, reducing impact, and supporting the transition toward a lower-carbon and more

resource-conscious manufacturing model. Our efforts centre on four key areas:

- **Reducing greenhouse gas emissions** by improving energy efficiency, enhancing furnace technology, and progressively adopting lower-carbon manufacturing practices.
- **Minimizing waste to landfill and reducing water use** through ongoing efforts to recycle, recover, and reuse resources across operations.
- **Expanding renewable electricity capacity** through continued investments that support cleaner and more resilient energy use.

- **Increasing cullet usage** by maximizing the use of internal cullet and market-sourced cullet to promote circularity and reduce dependence on virgin raw materials.

Our approach to environmental stewardship goes beyond compliance. It reflects our commitment to responsible glass manufacturing and to building a more sustainable operational base for the future.

Topics	Goal	Unit	Base line 2021-2022	Goal 2022-2023		Goal 2023-2024		Goal 2024-2025		Goal 2025-2026	
				Target	Actual	Target	Actual	Target	Actual	Target	Actual
Emissions and Climate Change	Reduce GHG emissions (scope 1 and 2) by about 15% over the next 3 years by implementing initiatives	tCO2/M INR	14.7	13.97	10.93	13.23	9.73	12.5	9.53	11.8	8.36
Energy	Increase renewable electricity by 50%	%	50%	51%	51%	64%	61.7%	75%	60.7%	80%	83.6%
Waste Management & Circular Economy	Increase Cullet to 33%	%	28%	30%	31%	32%	33%	33%	32%	33%	33%
	Decrease the percentage of waste diversion to landfill by 10% by 2024-2025	%	2%	2%	2%	1.9%	1.78%	1.8%	1.82%	1.7%	1.68%



Social Commitment: Putting people and safety at the centre

We believe that sustainable business performance depends on a workforce that is safe, included, and empowered to grow. Our social pillar reflects our commitment to building a workplace where people are protected, respected, and given opportunities to contribute meaningfully.

Our social priorities include:

- **Reducing lost-time injury frequency** through stronger preventive practices, training, and a culture of safety awareness across operations.

- **Maintaining a Nil fatality approach** by reinforcing safety-first systems and aligning with high standards of workplace protection.

- **Promoting inclusion of differently abled workers** by advancing equal opportunity and wider participation across the workforce.

We see our responsibility to people as extending beyond compliance. Our aim is to foster a work environment that supports well-being, inclusion, and development—creating a strong foundation for both individual growth and organizational resilience.



Topics	Goal	Unit	Base line 2021-2022	Goal 2022-2023		Goal 2023-2024		Goal 2024-2025		Goal 2025-2026	
				Target	Actual	Target	Actual	Target	Actual	Target	Actual
Occupational Health & Safety	Reduce Lost time injury frequency rate by 50%	Injuries/M hours	0.27	0.22	0.23	0.18	0.11	0.14	0.49	0.44	0.27
	Consolidate Nil Fatality Rate	Fatalities/M hours	0	0	0	0	0	0	0	0	0
Diversity & Inclusion	Increasing % of differently-abled people to national average	%	1.06%	1.25%	1.30%	1.50%	2.6%	2.20%	3.61%	3%	4.15%

3. Strong Governance: Driving accountability and ethical growth

Governance is the foundation that supports the credibility and effectiveness of our ESG approach. At PGP Glass, we see strong governance as essential to building trust, maintaining accountability, and ensuring that sustainability commitments are supported by robust systems and ethical conduct.

Our governance priorities include:

- **Strengthening certifications and external alignment** to demonstrate our commitment to responsible business practices and continuous improvement.

- **Expanding ESG training for employees and suppliers** so that sustainability principles are better understood and applied across the business ecosystem.

- **Building a greener supply chain** by working with suppliers who align with our sustainability expectations and responsible sourcing practices.

By embedding governance into the heart of our ESG strategy, we reinforce business integrity, strengthen stakeholder confidence, and support sustained long-term resilience.



Topics	Goal	Unit	Base line 2021-2022	Goal 2022-2023		Goal 2023-2024		Goal 2024-2025		Goal 2025-2026	
				Target	Actual	Target	Actual	Target	Actual	Target	Actual
Training	Trainings to be provided on ESG to employees and Board to 100%	%	25%	50%	87%	95%	100%	100%	100%	100%	100%
Responsible Supply Chain	ESG Training to Tier-1 & Tier-2 suppliers to 75%	%	0%	0%	0%	50%	96%	75%	95%	95%	100%
	Increase procurement from Diversified suppliers (MSME, Women entrepreneurs, Start-Ups) to 5%	%	1%	1%	1%	2%	5%	5%	10%	15%	18.8%
External communication	Increase number of communications per year	Number	0	2	3	3	4	4	6	6	6

Creating value for stakeholders

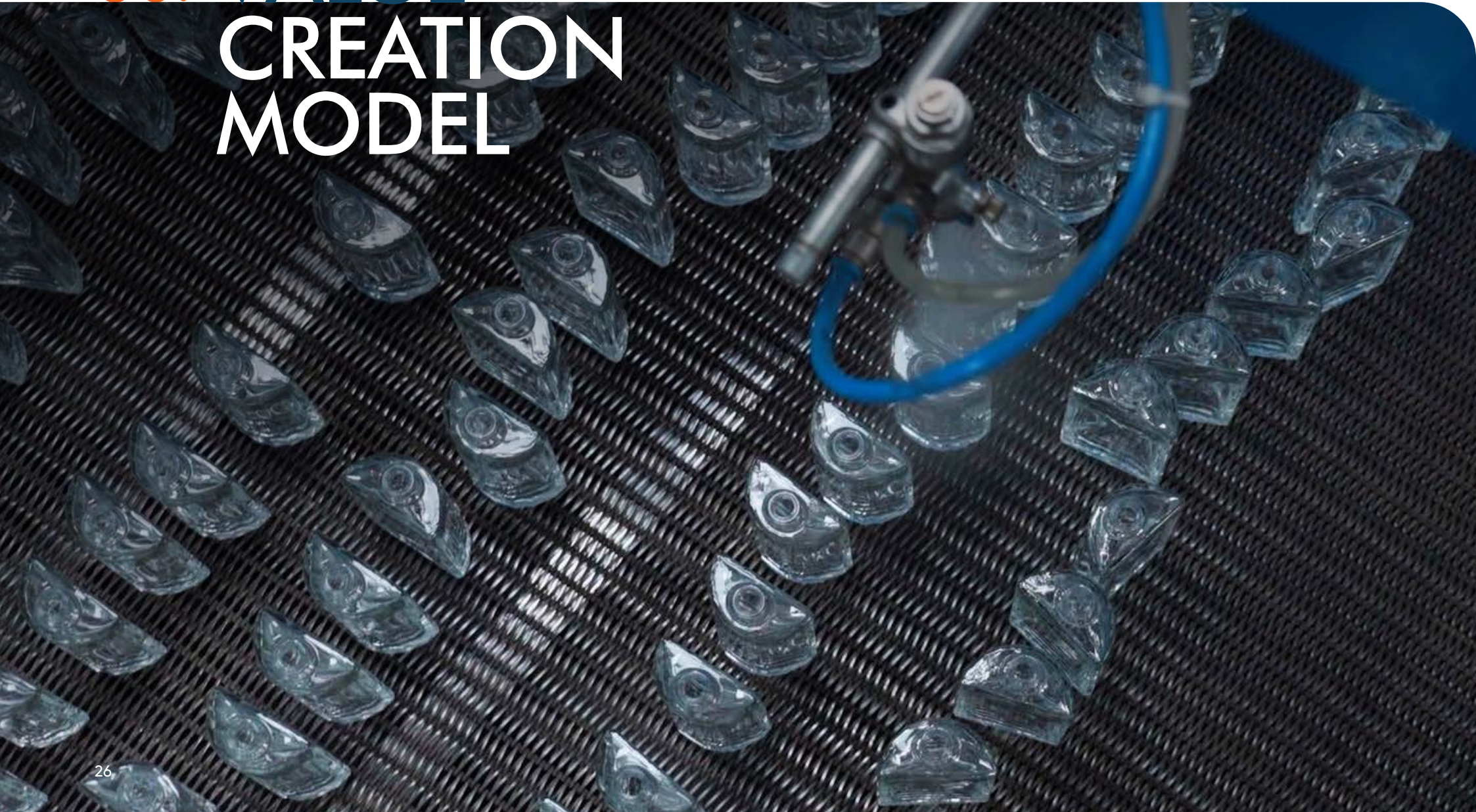
Our ESG framework is designed not only to strengthen internal performance, but also to create meaningful value for the stakeholders who are connected to our business. Through our environmental, social, and governance priorities, we seek to deliver benefits that are tangible, relevant, and long term.



Our journey continues, but the direction is clear: to strengthen sustainability as a business advantage, a leadership responsibility, and a long-term commitment.



06. VALUE CREATION MODEL



Inputs	Business Activities	Outputs	Impact on Customers & Investors
 Natural Resources & Raw Materials Sustainably sourced raw materials, including internal and market-sourced cullet	Sustainable Manufacturing & Design Lightweighting, efficient material use, and eco-friendly coatings	Sustainable Glass Packaging Solutions Durable, recyclable, and responsibly produced	Customers: Eco-conscious packaging solutions, brand differentiation Investors: Strong ESG positioning, reduced resource dependency
 Energy & Water Optimized energy consumption, renewable energy integration, and responsible water management	Energy & Water Efficiency Initiatives Continues furnaces monitoring, waste heat recovery, and closed-loop water systems	Lower Environmental Footprint Reduced energy and water consumption in production	Customers: Supply chain sustainability, lower carbon footprint Investors: Cost-efficient operations, resilience against regulatory risks
 Circular Economy & Waste Management Focus on recycling, minimizing waste, and reusing resources	Waste Reduction & Recycling Increasing cullet use, moving forward for zero-waste-to-landfill strategies	Glass Packaging with recyclable Material, circular design, Providing packaging for End Consumers	Customers: Sustainable sourcing, reduced environmental impact Investors: Alignment with circular economy trends, long-term resource security
 Human Capital & Innovation Skilled workforce, expertise in sustainable packaging, and technology-driven solutions	Advanced R&D & Digital Transformation Efficiency, automation, and material innovation	Product Innovation & Smart Manufacturing Higher efficiency, precision, and eco-friendly product lines	Customers: Customization, product quality, cutting-edge design Investors: Competitive edge, future-ready technologies
 Ethical Business Practices & Partnerships Strong governance, supplier responsibility, and stakeholder collaboration	Responsible Sourcing & Compliance Stringent ESG policies, ethical procurement, and transparent reporting	Trust & Industry Leadership Recognized for sustainability excellence and integrity	Customers: Trusted supplier, compliance with global ESG regulations Investors: Strong governance, risk mitigation, and long-term value creation

Inputs	Business Activities	Outputs	Impact on Customers & Investors
 Financial Capital Strategic investments, cost leadership, and responsible financial management	Sustainable Growth & Investment in Innovation Allocating resources to sustainability projects and technology	Profitable & Sustainable Business Expansion Optimized costs, improved margins, and future-ready operations	Customers: Cost-efficient, high-quality products Investors: Strong financial returns with ESG integration
 Social & Community Engagement Employee well-being, diversity & inclusion, community development	Employee Development & CSR Initiatives Training, workplace safety, community support programs	Stronger Workforce & Positive Social Impact Skilled employees, enhanced social responsibility efforts	Customers: Ethical sourcing, responsible business practices Investors: Reputation as a purpose-driven, responsible company
 Product Safety & Quality Commitment to regulatory compliance, durability, and safety	Stringent Quality Control & Testing Ensuring compliance with global safety standards	High-Quality, Non-Toxic, Durable Glass Packaging Minimizing product recalls & enhancing customer trust`	Customers: Reliable, long-lasting, safe packaging solutions Investors: Lower risk, better brand reputation
 Customer-Centricity & Supply Chain Efficiency Strong client relationships, responsive global distribution	Agile Manufacturing & Logistics Optimization Ensuring timely delivery, customization, and adaptability	Faster Time-to-Market & Flexible Packaging Solutions Supporting evolving customer needs	Customers: Improved lead times, tailor-made packaging Investors: Stronger client retention, revenue stability
 Brand & Reputation Management ESG rankings, media recognition, global leadership positioning	Sustainability Storytelling & Transparency Clear reporting, industry collaborations, public disclosures	Enhanced Industry Recognition & Stakeholder Trust Strengthening market credibility	Customers: Partnering with a trusted, sustainability-focused company Investors: Increased brand value, reduced reputational risks



07. STAKEHOLDER ENGAGEMENT

Strengthening relationships that
support responsible growth

Our stakeholder engagement is an essential part of how we build a resilient and responsible business. We believe that meaningful progress in sustainability is shaped not in isolation, but through ongoing dialogue with the people and institutions connected to our operations, value chain, and long-term success. The engagement efforts are therefore aimed at understanding expectations clearly, responding responsibly, and creating lasting value through collaboration.

We engage with stakeholders not only to communicate our performance, but to deepen trust, strengthen accountability, and refine our approach to sustainability and business improvement. We maintain regular channels for interaction, to stay responsive to evolving needs, reinforce transparency, and support a culture of partnership across our ecosystem.

Our engagement model is built around active and recurring interaction with key stakeholder groups, including customers, investors, employees, suppliers, regulatory bodies, society and communities, and industry associations. Through these relationships, we seek to better understand priorities, address concerns in a timely manner, and work constructively toward common outcomes.

Three principles continue to guide our engagement approach:



Our Key Stakeholder Groups

Stakeholder	Key Concerns/ Expectations	Our Approach	Key Engagement Methods	Impact on Business	Engagement Frequency
 Customers	Sustainable packaging, recyclability, product innovation, compliance with regulations.	Delivering eco-friendly, high-quality glass solutions, focusing on sustainability and recyclability.	Customer feedback, sustainability collaborations, surveys, joint innovation projects.	Strengthens brand loyalty, enhances reputation, drives long-term sales.	Ongoing & Annual Reviews
 Investors	ESG disclosures, ethical governance, risk mitigation, sustainable financial growth.	Transparent ESG reporting, sustainability roadmaps, risk mitigation strategies.	Annual reports, investor briefings, ESG disclosures, shareholder meetings.	Builds investor confidence, attracts sustainable funding, ensures long-term stability.	Quarterly & Annually
 Employees	Workplace safety, career growth, inclusivity, sustainability involvement.	Ensuring a safe, inclusive, and engaging work environment with sustainability at its core.	Leadership forums, safety & well-being programs, upskilling initiatives, feedback surveys.	Enhances retention, fosters innovation, strengthens company culture.	Daily & Quarterly

Stakeholder	Key Concerns/ Expectations	Our Approach	Key Engagement Methods	Impact on Business	Engagement Frequency
 Suppliers	Ethical sourcing, responsible manufacturing, fair trade policies.	Partnering with sustainability-focused suppliers and enforcing responsible procurement.	ESG training, supplier audits, sustainability partnerships, procurement policies.	Ensures supply chain resilience, reduces risks, enhances product sustainability.	Periodic Audits & Ongoing Engagement`
 Regulatory Bodies	Compliance with environmental and industry regulations, policy alignment.	Aligning with local & global sustainability regulations, contributing to industry policy discussions.	Compliance reporting, industry collaborations, regulatory consultations.	Avoids legal risks, enhances reputation, ensures smooth operations.	As per Regulatory Requirements
 Society & Communities	Environmental conservation, community well-being, social responsibility.	Driving community upliftment initiatives, environmental projects, and CSR programs.	CSR initiatives, community outreach, NGO partnerships, sustainability education.	Strengthens social license to operate, enhances corporate reputation.	Ongoing & Project-based
 Industry Associations	Industry-wide sustainability collaboration, policy influence.	Collaborating to set industry benchmarks, share best practices, and drive green initiatives.	Memberships, conferences, policy dialogues, sustainability forums.	Expands influence, improves industry standards, enhances credibility.	Annual & Event-based

Engagement Matters

Our stakeholder relationships help us better understand external expectations and internal priorities, while also improving the quality of our response to emerging business and sustainability issues. Engagement provides practical insights that help us strengthen trust, improve responsiveness, and support more informed decision-making across the organization.

For customers, engagement sharpens our understanding of expectations around packaging performance, innovation, and sustainability. For investors, it reinforces confidence through stronger transparency and dependable governance. For employees, it supports a more inclusive and safer work environment. For suppliers, it helps build a more dependable and responsible supply chain.

For communities, it enables more constructive local relationships and stronger shared value.

As expectations continue to evolve, PGP Glass remains committed to engaging with openness, listening with intent, and responding in ways that support both business resilience and sustainable progress.

08. MATERIALITY ASSESSMENT

Prioritizing the ESG issues that matter the most

FY26 materiality assessment strengthened PGP Glass's ESG strategy by aligning sustainability priorities with business performance and long-term resilience.

At PGP Glass, materiality assessment helps us identify and prioritize the environmental, social and governance issues that are most significant to our business, our stakeholders and the broader systems in which we operate. In FY26, this process was used not only to support sustainability reporting, but also to shape our ESG framework, guide roadmap development and strengthen the connection between sustainability priorities, business performance and long-term resilience.

Double Materiality

We strengthened our materiality approach by integrating impact-based materiality with financial materiality. The process considered stakeholder perspectives to understand the significance of PGP Glass's impacts, while also assessing the financial risks and opportunities associated with ESG issues. This created a more strategic basis for prioritization and enabled us to focus on issues that are material not only from an external perspective, but also from the standpoint of resilience, value creation and strategic decision-making.

The outcome of this process was a final set of 16 material topics, which now form the basis of the FY26 ESG roadmap and provide the foundation for target setting, governance focus and future disclosure alignment.

This process was strengthened through linkage with our ESG risk and opportunity assessment, which considered global and sectoral risks, peer risks and opportunities, stakeholder insights and financial implications. As a result, the final output reflects not only stakeholder significance, but also the business relevance of each topic in the context of strategy, resilience and long-term execution.

Materiality Matrix Score

High Priority

1	Customer Satisfaction	4.28
2	Economic Performance	4.17
3	Labour & Social Standards	4
4	Energy efficiency	3.95
5	Climate Change	3.67
6	Responsible supply chain management	3.56
7	Ethics and integrity	3.39
8	E&S Impact of Products and Services	3.17
9	Occupational health and safety	3.06
10	Human Rights	2.84
11	Waste management	1.89

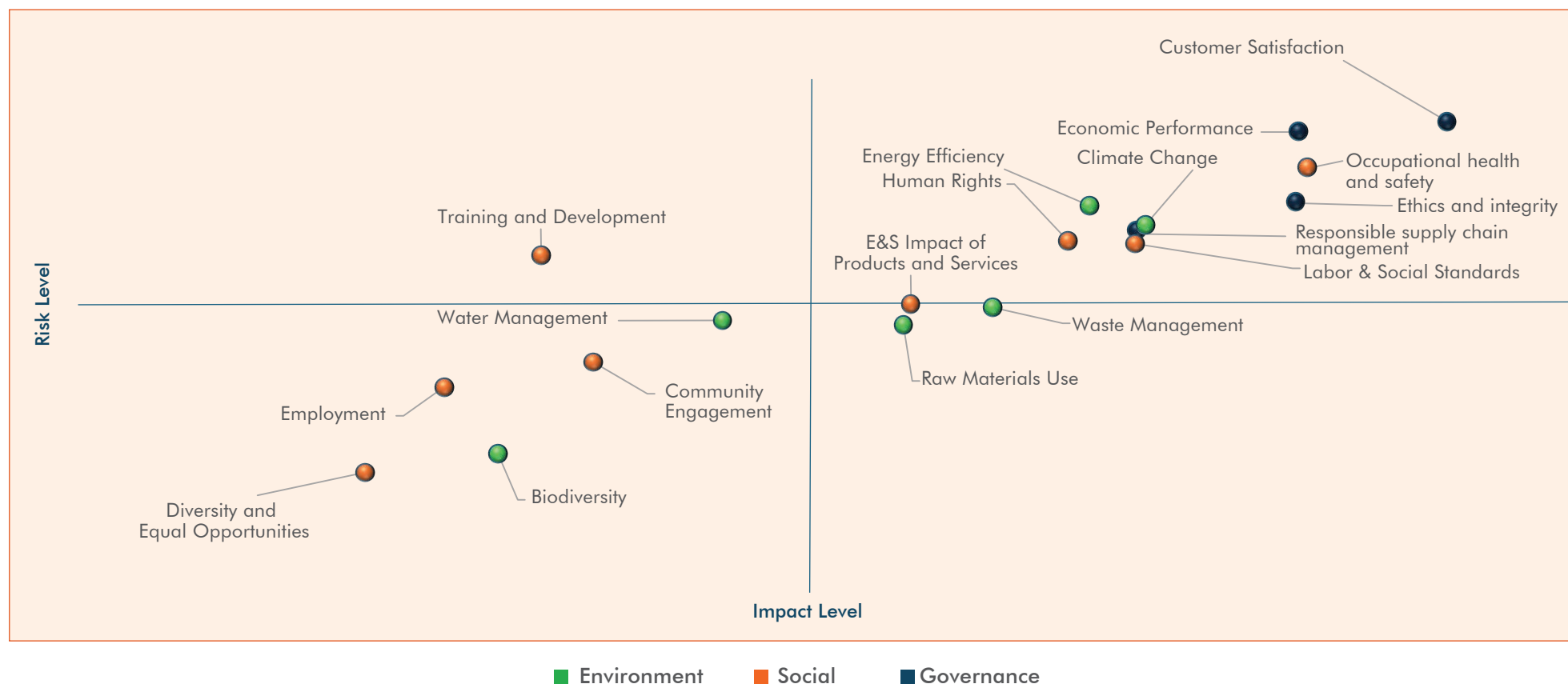
Medium Priority

12	Raw Materials Use	3.11
13	Training and development	3.11
14	Employment	2.89
15	Water management	2.61
16	Community Engagement	2.11

■ Environment ■ Social ■ Governance

The ranking pattern shows that PGP Glass is prioritizing ESG issues that have the strongest relationship to customer trust, financial resilience, workforce continuity, operational efficiency and transition readiness. This is why Customer Satisfaction, Economic Performance, Labor & Social Standards, Energy Efficiency and Climate Change sit at the top of the FY26 agenda. The matrix therefore reflects a disciplined business view of materiality, not simply a broad list of relevant topics. The ranking is also helpful in sequencing execution rather than treating all material topics equally. Raw Materials Use, Training and Development, Employment, Water Management and Community Engagement remain important, but are currently positioned as secondary to the top-ranked issues in terms of immediate strategic opportunity and execution focus. This reflects prioritization discipline and a clearer distinction between today's core roadmap levers and tomorrow's developing areas of emphasis.

Materiality Assessment: 2026



The materiality assessment directly informed the FY26 ESG roadmap. Based on the final prioritization, 11 material topics were selected for goals and target setting. This creates a clear line of sight from



It also ensures that materiality functions as a management tool for focus, ownership, system building and long-term strategic direction. By integrating a stronger double materiality lens, we are creating a more focused and future-ready understanding of the ESG issues that matter most - not only for disclosure, but also for resilience, operational excellence and long-term value creation.

Materiality assessment shaped PGP Glass's FY26 ESG roadmap by prioritizing 11 material topics to drive resilience, operational excellence and long-term value creation.



Material Topics	ESG-Related Risks	Regulatory Risks	Operational Impacts	Financial Impacts	Environmental Impacts	Mitigation Strategies	Stakeholder Impact	Time Horizon	Risk Severity
Customer Satisfaction	Risk of inconsistent product quality, delivery delays or ineffective complaint resolution affecting customer trust and retention	GRI std, product safety, labeling, customer privacy and contractual service requirements	Higher complaint volumes, rework, service disruptions and reduced reliability across key accounts	Loss of repeat business, claims/penalties, higher cost of quality and potential revenue erosion	Indirect impact through product returns, reprocessing, additional logistics and packaging waste	Standardize quality controls across plants; implement RCA/CAPA for feedback; monitor OTIF through dashboards; deploy digital customer engagement and grievance system	Customers, Sales Teams, Quality Teams, Logistics Partners	Medium-term	High
Economic Performance	Exposure to climate-related financial risks, weak integration of ESG risks into risk register and capital planning	GRI std expectations, enterprise risk management and financial reporting requirements	Capital allocation may not fully reflect transition, physical climate and resource-efficiency risks	Higher capex/opex exposure, insurance and recovery costs, and reduced resilience to market or regulatory shifts	Underinvestment in climate adaptation or low-carbon measures may increase long-term environmental footprint	Review and update risk register; conduct climate risk and opportunity assessment across manufacturing locations; quantify financial impacts and integrate into ERM and capital planning	Investors, Board, Finance Teams, Regulators, Lenders	Medium to Long-term	High
Labor & Social Standards	Risk of inadequate worker protection, low engagement, limited diversity and non-alignment with recognized labour standards	Labour laws, social compliance requirements, ILO-aligned worker rights expectations and BRSR workforce disclosures	Lower productivity, workforce instability, absenteeism and increased employee relations issues	Higher hiring and training costs, attrition costs and potential compliance-related penalties	Indirect impact through lower employee participation in sustainability, safety and operational excellence programs	Align policies with ILO principles; promote inclusive hiring; conduct regulatory and worker-rights training; strengthen employee engagement and third-party social audits	Employees, Workers, HR, Regulators, Local Communities	Medium to Long-term	High

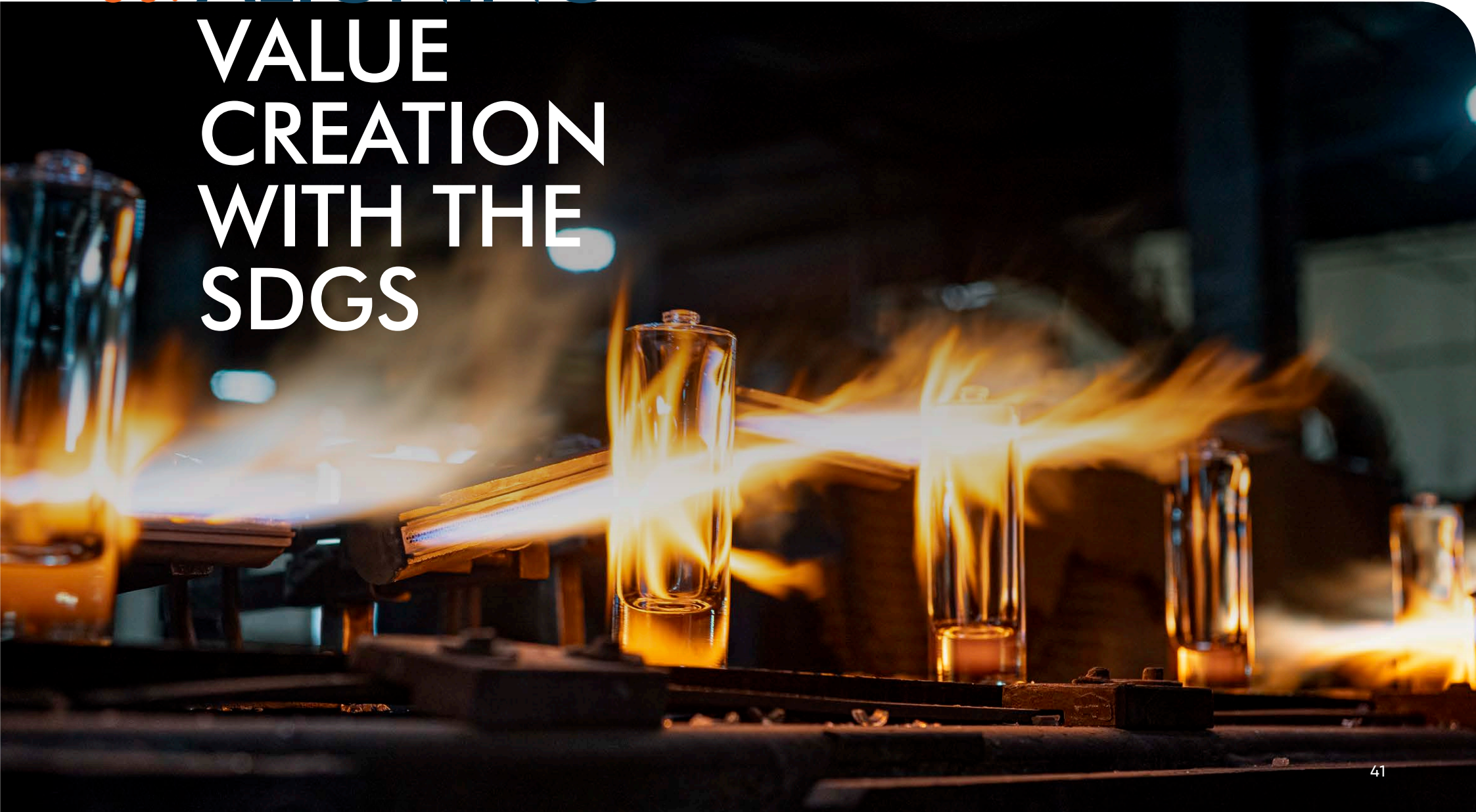
Material Topics	ESG-Related Risks	Regulatory Risks	Operational Impacts	Financial Impacts	Environmental Impacts	Mitigation Strategies	Stakeholder Impact	Time Horizon	Risk Severity
Energy efficiency	High energy intensity of glass manufacturing and slower transition to cleaner energy sources	Energy-efficiency standards, ISO 50001 expectations, renewable energy transition policies and carbon pricing mechanisms	Higher fuel and electricity consumption, furnace inefficiencies and increased exposure to energy supply disruptions	Elevated operating cost, margin pressure and higher investment needs for efficiency and cleaner energy projects	Increased Scope 1 and Scope 2 emissions from inefficient energy use and fossil-fuel dependence	Maintain ISO 50001; optimize furnace and hot-end operations; recover waste heat; strengthen real-time energy monitoring; expand renewable electricity and electrification	Operations, Plant Leadership, Investors, Regulators, Customers	Long-term	High
Climate Change	Exposure to transition and physical climate risks, and risk of missing emissions reduction or net-zero commitments	SBTi-aligned targets, climate disclosure expectations, carbon regulations and future climate-related compliance requirements	Operational disruptions from climate events, constraints on high-carbon processes and need to redesign energy strategy	Carbon costs, higher recovery and insurance costs, financing constraints and transition capex requirements	High GHG emissions intensity and delayed decarbonization may affect long-term climate impact	Implement renewable power options, green open access/PPAs and electric furnace pilots; ensure renewable-only capacity additions; monitor Scope 1, 2 and 3 emissions	Investors, Customers, Regulators, Suppliers, Employees	Long-term	High
Responsible supply chain management	Supplier non-compliance with ESG expectations, limited Scope 3 data and weak supply chain due diligence	Supplier screening, due diligence, ESG procurement, environmental/social screening and value-chain disclosure requirements	Supply disruption, supplier onboarding delays and inconsistent ESG performance across supplier tiers	Higher sourcing cost, supplier development cost and potential loss of customer confidence	Upstream emissions, unsafe practices or poor environmental controls in supplier operations	Develop Sustainable Supply Chain Framework; screen new Tier-1 suppliers; integrate ESG into contracts and onboarding; build supplier capability; enable supplier grievance channels	Suppliers, Procurement, Customers, Investors, Supply-chain Workers	Medium to Long-term	High

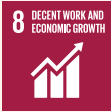
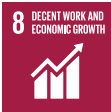
Material Topics	ESG-Related Risks	Regulatory Risks	Operational Impacts	Financial Impacts	Environmental Impacts	Mitigation Strategies	Stakeholder Impact	Time Horizon	Risk Severity
Ethics and integrity	Risk of unethical conduct, corruption, inadequate grievance handling or weak third-party due diligence	Anti-bribery, anti-corruption, business conduct, whistleblower and ESG governance requirements	Investigations, process delays, loss of management attention and weakened internal controls	Fines, legal costs, loss of investor confidence and business relationship impacts	Governance failures can weaken oversight of environmental and social compliance	Align ethics practices with ISO 26000 and ISO 37001 principles; update Code of Conduct; establish Ethics Committee; strengthen whistleblower and non-retaliation mechanisms	Board, Employees, Suppliers, Regulators, Investors	Short to Medium-term	High
E&S Impact of Products and Services	Risk that product design, packaging, safety or end-of-life impacts do not meet customer and sustainability expectations	Product safety, labeling, circular economy, packaging and product stewardship requirements	Need for redesign, LCA capability, product information systems and stronger customer collaboration	Higher R&D and redesign cost, potential claims/recalls and risk of lost opportunities with sustainability-focused customers	Higher lifecycle footprint, lower recycled content and increased resource use at product end of life	Embed circular economy in product design SOP; conduct LCA; increase cullet/recycled content; collaborate with customers on lightweight and circular solutions	Customers, Product Development, Regulators, End Users, Investors	Medium to Long-term	High
Occupational health and safety	Risk of workplace incidents, inadequate hazard identification and weak preventive safety culture	Occupational safety laws, OHS management system requirements and contractor safety requirements	Production stoppages, incident investigations, lower morale and disruption from unsafe conditions	Medical costs, compensation, insurance premium increase, penalties and productivity loss	Incidents may lead to spills, fire or other secondary environmental impacts in operations	Strengthen OHS governance; expand behavior-based safety; implement HIRA and incident investigation; train supervisors and contract workers; improve near-miss reporting	Employees, Contract Workers, Plant Leadership, Regulators	Short-term	High

Material Topics	ESG-Related Risks	Regulatory Risks	Operational Impacts	Financial Impacts	Environmental Impacts	Mitigation Strategies	Stakeholder Impact	Time Horizon	Risk Severity
Human Rights	Risk of human rights gaps in own operations, communities or value chain, including discrimination, forced labour or child labour concerns	UNGPs, UN Global Compact principles, labour law, anti-discrimination, child labour and forced labour requirements	Workforce grievances, community concerns, supplier non-compliance and disruption to stakeholder relationships	Legal liabilities, remediation costs, reputational damage and potential customer or investor concern	Indirect effects where rights-related conflicts delay environmental or community programs	Align practices with UNGPs and UNDP guidance; maintain UNGC principles; provide role-based training; strengthen grievance mechanisms; review policies periodically	Employees, Workers, Suppliers, Local Communities, Regulators	Short to Medium-term	High
Waste management	Risk of inadequate segregation, recycling and landfill diversion in manufacturing operations	Hazardous and non-hazardous waste rules, landfill restrictions, circular economy expectations and GRI 306 disclosures	Higher waste handling complexity, storage issues and dependence on external disposal routes	Disposal cost increase, compliance cost, potential penalties and loss of resource-efficiency savings	Landfill impact, resource depletion and potential pollution from poor waste handling	Conduct waste audits; strengthen segregation at source; increase internal reuse/recycling of glass scrap; enhance cullet use and collaborate with customers/recyclers	Operations, EHS Teams, Regulators, Local Communities, Customers	Medium-term	High
Raw Materials Use	Risk of inefficient material use, lower recycled input and limited traceability of key raw materials	Resource-use, circular economy, responsible sourcing and supply-chain traceability expectations	Material availability constraints, higher rejection rates and process inefficiencies	Higher raw material costs, price volatility and increased dependence on virgin inputs	Resource depletion, upstream emissions and environmental impacts from extraction and transport	Increase cullet and recycled input materials; improve batch optimization; strengthen supplier traceability and responsible sourcing controls	Procurement, Suppliers, Customers, Operations, Investors	Medium-term	Medium

Material Topics	ESG-Related Risks	Regulatory Risks	Operational Impacts	Financial Impacts	Environmental Impacts	Mitigation Strategies	Stakeholder Impact	Time Horizon	Risk Severity
Training and development	Risk of inadequate ESG, safety, compliance and technical capability across leadership, functional teams and operations	Training, competency, social standards, safety and governance disclosure expectations	Lower implementation effectiveness for ESG roadmap, safety systems and data governance	Higher error, rework, compliance and productivity costs due to capability gaps	Weak capability may delay energy, waste, water and emissions improvement initiatives	Build role-based ESG training; use LMS and refresher programs; share best practices and performance outcomes; enhance digital dashboards	Employees, Leadership, HR, EHS Teams, Functional Teams	Short to Medium-term	Medium
Employment	Risk of weak hiring, retention, workforce stability and inclusive workforce practices	Employment, equal opportunity, labour and workforce disclosure requirements	Higher vacancies, skill gaps, turnover and reduced operational continuity	Increased recruitment, onboarding and training costs; potential productivity loss	Indirect impact where workforce instability slows sustainability and operational improvement programs	Strengthen recruitment and retention practices; improve employee experience; support inclusive workforce planning and engagement mechanisms	Employees, HR, Plant Leadership, Local Communities	Medium-term	Medium
Water management	Risk of high water consumption, scarcity exposure and inadequate wastewater or discharge management	Water withdrawal, discharge, water-stress and local environmental compliance requirements	Water shortage may disrupt production; additional treatment and sourcing requirements may arise	Higher water sourcing, treatment, recycling and compliance costs	Impact on local water bodies, water availability and ecosystem health if not managed effectively	Implement water recycling, rainwater harvesting and consumption monitoring; improve effluent controls; review water risks at plant level	Local Communities, Regulators, Operations, EHS Teams	Long-term	Medium
Community Engagement	Risk of insufficient engagement with local communities and limited mechanisms to address community concerns	CSR, local community engagement, human rights and social impact expectations	Community resistance, delayed projects and weaker social licence to operate	Reputational damage, project delays and higher cost of remedial engagement	Local environmental concerns may escalate where operations are not transparently communicated	Strengthen structured community engagement, grievance channels and CSR initiatives; use stakeholder insights in risk identification and ESG roadmap refinement	Local Communities, NGOs, Regulators, Employees	Medium-term	Medium

09. ALIGNING VALUE CREATION WITH THE SDGS



Material Topic	Description & Business Relevance	Key Stakeholders	Aligned SDGs
 Health & Safety	A strong safety culture reduces workplace injuries, enhances productivity, and ensures compliance with global regulations.	Employees, Regulators	  SDG 8: Decent Work & Economic Growth SDG 3: Good Health & Well-being
 Community Engagement	Investing in social programs, education, and skill-building strengthens the company's reputation and local relationships.	Local Communities, NGOs, Regulators	   SDG 1: No Poverty SDG 4: Quality Education SDG 8: Decent Work & Economic Growth
 Employee Satisfaction	A motivated workforce leads to higher retention, lower hiring costs, and stronger business performance.	Employees, Investors	  SDG 5: Gender Equality SDG 8: Decent Work & Economic Growth
 Certifications	Industry-recognized certifications improve market positioning, build customer trust, and ensure regulatory compliance.	Customers, Investors, Regulators	 SDG 16: Peace, Justice & Strong Institutions
 Net Zero (Carbon, Waste & Water)	Decarbonization strategies help meet investor expectations, reduce environmental risks, and ensure long-term competitiveness.	Investors, Regulators, Customers	   SDG 13: Climate Action SDG 6: Clean Water & Sanitation SDG 12: Responsible Consumption & Production
 GHG Emission Reduction per Ton	Lowering carbon intensity through energy-efficient processes helps meet global sustainability commitments and regulatory standards.	Investors, Customers, Regulators	 SDG 13: Climate Action

Material Topic	Description & Business Relevance	Key Stakeholders	Aligned SDGs
 Renewable Energy	Increasing renewable energy usage reduces dependence on fossil fuels and lowers long-term operational costs.	Investors, Regulators	  SDG 7: Affordable & Clean Energy SDG 13: Climate Action
 Energy Use per Tonnes	Improving energy efficiency enhances cost savings, reduces carbon footprint, and strengthens sustainability leadership.	Investors, Customers, Regulators	  SDG 12: Responsible Consumption & Production SDG 13: Climate Action
 Specific Water Consumption	Water conservation measures reduce regulatory risks, lower costs, and support responsible resource management.	Regulators, Local Communities, Investors	 SDG 6: Clean Water & Sanitation
 Recycling Rate	Maximizing cullet usage improves cost efficiency, supports circular economy goals, and aligns with sustainable packaging trends.	Customers, Investors, Regulators	 SDG 12: Responsible Consumption & Production
 Waste to Landfill	Zero-waste strategies help lower disposal costs, enhance ESG compliance, and improve environmental impact.	Investors, Regulators	 SDG 12: Responsible Consumption & Production
 Financial Control	Strengthening financial governance ensures long-term resilience, profitability, and investor confidence.	Investors, Regulators	  SDG 8: Decent Work & Economic Growth SDG 9: Industry, Innovation & Infrastructure

10. RISK MANAGEMENT

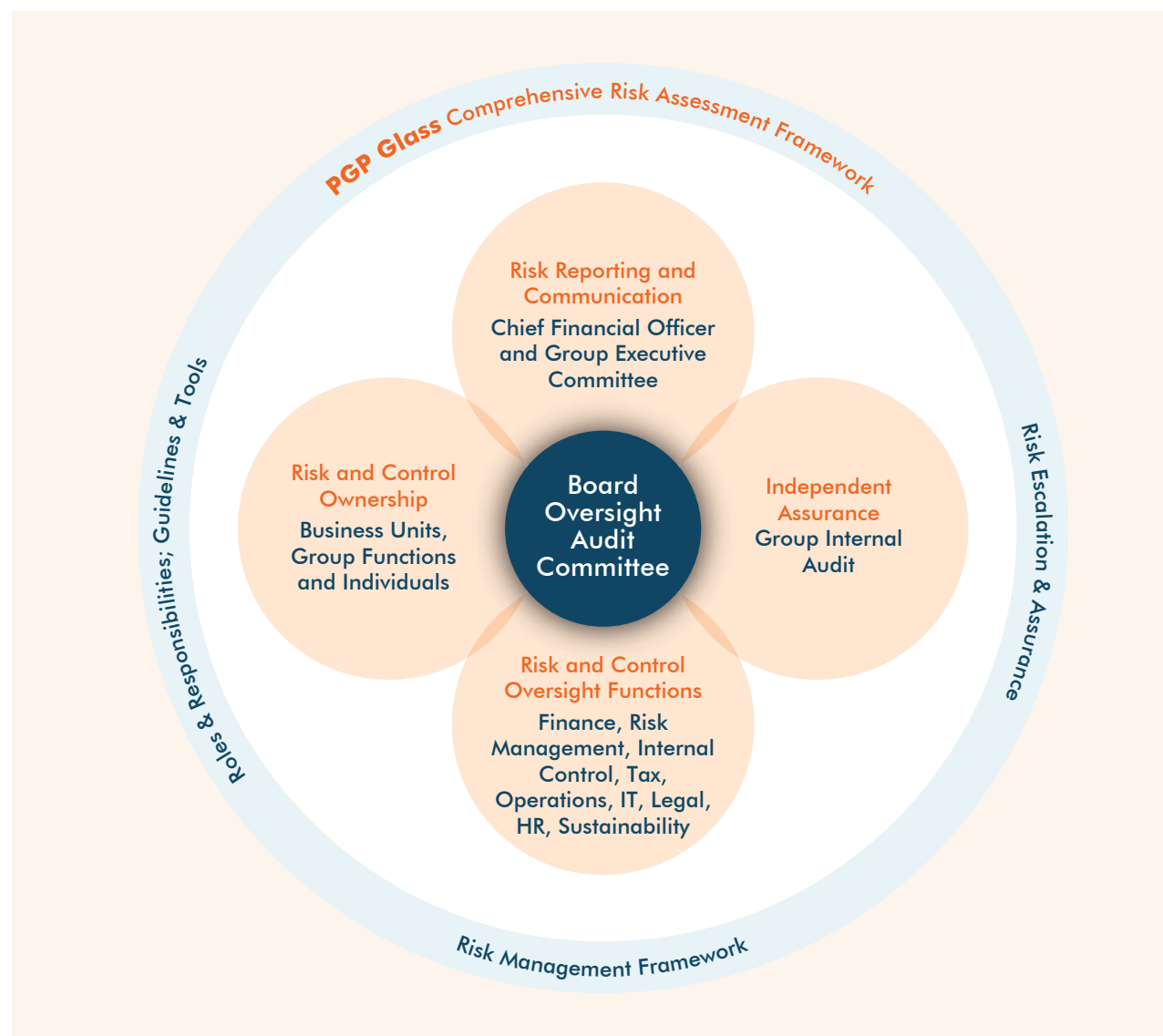


Risk Management for Sustainable Business Continuity

At PGP Glass, risk management is central to building a sustainable, resilient and future-ready business. We recognize that a structured and proactive approach to risk management is essential to safeguard business continuity, strengthen operational resilience and maintain stakeholder confidence.

As an ISO 31000-certified organization, we have implemented a comprehensive risk management framework that enables us to systematically identify, assess, monitor and mitigate risks across our operations. Our approach is aligned with industry best practices and is focused on early identification of risks, continuous monitoring and timely mitigation actions to minimize disruptions while enabling sustainable growth.

By integrating risk management into our strategic and operational decision-making processes, we enhance organizational agility and preparedness. This enables us to respond effectively to emerging challenges, protect long-term value and strengthen our ability to navigate uncertainty.



Comprehensive Risk Governance Model

PGP Glass has established a structured risk governance framework to ensure effective oversight, escalation and mitigation of risks. The framework embeds risk awareness across the organization and promotes a shared responsibility for identifying, assessing and responding to risks.

Our governance model defines clear roles and responsibilities across business functions, sites and leadership levels. This coordinated approach ensures that risks are identified close to their source, reviewed through appropriate forums and addressed through timely mitigation measures. The risk management framework is anchored on five key pillars:

1. Board Oversight - Audit Committee
The Audit Committee holds the highest responsibility for risk oversight within the organization. It provides strategic direction and ensures that risk management efforts are aligned with PGP Glass' long-term business objectives.

2. Risk Reporting and Communication
It is led by the Chief Financial Officer and the Group Executive Committee. This ensures transparent communication of key risks, mitigation strategies, emerging risks and regulatory developments.

3. Independent Assurance
Independent assurance is provided by the Group Internal Audit team, which conducts objective assessments of the effectiveness of risk management practices.

4. Risk and Control Functions
Risk and control functions include Finance, Risk Management, Internal Control, Tax, Operations, IT, Legal, HR and Sustainability teams. These functions are responsible for identifying, assessing and implementing mitigation strategies within their respective areas. They also ensure compliance with applicable regulatory requirements, industry standards and internal policies, strengthening the organization's overall control environment.

5. Risk and Control Ownership
Business Units, Group Functions and individuals actively own and manage risks within their respective areas of responsibility. This bottom-up approach ensures that operational risks are identified at the ground level and escalated appropriately for review and action. By promoting ownership at every level, PGP Glass strengthens its risk-aware culture and enables proactive decision-making across the organization.

A four-tier risk management organisational structure allows us to execute our risk strategy effectively.



Four-Tier Risk Management Structure

PGP Glass follows a structured, multi-level approach to risk management to ensure risks are identified, assessed and mitigated across all operational levels.

Asset and Department Heads conduct continuous reviews to identify operational and compliance risks. They are responsible for implementing preventive measures wherever required and escalating significant risks for further review.

Site and Business Heads assess location-specific risks through periodic evaluations. Their role includes ensuring alignment with organizational safety, performance and compliance standards.

Risk Management Team consolidates insights from departments and sites, conducts periodic reviews and provides strategic guidance on emerging risks and mitigation actions.

Risk Management Committee oversees the organization's overall risk landscape. It validates mitigation plans, reviews risk exposure and ensures that risk management remains aligned with business objectives and regulatory requirements.

This four-tier structure strengthens accountability, enables timely escalation and ensures that risks are managed in a coordinated and proactive manner.

Climate-Related Risk Management

Climate-related risks are integrated into PGP Glass' enterprise risk management process, with assessments covering both transition and physical risk categories. Transition risks include exposure to carbon pricing, evolving environmental regulations, low-carbon technology transition, raw material cost escalation and changing customer expectations in export markets. These risks may affect compliance costs, production costs, revenue and market competitiveness.

Physical risks include acute events such as floods and cyclones, as well as chronic risks such as heat stress, which may impact production continuity, logistics, infrastructure and workforce productivity.

Financial implications are assessed through scenario-based evaluation, considering likelihood, magnitude, time horizon and potential revenue or cost impact. Material risks are prioritized and escalated through defined governance channels.

Mitigation measures include renewable energy adoption, energy efficiency projects, cleaner technology investments, increased cullet usage, supplier engagement, insurance coverage, emergency preparedness and site-level resilience planning. These actions support business continuity while strengthening preparedness for a low-carbon transition.

Message from the Chief Financial & Risk Officer



“Driving resilient growth through strategic execution, disciplined risk management and accelerated progress towards a renewable-powered, Net Zero future, while strengthening energy security, competitiveness and long-term stakeholder value. ”

Dear Stakeholders,

FY26 was a year of resilient performance and strategic progress for PGP Glass, achieved amid a dynamic global environment marked by geopolitical developments and evolving trade policies. The introduction of U.S. tariffs created additional uncertainty for export-oriented businesses. Through constructive engagement with customers and a balanced commercial approach, we successfully mitigated the impact by sharing a portion of the tariff burden while absorbing part of the cost ourselves. This enabled us to preserve customer relationships, maintain competitiveness and safeguard business continuity.

Risk management remains integral to our decision-making and long-term value creation. Guided by our ISO 31000-aligned Enterprise Risk Management framework, we continue to strengthen our ability to identify emerging risks, implement effective mitigation measures and enhance organizational resilience. This disciplined approach has enabled us to navigate uncertainty while maintaining focus on sustainable growth.

We believe that sustainability is fundamental to business resilience and future competitiveness. Our continued investments in renewable and clean energy are accelerating progress towards a

lower-carbon operating model. By the end of the first half of FY27, approximately 75% of our electricity consumption is expected to be sourced from renewable energy. In addition, our biogas project is targeted for commissioning in FY27, and we are advancing plans for two new electric furnaces, both of which will be supported by renewable energy sources. These initiatives reflect our commitment to reducing emissions, enhancing energy security and building a future-ready manufacturing footprint.

As we advance on our Net Zero roadmap, sustainability considerations remain embedded in our business strategy, risk management processes and capital allocation decisions. We are committed to investing in technologies and solutions that support decarbonization while strengthening long-term competitiveness. Through disciplined execution and responsible growth, we aim to create enduring value for our stakeholders and contribute meaningfully to a more sustainable future.

Warm regards,

Dinesh Dahivelkar
Chief Financial &
Risk Officer

11. GOVERNANCE



Embedding trust, transparency and accountability through ethical governance, disciplined oversight and responsible decision-making to create long-term stakeholder value.

Embedding Trust, Transparency and Accountability into Every Decision

Strong governance is the foundation of responsible growth at PGP Glass. It shapes how we lead, how we manage risk, and how we uphold the trust placed in us by our stakeholders. Through ethical conduct, disciplined oversight, and transparent decision-making, we continue to strengthen a governance framework that supports resilience, accountability, and long-term value creation.

At PGP Glass, trust and transparency are at the heart of how we build and sustain stakeholder relationships. Our approach to governance goes beyond meeting compliance expectations; it is about nurturing a culture rooted in integrity, accountability, and responsible growth. Stakeholder values are embedded into our decision-making processes so that sustainability is not approached merely as a reporting requirement, but as an opportunity to raise standards and build long-term credibility. While we remain firmly aligned with national and regional regulatory requirements, we also adopt global best practices and voluntary sustainability frameworks to reinforce our commitment to responsible and enduring value creation.

Corporate Governance

Corporate governance at PGP Glass provides the framework through which responsible business conduct is guided and sustained. It is built to strengthen transparency, accountability, and ethical leadership, while ensuring that the organisation remains aligned with its purpose, mission, and values.

The Board of Directors serves as the highest governance body of the Company and is responsible for providing strategic oversight and direction. Under the leadership of our Managing Director and CEO, Mr. Vijay Shah, the Board ensures that sustainability and ethical leadership remain integral to the way we operate. The Board comprises experienced non-executive directors whose

collective expertise and perspectives support sound decision-making, strategic resilience, and long-term value creation for stakeholders. By connecting corporate governance closely with our broader sustainability agenda, PGP Glass continues to uphold high standards of ethical business conduct while nurturing a culture based on trust, responsibility, and sustainable growth.



PGP's Board of Directors



▶ **Mr. D. Shivakumar**
Independent Director &
Chairperson of Board
Age: 66 years



▶ **Dr. V S Parthasarathy**
Independent Director
Age: 63 years



▶ **Ms. Neela Bhattacharjee**
Independent Director
Age: 66 years



▶ **Mr. Mukesh Mehta**
Non-Independent,
Non- Executive Director
Age: 45 years



▶ **Mr. Amit Dalmia**
Non-Independent,
Non-Executive Director
Age: 50 years



▶ **Mr. Animesh Agrawal**
Non-Independent,
Non-Executive Director
Age: 35 years



▶ **Ms. Ayshwarya Vikram**
Non-Independent,
Non- Executive Director
Age: 38 years



▶ **Mr. Vijay Shah**
Managing Director & CEO
Age: 68 years

Committees



Diversity in Governance Bodies (in numbers)	Age			Gender	
	>30	30-50	>50	Male	Female
Board of Directors	0	4	4	6	2
Senior Management	0	1	7	7	1

Board Committees

Risk Management & Anti-Bribery Committee

Within our governance structure, the Risk Management & Anti-Bribery Committee plays a

critical role in preserving both business resilience and organisational integrity. The committee is tasked with identifying, evaluating, and mitigating risks that could affect the Company's operations, helping ensure that risk preparedness remains proactive rather than reactive. It also reinforces our zero-tolerance approach to bribery and corruption, ensuring that ethical business conduct is maintained consistently across all operations.

Through robust policies, regular reviews, and ongoing monitoring, the committee strengthens the overall governance framework and keeps it effective, transparent, and aligned with widely recognised best practices.

Nomination and Selection Process

At PGP Glass, the nomination and selection process for Board members is designed to ensure that the Board comprises individuals who possess the experience, judgement, and ethical strength required to guide the Company's strategic direction. The Board currently consists of 8 Directors, of whom four represent BCP Topco V. Pte. Ltd. (Blackstone Group), the sole shareholder.

Appointments to the Board are made collectively on the basis of merit, relevance, and professional capability, without bias relating to gender, nationality, or background. While diversity remains an important consideration, the process also places strong emphasis on competencies in areas such as financial management, strategic oversight, sustainability, glass manufacturing, and the ability to contribute meaningfully to ESG-oriented decision-making.

PGP Glass believes that a well-balanced and diverse leadership structure supports stronger governance and more holistic decision-making. In keeping with this belief, the Board and senior leadership remain actively involved in shaping the Company's purpose, mission, values, and sustainability direction, ensuring that governance remains aligned with long-term business ambition.

Audit Committee

The Committee strengthens governance at PGP Glass by providing focused oversight on the integrity of financial reporting, the effectiveness of internal controls, and the robustness of audit

processes. Its role is central to reinforcing accountability, financial discipline, and transparency across the organisation. By reviewing control environments and supporting sound oversight over reporting and assurance mechanisms, the committee helps maintain confidence in the company's governance framework and strengthens the foundation for responsible and resilient decision-making.

Corporate Social Responsibility Committee

It provides Board-level oversight on PGP Glass's social impact agenda and helps ensure that community investments remain aligned with the Company's broader sustainability vision and CSR commitments. Guided by the Corporate Social Responsibility Policy, the committee supports the direction, review, and monitoring of CSR programmes so that initiatives remain purposeful, compliant, and focused on long-term value creation for communities. In doing so, it helps connect the Company's social responsibility commitments with a structured governance process that strengthens accountability, transparency, and impact.

Nomination & Remuneration Committee

The Nomination & Remuneration Committee supports strong governance by ensuring that leadership appointments and remuneration practices remain aligned with the Company's long-term vision, business priorities, and principles of fairness and merit. Guided by the Nomination & Remuneration Policy, the committee helps shape a balanced and capable leadership structure by focusing on the relevance, experience, and competencies needed at Board and senior management levels. It also provides oversight on remuneration practices so that incentives remain aligned with performance, responsibility, and long-term value creation. Through this structured approach, the committee contributes to leadership continuity, succession planning, and stronger governance effectiveness.

Frequency of Meetings and Reporting Structure

At PGP Glass, regular engagement at the leadership level is essential to making sure that business priorities remain aligned with sustainability commitments and strategic goals. The Board of Directors undertakes

monthly reviews to monitor ongoing performance, while quarterly meetings provide a more comprehensive review of progress across operational, financial, and sustainability-related dimensions.

A structured Management Information System (MIS) supports this process by enabling informed, data-driven decision-making and providing the Board with relevant performance insights. Senior executives are assigned defined responsibilities for overseeing the organisation's economic, environmental, and social impacts, ensuring that governance is both active and accountable.

To support transparency and timely oversight, the Board is kept informed through multiple formal channels, including meetings, presentations, and structured reports. These mechanisms help maintain visibility over PGP Glass's progress in relation to sustainable growth, operational excellence, and stakeholder value creation.

Regular Board reviews and MIS enable data-driven oversight, accountability and sustainability performance.

PGP Sustainability Governance Framework



PGP Glass has developed a dedicated sustainability governance framework to ensure that ESG strategy is implemented consistently and effectively across the organisation. This framework enables clear direction, disciplined execution, regular monitoring, and credible reporting of sustainability initiatives, while maintaining alignment with the Company's long-term vision.

Each sustainability governance meeting begins with a review of progress made, recent improvements, and new opportunities to further reduce carbon footprint, improve resource

efficiency, and strengthen ESG performance. This structured method supports continuous improvement and reinforces a culture of responsibility and accountability.

Our sustainability governance structure operates through three interconnected tiers, which together ensure that sustainability principles are embedded from strategy through to execution:

ESG Apex Committee

The ESG Apex Committee provides leadership-level direction and oversight for sustainability governance. Its role is to ensure that ESG priorities remain closely aligned with business strategy, regulatory expectations, and global best practices. The committee's responsibilities include:

- Defining our overall ESG vision and long-term roadmap.
- Reviewing sustainability disclosures and reports to ensure accuracy and transparency.
- Allocating resources and investments required for advancing priority sustainability initiatives.

Through this oversight, the ESG Apex Committee helps ensure that sustainability remains firmly positioned as a business priority.

ESG Core Working Group

The ESG Core Working Group serves as a key link between governance and implementation by identifying material sustainability issues, assessing ESG risks, and shaping strategic responses. Its mandate includes:

- Identifying sustainability risks and material ESG issues with possible implications for business performance.
- Developing short-term and long-term ESG targets in line with global sustainability expectations.
- Collecting and analysing ESG-related data for reporting and disclosure purposes.
- Engaging with consultants, auditors, customers, and other stakeholders to incorporate relevant external perspectives into the Company's sustainability approach.

Sustainability is deeply embedded in decision-making across the organisation

ESG Champions

ESG Champions are responsible for the operational implementation of ESG initiatives. Working in cross-functional teams of 4-5 members, they help embed sustainability into departmental activities. Their responsibilities include:

- Driving ESG implementation within their areas of responsibility.
- Tracking and monitoring ESG performance on a monthly basis.
- Reporting updates and performance indicators to ESG heads and mentors.

ESG Champions play a vital role in making sustainability tangible across the business by translating broader ESG objectives into day-to-day action.

The strengthened coordination across leadership, implementation teams, and external stakeholders, this framework ensures that sustainability is deeply embedded in decision-making across the organisation. Through this structured governance architecture, PGP Glass continues to strengthen leadership in sustainability, operational excellence, and responsible growth.

Ethical Business Practices

Ethics and integrity remain central to the PGP Glass culture and form the basis of how we conduct business. We maintain a clear and non-negotiable commitment to ethical conduct, ensuring that all business decisions and interactions are guided by fairness, transparency, and accountability.

To support this commitment, Our Code of Conduct serves as a comprehensive framework that consolidates key policies to promote ethical governance and responsible business practices across the Group. 100% of employees are covered under our Code of Conduct training programme. Business ethics compliance is internally assessed across all operational sites. It outlines our commitment to integrity, transparency, and accountability in all operations. The Code covers the following core areas:



Human Rights

Committed to upholding and respecting internationally recognized human rights standards. We do not employ child labour and ensure that our operations do not involve forced or involuntary labour. We respect the rights of our employees, contractors, suppliers, local communities, and vulnerable groups, aligning our practices with globally accepted frameworks.



Anti-Bribery & Corruption

Maintain a zero-tolerance approach towards bribery and corruption. Our policy reinforces ethical conduct and ensures that all business dealings are conducted with integrity, fairness, and transparency.



Anti-Trust & Fair Competition

Committed to fostering a fair, open, and competitive marketplace. Our practices comply with applicable competition laws and prohibit anti-competitive agreements or misuse of market position.



Environment, Health & Safety

To maintain high standards of environmental stewardship and ensuring the health and safety of our employees, contractors, and communities. We comply with all applicable environmental, health, and safety laws and regulations, proactively identify and mitigate risks, and promote safe work practices across our operations.



Equal Opportunity

Provide equal employment opportunities to all individuals without discrimination on the basis of age, colour, gender, disability, marital status, nationality, geography, ethnicity, race, religion, sex, sexual orientation, or HIV/AIDS status.



Diversity, Equity & Inclusion (DEI)

Promotes an inclusive workplace culture based on mutual respect, fairness, and equal opportunity. We value diversity and strive to create an environment where all employees feel respected and empowered.



Grievance Mechanism

A formal grievance redressal mechanism that enables employees and stakeholders to raise concerns or complaints, including those related to discrimination, harassment, or unethical practices, in a confidential and non-retaliatory manner.



Data Privacy

Protect personal and sensitive information of our stakeholders. Our data privacy practices ensure that data is collected, processed, stored, and shared in compliance with applicable regulations, maintaining confidentiality, integrity, and security at all times.

These policies are publicly available through our website and communicated through sustainability-related channels. Their implementation is reinforced through regular training sessions, workshops, and internal communication so that ethical expectations remain clearly understood at all levels of the organisation.

By integrating ethical business practices into our governance framework, PGP Glass strengthens stakeholder trust, reduces risk exposure, and supports long-term, sustainable growth.

Reporting Compliance Concerns

PGP Glass maintains a clear and structured mechanism for reporting and addressing compliance concerns. This system ensures that matters relating to ethical conduct and regulatory compliance receive timely attention and are handled through a transparent and accountable process.

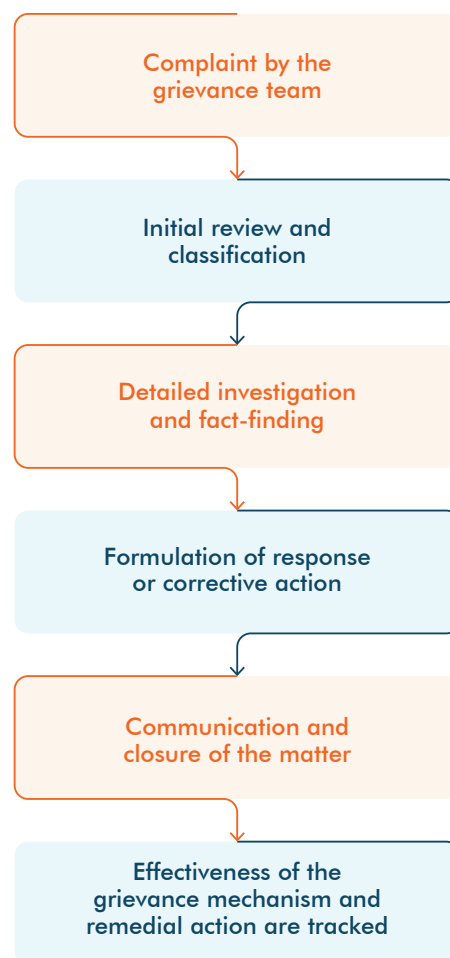
Critical concerns are communicated to the Board through monthly MIS reporting, operational reviews, and direct escalation from relevant executives and function heads. Special briefings and dedicated reporting structures are also used where necessary. During the reporting period, concerns addressed included changing logistics costs, volatility in raw material prices, and shifts in customer pricing expectations.

To preserve fairness and transparency in decision-making, the Company follows strict conflict-of-interest protocols, including:

- mandatory disclosure of any potential conflicts by all the employees and senior management;
- structured review and approval processes for evaluating such conflicts;
- recusal practices, requiring affected individuals to withdraw from related decision-making; and
- strict enforcement of the Code of Conduct, with violations subject to disciplinary action.

Our grievance redressal mechanism supports the timely and fair resolution of concerns. Employees may raise grievances through

formal mechanisms, anonymous drop-boxes, or direct communication with HR, department heads, or designated compliance personnel. The process includes:



During the reporting period, one confirmed incident related to corruption and bribery was recorded across the Company's operations. Following due investigation and in accordance with the Company's Code of Conduct and disciplinary procedures, appropriate action was taken, including termination of the employee involved, reinforcing the Company's zero-tolerance stance toward unethical practices.

Corruption & Bribery Incidents in FY26

PGP Companies	Cases Reported	Pending	Resolved
PGP Glass Ltd. - Mumbai	0	0	0
PGP Glass Ltd. - Kosamba	1	0	1
PGP Glass Ltd. - Jambusar	0	0	0
Ansa Decoglass Pvt.Ltd. (Unit 1)	0	0	0
Ansa Decoglass Pvt.Ltd. (Unit 2)	0	0	0
Kosamba Glass Deco Pvt.Ltd. (Frosting)	0	0	0
Kosamba Glass Deco Pvt.Ltd. (PVC)	0	0	0
Kosamba Glass Deco Pvt Ltd - Jarod	0	0	0
PGP Glass Ltd - Vadodara Office	0	0	0
PGP Glass Ceylon PLC - Ratmalana	0	0	0
PGP Glass Ceylon PLC- Horana	0	0	0
PGP Glass Ceylon PLC - Nattandiya	0	0	0
PGP Glass - USA, Inc.	0	0	0
Vivid Glass Trading FZCO	0	0	0
PGP Glass Europe SRL -France	0	0	0

No further incidents of corruption or bribery were reported during FY 24 and FY 25 across any of the Company's operational sites. In addition, no publicly reported legal cases regarding corruption were brought against the organization or our employees from last three reporting years. This reflects the effective implementation of internal controls, ethics policies, and grievance redressal mechanisms, including the whistleblower framework, designed to prevent, detect, and address misconduct in a timely manner. All reported cases are centrally monitored and addressed in line with established governance processes to ensure consistency, transparency, and accountability across all locations.

The Code of Conduct reinforces the Company's commitments on environmental stewardship, social responsibility, fair labour practices, anti-discrimination, and human rights. All employees, including Board members, have been trained on these principles. PGP Glass also maintains a strict policy of not making political contributions, ensuring that business operations remain impartial and guided solely by integrity.

Through this culture of transparency and proactive compliance, PGP Glass continues to reinforce responsible business conduct and strengthen stakeholder confidence.

Anti-Trust and Anti-Competitive Practices

PGP Glass is committed to conducting business fairly, ethically, and in full compliance with anti-trust and competition laws. Our Code of Conduct explicitly prohibits anti-competitive behaviour, market distortion, and any other unethical practices that could compromise fairness in the market. The Company does not engage in activities such as:

- Abuse of market dominance
- Collusion or cartel participation
- Inappropriate exchange of information with competitors
- Insider trading or facilitating such conduct
- Violations of anti-money laundering regulations

To support this commitment, PGP Glass has implemented a compliance management system designed to prevent, investigate, and resolve any actual or potential breaches. This system is reinforced through employee training, risk assessment, and regular monitoring to ensure that business conduct remains aligned with legal and ethical expectations.

During the past three reporting years, no incidents of non-compliance relating to anti-competitive behaviour, anti-trust, or monopoly practices were recorded across any of the Company's operational locations. Accordingly, no legal actions, fines, or penalties were brought against or incurred by the Company in relation to such matters.

PGP Glass remains committed to conducting its business in a transparent, lawful, and ethical manner, thereby preserving market integrity and sustaining stakeholder trust.

Strong competition law compliance and ethical business practices uphold market integrity, transparency, fair competition and long-term stakeholder trust, while ensuring regulatory adherence and responsible corporate conduct.

Economic Performance

Financial discipline remains central to PGP Glass's ability to create long-term value while maintaining a balanced contribution across environmental and social priorities. Our approach to financial management is closely connected to our sustainability commitments, ensuring that business growth supports responsible investments in people, operational excellence, and sustainability-led progress rather than being viewed in isolation.

The finance team is responsible for the continuous monitoring and review of the Company's financial performance, with quarterly updates presented to the Board of Directors. This structured oversight strengthens financial resilience and supports informed decision-making on strategic investments, including those related to sustainability initiatives, workforce development, and operational improvement.

Direct economic value generated and distributed (in INR)



Revenue

₹ 4,703 Crore



Payments to providers of capital

₹ 13.2 Crore



CSR spend

₹ 3 Crore



Revenue growth

₹ 12.63 %



Employee wages and benefits

₹ 520.6 Crore



Payments to government (taxes)

₹ 77.42 Crores*

**(This is only Income tax)*

During the year, revenue grew by 12.63% compared to the previous financial year, reflecting the effectiveness of our market strategy and operational efficiencies. Employee wages and benefits also increased correspondingly, in line with workforce expansion and our continued focus on employee welfare and incentives. In this way, financial performance translated not only into stronger business outcomes, but also into broader value distributed to our workforce and the organisation's long-term commitments.

On taxation matters, the Board of Directors oversees compliance with applicable laws and regulations, while a dedicated team ensures timely tax payments and adherence to all statutory requirements. This disciplined approach reflects our understanding of tax compliance as an essential element of responsible financial governance and a key contributor to the overall financial health of the business.

Country-by-country tax reporting (in INR)

Tax Jurisdiction	Names of Resident Entities	Primary Activities	Number of Employees (FTE or HC)	Revenues: Third-Party Sales	Revenues: Intra-Group (Cross-Border)	Profit/Loss Before Tax	Tangible Assets (Non-Cash)	Corp. Income Tax Paid (Cash Basis)	Corp. Income Tax Accrued	Reason for Difference (Reconciliation)
India	PGP Glass Limited	Glass Bottles manufacturing	3749	20,750,920,389	14,79,34,31,517	56,14,56,114	50,03,49,15,422	-	-	-
India	ANSA Decoglass Private Limited	Glass Bottle decoration	538	14,68,618	2,17,51,42,950	51,70,29,271	2,33,12,68,392	11,17,64,839	12,92,95,567	1,75,30,728
India	Kosamba Glass Deco Private Limited	Glass bottles decoration including colouring, printing, frosting of glass bottles & manufacturing of packing material	78	7,50,94,256	1,85,63,22,393	15,37,32,573	92,83,96,507	3,11,00,000	3,08,53,857	-2,46,143
India	PGP Biogreen Pvt Ltd	Generate electricity using non conventional and renewable resources	-	-	-	-81,448	28,85,71,608	-	-	-
Sri Lanka	PGP Glass Ceylon PLC	Glass Bottles manufacturing & trading	491	5,32,98,32,349	29,85,48,657	1,49,33,81,611	4,57,57,51,080	30,70,08,136	29,53,22,636	-1,16,85,500

Tax Jurisdiction	Names of Resident Entities	Primary Activities	Number of Employees (FTE or HC)	Revenues: Third-Party Sales	Revenues: Intra-Group (Cross-Border)	Profit/Loss Before Tax	Tangible Assets (Non-Cash)	Corp. Income Tax Paid (Cash Basis)	Corp. Income Tax Accrued	Reason for Difference (Reconciliation)
USA	PGP Glass USA Inc	Glass Bottles trading	52	16,13,87,15,279	-	76,73,03,179	6,60,73,13,442	30,26,19,384	20,21,98,301	-10,04,21,084
France	PGP Glass Europe SRL	Glass Bottles trading	17	4,35,07,62,345	-	19,92,99,770	1,72,81,92,715	2,17,85,501.5	70603448.76	4,88,17,947
Dubai	PGP Glass Middle East FZCO	Glass Bottles trading	5	39,18,44,109	-	-2,50,73,063	20,47,15,831	-	-	-
Total			4930	47,03,86,37,345	19,12,34,45,517	3,66,70,48,007	66,69,91,24,998	77,42,77,861	72,82,73,809	-4,60,04,052

PGP Glass also received economic assistance from the government under various schemes, including:

Entity	Government assistance scheme	Amount INR
PGP India	Export Incentives (DFIA and RODTEP)	1,112,679,851
PGP India	Government grant received under state government (Investment linked)	72,504,490
PGP Ceylon	Corporate tax relief (Concessionary income tax rate of 20% (Current market applicable rate is 30%) is granted on taxable income of BOI operation.)	118,701,736
PGP Ceylon	Cost benefit on items purchased under TIEP scheme (Temporary Import for Export Processing)	9,589,800
Total		1,313,475,877

By maintaining strong financial governance, PGP Glass continues to reinforce its financial foundation and ensure that growth remains both responsible and sustainable, while supporting long-term value creation for stakeholders.

Certified for a Sustainable Future

Strengthening trust through recognized standards

At PGP Glass, our certifications reflect the systems and standards that support responsible manufacturing, product quality, workplace safety, ethical conduct, and operational discipline. They provide assurance to stakeholders that our practices are aligned with recognized global benchmarks and are designed to drive consistency, accountability, and continuous improvement.

Our environmental certifications-including ISO 14001 (Environmental Management), ISO 50001 (Energy Management), and ISO 46001 (Water Management)-support our efforts to manage environmental impacts more effectively through better controls over emissions, energy, and water use. These standards reinforce our commitment to more efficient and sustainable operations.

Our focus on people and workplace responsibility is supported by ISO 45001 (Occupational Health and Safety) and SA 8000 (Social Accountability), which strengthen our approach to health, safety, and responsible employment practices.

To maintain high standards of product quality and compliance, we continue to align with certifications such as ISO 9001 (Quality Management), ISO 15378 (Pharmaceutical Packaging Materials), and FSSC 22000 (Food Safety), reflecting our commitment to safe, reliable, and compliant packaging solutions.

Our governance framework is reinforced through certifications such as ISO 37001 (Anti-Bribery), ISO 31001 (Risk Management), and ISO 27001 (Data Security), which support ethical conduct, risk management, and data security across the business.

In the area of responsible sourcing, we are transitioning from alignment with ISO 20400 on sustainable procurement to ISO 28000 for supply chain security and resilience, enabling stronger risk management, better traceability, and greater control across our supply chain. Alongside this, standards and assessments such as the BRC Global Standard and SMETA further strengthen our operational credibility and responsible business practices.

For PGP Glass, these certifications are more than compliance-they reflect our commitment to operating with integrity, discipline, and long-term purpose. By maintaining and strengthening our certification portfolio, we continue to build trust and support a more sustainable future.





12. CLIMATE AMBITION, BACKED BY ACTION

Through an SBTi-aligned target pathway, a staged decarbonization roadmap, and a long-term commitment to Net Zero by FY2050, we are building a clearer, more accountable route toward lower-carbon glassmaking.

The transition to Net Zero is one of the most important transformations underway at PGP Glass. It reflects our belief that climate responsibility must be embedded into the future of manufacturing, not added to it. Through an SBTi-aligned target pathway, a staged decarbonization roadmap, and a long-term commitment to Net Zero by FY2050, we are building a clearer, more accountable route toward lower-carbon glassmaking.

Reimagining Glass for a Net Zero Future

At PGP Glass, we believe that the long-term sustainability of glass must be matched by the sustainability of the way it is made. As a packaging material, glass stands apart for its durability, safety, and circular potential; however, preserving that advantage in a rapidly changing world requires a clear and credible pathway to decarbonization. Our climate ambition is therefore centred on reducing the carbon intensity of our operations, strengthening the resilience of our manufacturing model, and supporting the long-term competitiveness of glass as a preferred sustainable packaging solution.

For PGP Glass, decarbonization is not an isolated environmental initiative—it is a strategic business priority. It helps us respond to climate change, build resilience against energy volatility and future carbon costs, collaborate more effectively with customers who are advancing their own climate ambitions, and reinforce our role as a responsible manufacturer in the global packaging value chain. In this sense, our journey to Net Zero is as much about future-proofing the business as it is about reducing emissions.

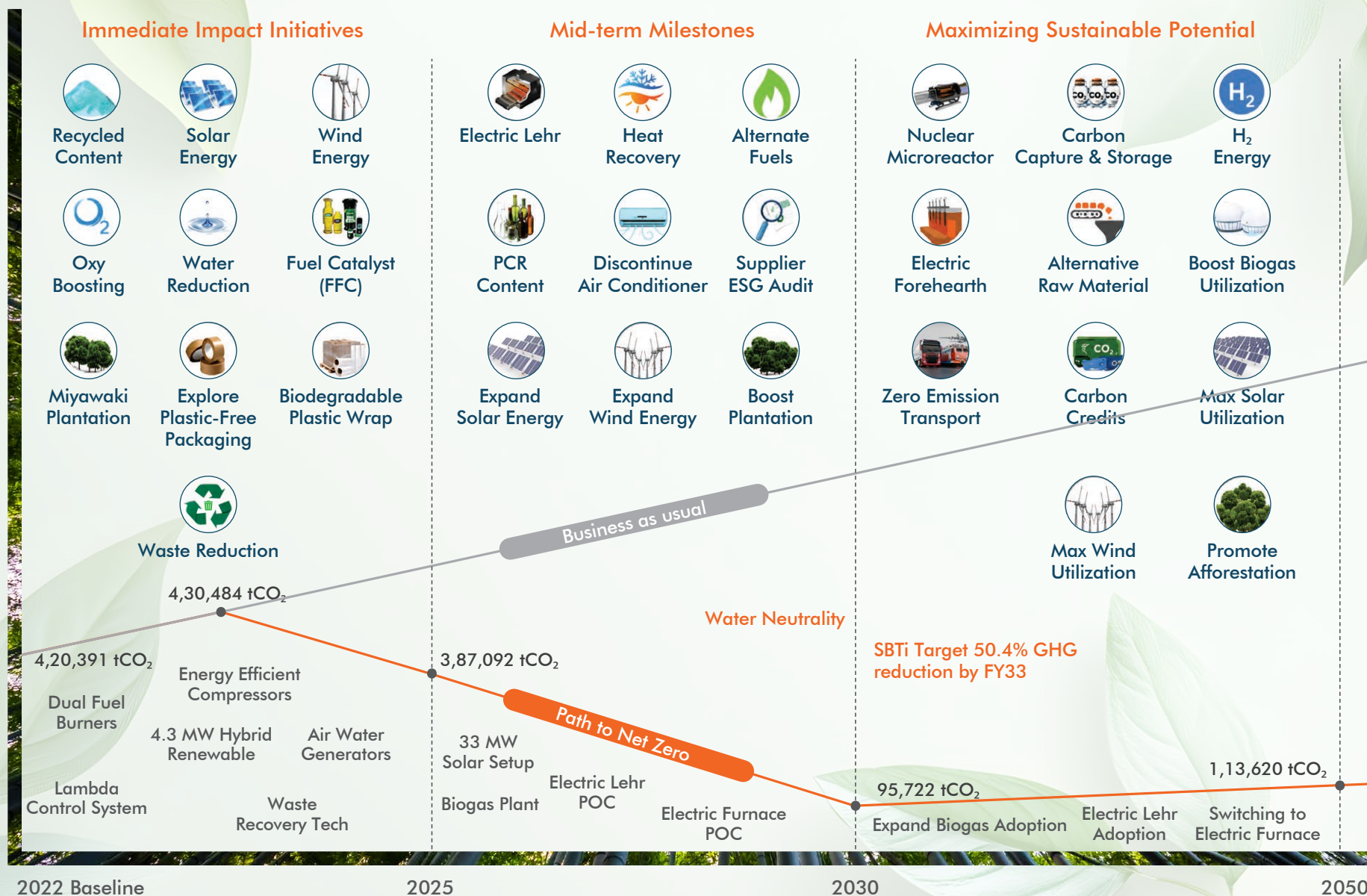
Our Net Zero ambition is anchored in science-based climate action. PGP Glass has publicly committed to achieving Net Zero by FY2050, and our pathway is aligned with the Science Based Targets initiative (SBTi) through approved science-based targets and public target documentation. This external alignment is important because it connects our climate ambition to globally recognized methodologies and reinforces that our transition pathway is intended to be credible, measurable, and accountable over time.



Our SBTi-approved climate pathway commits PGP Glass to reduce absolute Scope 1 and 2 emissions by 50.4% and Scope 3 emissions by 50.4% by FY2032, from an FY2023 base year—on our way to Net Zero by FY2050.

Our climate pathway is structured around both near-term and long-term emissions reduction. Publicly disclosed target materials indicate that PGP Glass's Net Zero plan is built on an FY2023 base year and addresses Scope 1 and Scope 2 emissions, while also extending to relevant Scope 3 categories, including purchased goods and services, capital goods, fuel- and energy-related activities, upstream operational waste, business travel, employee commuting, downstream transportation and distribution, processing of sold products, and end-of-life treatment. This reflects an approach that increasingly looks beyond the factory gate and toward a broader value-chain transition.

CO₂ Emissions Roadmap



For PGP Glass, Net Zero is not simply a long-term climate ambition—it is a strategic pathway to keeping glass competitive, credible, and future-ready in a lower-carbon world.

Our decarbonization roadmap has been designed as a phased transition, allowing us to balance immediate action with longer-term technology shifts. In the near term, our focus is on practical levers that can deliver measurable progress through greater efficiency and lower-impact operations, including improvements in furnaces and forming, waste heat recovery systems, onsite and offsite renewable energy, leaner operations, and alternate fuel trials. Alongside these operational priorities, we are also advancing circularity and supplier-related actions through sustainable sourcing and supplier engagement on decarbonization goals.

The mid-term phase, spanning approximately 2025 to 2030, is expected to deepen this transition by scaling technologies

that can materially reshape our emissions profile. This includes the electrification of lehrs and forehearth, piloting hydrogen and biogas co-firing, testing carbon capture, utilization and storage (CCUS) applications, and expanding digital monitoring and performance systems. This phase is critical because it moves the business from incremental efficiency gains toward more structural decarbonization.

In the long-term phase, covering roughly 2040 to 2050, the roadmap points to more transformative shifts—such as the transition to electric furnaces, broader CCUS deployment, zero-emission logistics, and smarter factories enabled by advanced digital optimization. These levers represent the deeper level of industrial transformation needed to align a glass manufacturing business with a Net Zero future.

What makes this pathway meaningful is that it is supported not only by technology themes, but also by enablers that strengthen delivery over time. Our roadmap highlights the importance of renewable energy procurement, ISO-certified monitoring and reporting systems, green finance and carbon markets, and collaboration with technology partners. This reinforces that our climate

transition is being approached as a structured business transformation rather than a stand-alone environmental programme.

This journey matters because the future of sustainable packaging will increasingly depend not only on the intrinsic properties of materials, but also on the emissions profile of the systems that produce them. At PGP Glass, we see this as both a responsibility and an opportunity: a responsibility to reduce our climate impact in line with science-based pathways, and an opportunity to strengthen the relevance of glass in sectors such as cosmetics, perfumery, food and beverage, and pharmaceuticals, where customers are increasingly looking for packaging partners that can support their own sustainability commitments.

Our pathway to Net Zero is therefore about more than reducing emissions. It is about reshaping how we manufacture, how we innovate, and how we create value in a lower-carbon economy. With science-based direction, a phased decarbonization roadmap, and a long-term commitment to responsible glassmaking, PGP Glass aims to ensure that glass remains not only a sustainable material choice, but also a responsibly produced one.

Message from the Chief Operating Officer - F & P Business



"With one of the largest installed capacities for amber-glass pharmaceutical packaging, we delivered stable growth and reduced our Scope 1 and 2 emissions intensity by 8%-a reflection of our teams' dedication to making scale and sustainability move together."

Dear Stakeholders,

FY26 was a year that reminded us that true progress is not only measured by how much we grow, but by how responsibly we grow.

At PGP Glass, we continued to strengthen our position across pharmaceutical, food, beverage, and specialty spirits packaging, while staying focused on efficiency, innovation, and environmental responsibility. With one of the largest installed capacities for amber-glass pharmaceutical packaging, we delivered stable growth and reduced our Scope 1 and 2 emissions intensity by 8%-a reflection of our teams' dedication to making scale and sustainability move together.

Our businesses in Jambusar and Sri Lanka performed strongly, reinforcing our ability to serve diverse markets with agility and quality. We also expanded our specialty

spirits portfolio across the USA, Europe, and Asia, bringing premium packaging solutions to global customers.

What gives me confidence is the mindset behind this progress. From furnace optimization and energy efficiency to packaging circularity and cleaner operations, our teams continue to prove that better processes create better outcomes.

As we look ahead, we remain committed to building a more resilient, innovative, and sustainable PGP Glass-powered by automation, skilled people, and clean energy.

Warm regards,

Sanjay Tiwari
COO – Specialty Spirits, F&P Business
CEO – PGP Glass USA Inc

Message from the Chief Operating Officer - C & P Business



“From improving furnace efficiency and reducing energy intensity to supporting higher cullet utilization and renewable electricity adoption, our teams have shown that responsible manufacturing is built through everyday choices, discipline, and care.”

Dear Stakeholders,

This year once again showed us the strength, creativity, and commitment of our people. Across our operations, our teams worked with passion to deliver premium glass solutions while keeping sustainability at the heart of performance.

What makes this progress meaningful is that it was not only driven by technology, but by ownership. From improving furnace efficiency and reducing energy intensity to supporting higher cullet utilization and renewable electricity adoption, our teams have shown that responsible manufacturing is built through everyday choices, discipline, and care.

In a business where design, quality, and precision matter deeply, we are proud to see sustainability becoming part of how we think, create, and operate. Our safety-first

culture, continuous training, and focus on resource efficiency have helped us improve without compromise.

Looking ahead, we will continue to strengthen digital monitoring, expand cleaner energy integration, and innovate across design and operations—building a future where operational excellence and environmental stewardship move together.

Warm regards,

Vipul Vij
Chief Operating Officer
C&P Business- PGP Glass

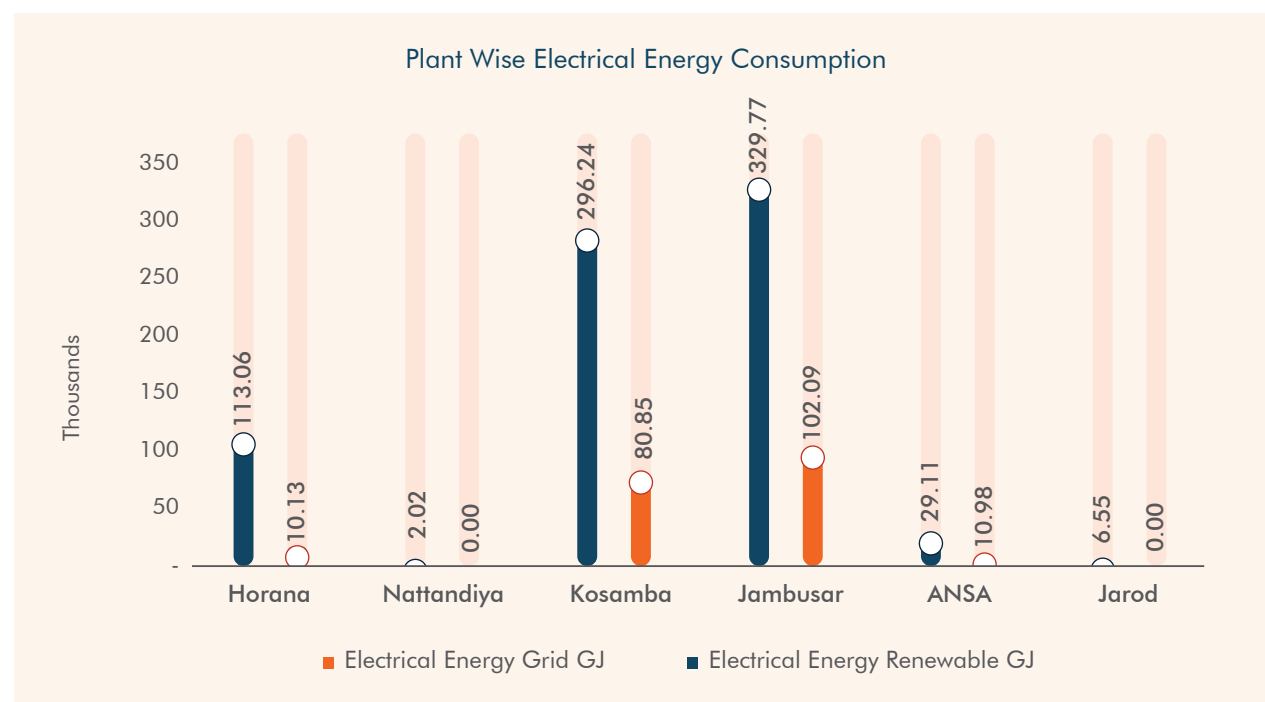
Energy Management

Energy lies at the heart of glass manufacturing, and at PGP Glass, our approach to energy is rooted in a dual pursuit of efficiency and decarbonization. Recognizing the energy-intensive nature of our industry, we continue investing in advanced systems, innovative projects, and process optimizations to support a transition toward a low-carbon, energy-efficient future.

In FY26, 26.5% of our total electricity consumption was sourced from renewable energy, marking a significant leap in our green energy journey. Of the externally procured electricity, more than 60% came from renewable sources through a combination of solar, wind, and hybrid installations. To further enhance energy security and sustainability, PGP initiated the development of a 33 MW solar-wind hybrid project, with phase-wise implementation underway; 9.9 MW has already been installed collectively for the Kosamba and Jambusar units. This project is expected to deliver stable renewable power supply while supporting long-term decarbonization goals.

In parallel, we are diversifying thermal energy sources. During the year, we installed a oxy-boosting system in all our furnaces at the Jambusar facility, which reduced the natural gas consumption. We are also in the process of installing a 5 MT/day capacity

biogas plant at Jambusar, which will further reduce reliance on non-renewable resources. This transition will reduce dependence on fossil fuels and supports circular economy practices by utilizing organic waste streams from the local communities.



Fuel Consumption FY26								
Fuel Source	Fuel Type	Unit	Horana	Nattandiya	Kosamba	Jambusar	Ansa All	Jarod
Non-Renewable	Natural Gas	GJ	-	-	20,11,542	20,76,990	55,720	-
	LSHS	GJ	14,737	-	37,007	67,694	-	-
	Diesel	GJ	1,897	-	1,195	2,639	3,827	643
	Kerosene	GJ	1	-	-	-	-	-
	LPG	GJ	5,17,447	-	507	589	1,424	-
Renewable	Briquette Brick	GJ	-	-	-	-	-	41,789
Non-Renewable	Acetylene	GJ	47	-	378	424	-	-
Renewable	H2 Gas	GJ	-	-	1,33,400	2,587	-	-
Non-Renewable	ARGON GAS	GJ	-	-	-	0	-	-
	DFE-152A GAS	GJ	-	-	-	-	-	-

Energy Intensity
(in GJ/ Revenue in
Million INR)

	FY26	FY25	FY24
Kosamba	146	143	140
Jambusar	136	139	149
Horana	117	129	151
Ansa All	46	50	63
Jarod	27	24	27
Nattandiya	-	-	-
PGP Glass	129	131	134

PGP does not sell electricity to third parties. Further, PGP Glass does not report reductions in product-use phase energy requirements as glass does not consume energy after production, and product-use energy is therefore not applicable.



Driving Operational Energy Efficiency

While transitioning to cleaner energy, we continue to prioritize operational energy efficiency through plant-specific initiatives tailored to local needs. During FY26, a range of energy and emission reduction projects were implemented across sites with demonstrable impact.

Plant Location	Type of Energy	Nature of Intervention	Impact / Expected Outcome	Energy Saving (MJ Approx)	tCO2e Saving (Approx)
Kosamba	Electrical	Interconnection of compressor air lines	Reduced compressor operation	~12,034.8 MJ/day	~866
Kosamba	Electrical	Use of process air compressor for cooling	Reduced instrument air compressor load	~2905.20 MJ/day	~209
Kosamba	Electrical	Time based auto change of running set-point of 120 TPD Mould Cooling Blowers started from 26/08/2025	Reduced blower energy consumption	~432 MJ/day	~31
Kosamba	Electrical	Installation of Energy Efficient Cooling tower Fan	Reduced fan power consumption	~129.6 MJ/day	~9
ANSA	Electrical	UV LED replacement	Reduced electricity consumption	~71,524.8 MJ/year	~14.11
ANSA	Electrical & Thermal	IR lamp installation	Reduced power and gas consumption	~123,068 MJ/year	~8.38
ANSA	Thermal	IR conveyor heating	Eliminated flamer gas usage	~116,660 MJ/year	~7.12
ANSA	Thermal	Natural gas leak detection	Reduced fuel losses	~404,662 MJ/year	~24.71
ANSA	Electrical	HVAC scheduling & optimization	Lower HVAC power use	~1,156,449.6 MJ/year	~228.08
ANSA	Electrical	UV LED system installation replacing mercury lamp	Reduced UV curing energy use	~624,024 MJ/year	~123.07
Jambusar	Electrical	Installed High-efficiency compressor	Reduced electricity consumption	~1,800 MJ/day	~129.57

Plant Location	Type of Energy	Nature of Intervention	Impact / Expected Outcome	Energy Saving (MJ Approx)	tCO2e Saving (Approx)
Jambusar	Electrical	Machine interlocks	Reduced idle running losses	~540 MJ/day	~38.87
Jambusar	Electrical	VFD Installation on AHU Blowers	Reduced blower power use	~504 MJ/day	~36.281
Jambusar	Electrical	Pressure reduction	Reduced compressed air use	~720 MJ/day	~51.83
Jambusar	Electrical	Pump coating	Improved pump efficiency	~252 MJ/day	~18.14
Jambusar	Electrical	Auto fan control	Reduced cooling tower fan load	~288 MJ/day	~20.73
Jambusar	Thermal	Lehr insulation	Reduced heat losses	~1,140 MJ/day	~25

Each of these efforts, though diverse in technical execution, is unified by a common purpose—to make energy a lever for resilient, low-emission growth. As our operations grow in scale and complexity, these interventions ensure that energy efficiency and climate responsibility remain central to our industrial performance.

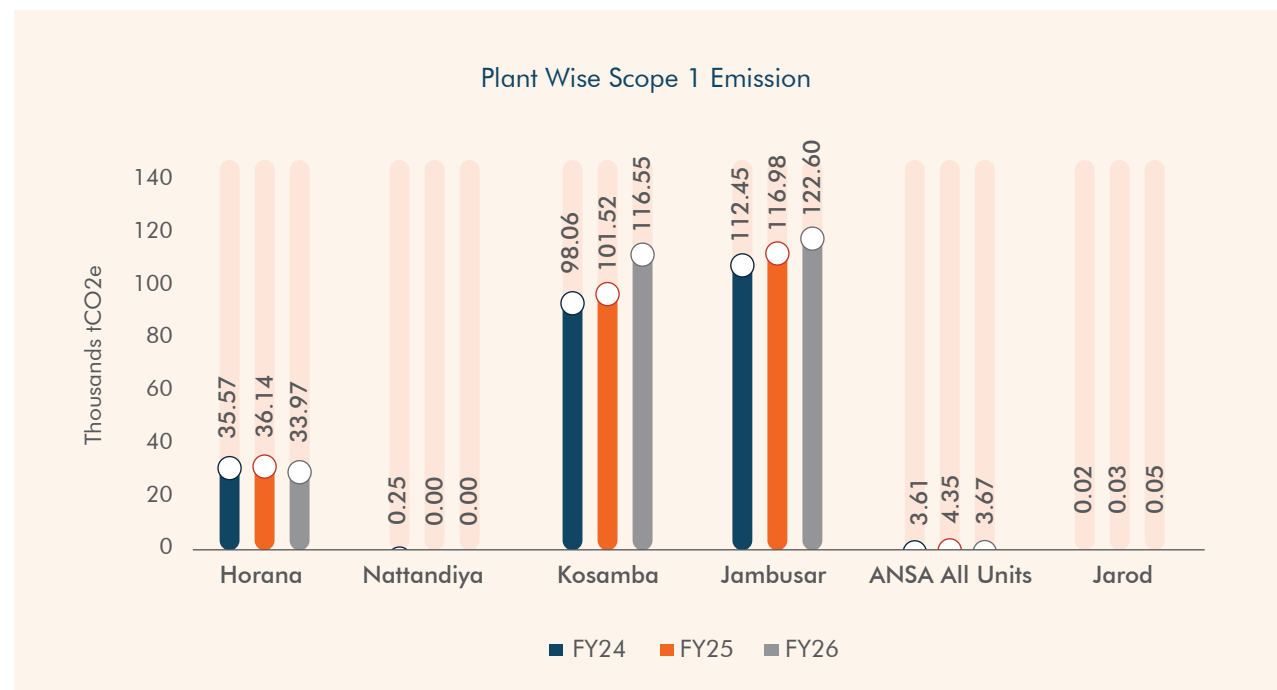
Scope 1 & Scope 2 Emissions Inventory

At PGP Glass, energy and emissions management is central to our environmental strategy and Net Zero roadmap. As a manufacturer with energy-intensive furnace operations across India and Sri Lanka, our Scope 1 and Scope 2 greenhouse gas

inventory helps us identify emissions hotspots, evaluate progress, and prioritize decarbonization actions year over year. Our GHG accounting follows the GHG Protocol classification of Scope 1 (direct) and Scope 2 (energy indirect) emissions.

We measure Scope 1 Emissions from sources owned or controlled by PGP Glass, primarily fuel combustion in furnaces and boilers. Scope 2 Emissions is indirect emission from the generation of purchased electricity consumed by our operations. Together, these scopes form the core of our operational carbon footprint and are calculated in alignment with the GHG Protocol.

Scope 1 Emissions by Plant (FY24-FY26)

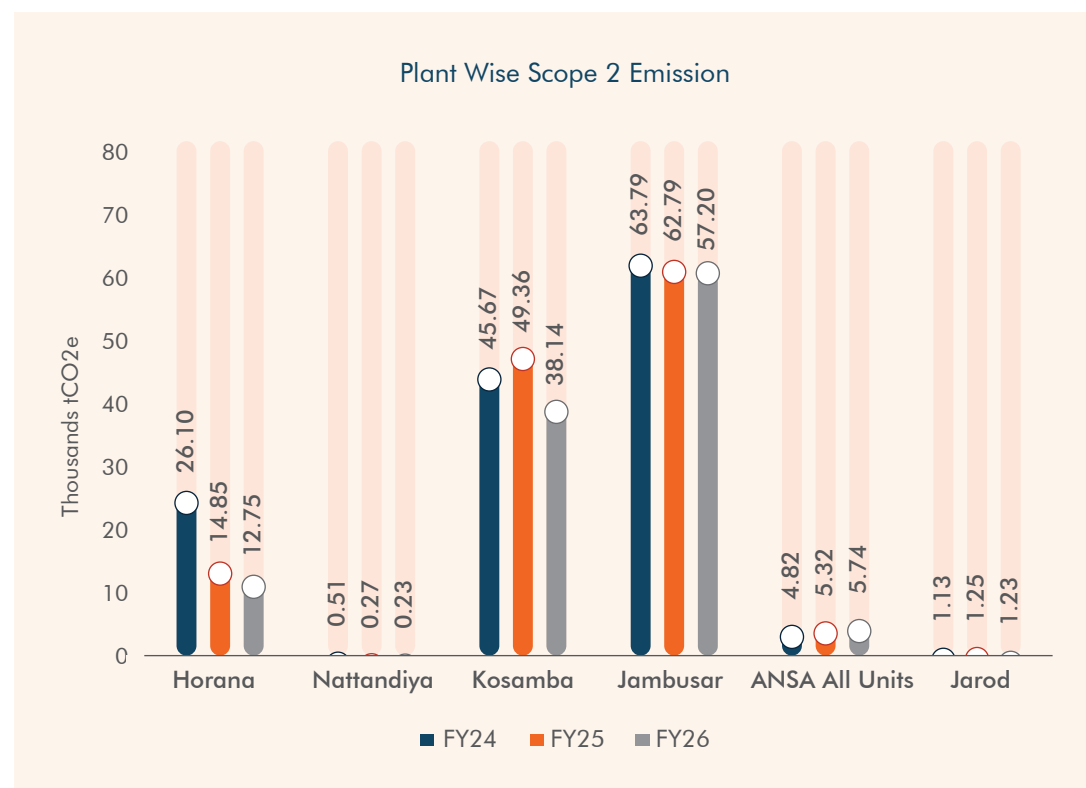


We experienced an increase in Scope 1 emissions during the year, primarily driven by increased production at our Jambusar and Kosamba plants, which led to higher production and fuel consumption. In addition, disruptions in natural gas availability due to the fuel crisis and geopolitical challenges affected our operations. As natural gas is our primary fuel, we were required to switch to Low Sulphur Heavy Stock (LSHS) as an alternative fuel, resulting in higher emissions. Meanwhile, our Horana plant maintained a relatively stable emissions profile through consistent operational controls and efficiency measures.

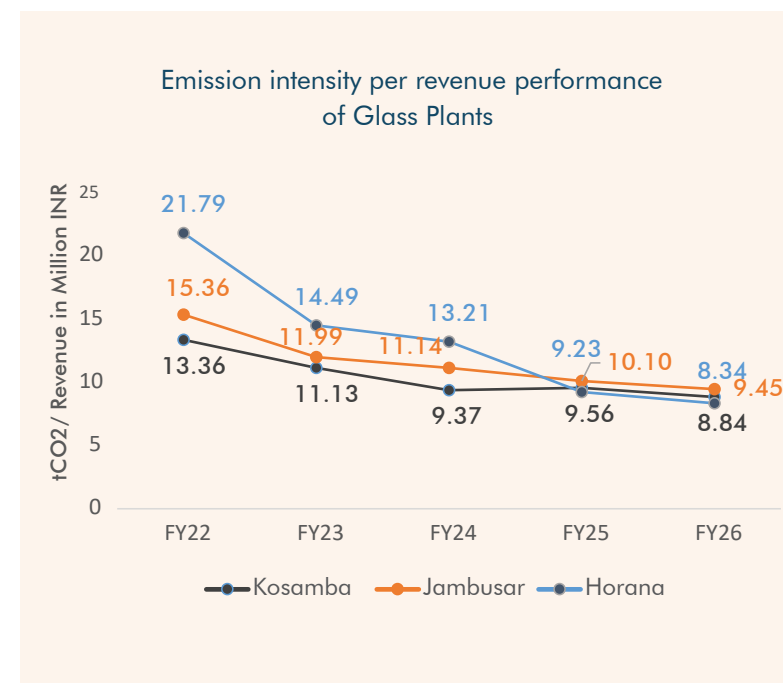
We observed an increase in Scope 2 emissions during the reporting period, primarily driven by higher electricity consumption at our Kosamba and Jambusar plants. The rise in electricity demand was largely associated with

increased production. At the same time, our Horana plant recorded a declining emissions trend, reflecting improved energy efficiency and effective management of electricity consumption across operations.

Graph: Scope 2 Emissions by Plant (FY24–FY26)



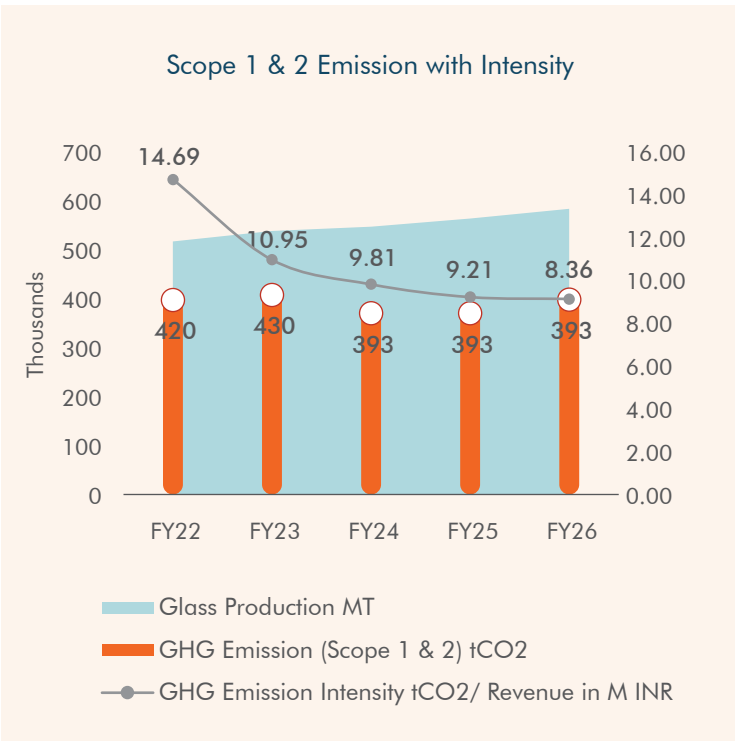
Graph: Emission intensity per revenue performance of Glass Plants (scope 1 & Scope 2)



The emission intensity per unit of revenue across all glass plants has shown a significant improvement over the last five years, demonstrating our continued focus on enhancing operational efficiency while supporting business growth. Horana recorded the most notable reduction in emission intensity, followed by steady improvements at Kosamba and Jambusar, indicating that emissions have grown at a slower

pace than revenue generation. By FY26, the emission intensities of all three plants had converged to a similar level, reflecting the effectiveness of our energy efficiency initiatives, process optimization efforts, and sustained focus on decoupling emissions from economic performance. This trend highlights our progress towards producing greater value with a lower carbon footprint.

Graph: Combined Scope 1 + 2 Emissions & Revenue Intensity – Total PGP Glass (FY22–FY26)



Scope 3 Emissions Inventory - Value Chain Transparency

At PGP Glass, we recognize that climate accountability extends beyond our manufacturing boundary and into our upstream and downstream value chain. In line with our commitment to transparent carbon disclosure, FY26 marks the fifth consecutive year of publishing our Scope 3 emissions

inventory, enabling consistent year-on-year insight into value chain hotspots and supporting collaboration with suppliers, logistics partners, and customers.

In FY26, PGP Glass accounted for emissions across 10 applicable Scope 3 categories, and our total Scope 3 footprint was 6,09,345.97 tCO₂e.

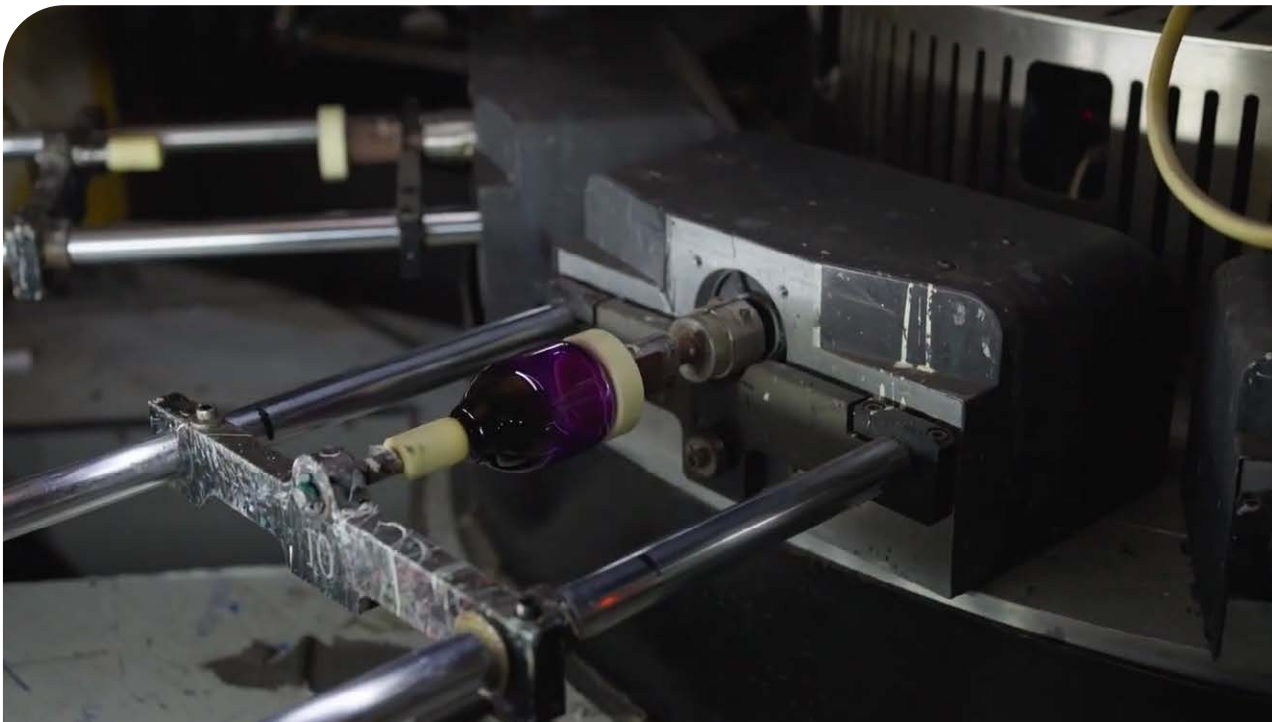
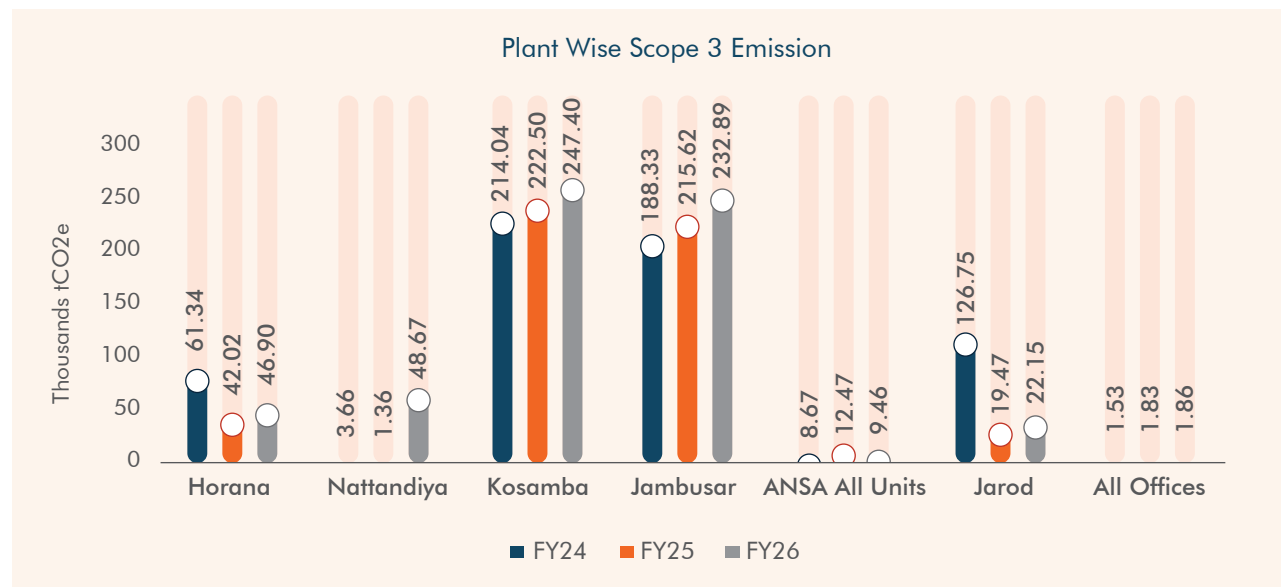


Table: Scope 3 Emissions by Plant (FY26)

Scope 3	Kosamba	Jambusar	Ansa	Jarod	Horana-SL	Nattandiya-SL	All Offices	Total
1A- Purchased Goods and Services	1,632.75	1,924.24	735.37	3,553.32	3,263.12	56.41	850.38	12,015.58
1B- Purchased Raw Materials	84,161.21	1,12,368.01	5,126.82	16,516.24	24,661.53	4,117.26	-	2,46,951.07
2- Capital Goods and Services	1,859.35	3,988.01	126.28	265.51	1,257.08	0.06	28.21	7,524.51
3 - Fuel and energy related activities	33,803.62	1,938.26	1,828.68	-	70.26	40,042.57	-	77,683.39
4 - Upstream T&D	43,812.59	41,362.16	237.36	1,491.06	10,983.68	4,382.42	12.19	1,02,281.47
5- Operational Waste	60.82	14.89	-	4.96	2.03	69.48	-	152.18
6 - Business Travel	392.62	20.28	2.32	-	8.95	0.33	644.29	1,068.78
7 - Employee Commute	3,254.56	2,412.90	1,397.70	321.22	719.80	4.24	325.76	8,436.18
9 - Downstream T&D	20,343.85	21,177.66	3.87	-	1,799.13	-	-	43,324.51
10- Processing of sold product	55,466.25	44,419.03	-	-	3,400.83	-	-	1,03,286.11
12- End of life treatment	2,616.25	3,268.54	-	-	737.41	-	-	6,622.19
Total	2,47,403.88	2,32,893.97	9,458.41	22,152.31	46,903.80	48,672.77	1,860.83	6,09,345.97

Scope 3 Emissions by category (FY26)



The most significant contributors to PGP Glass' Scope 3 footprint in FY26 were: Purchased Goods and Services - 42.5%, Processing of Sold Products - 17.0% & Upstream Transportation and Distribution - 16.8%.

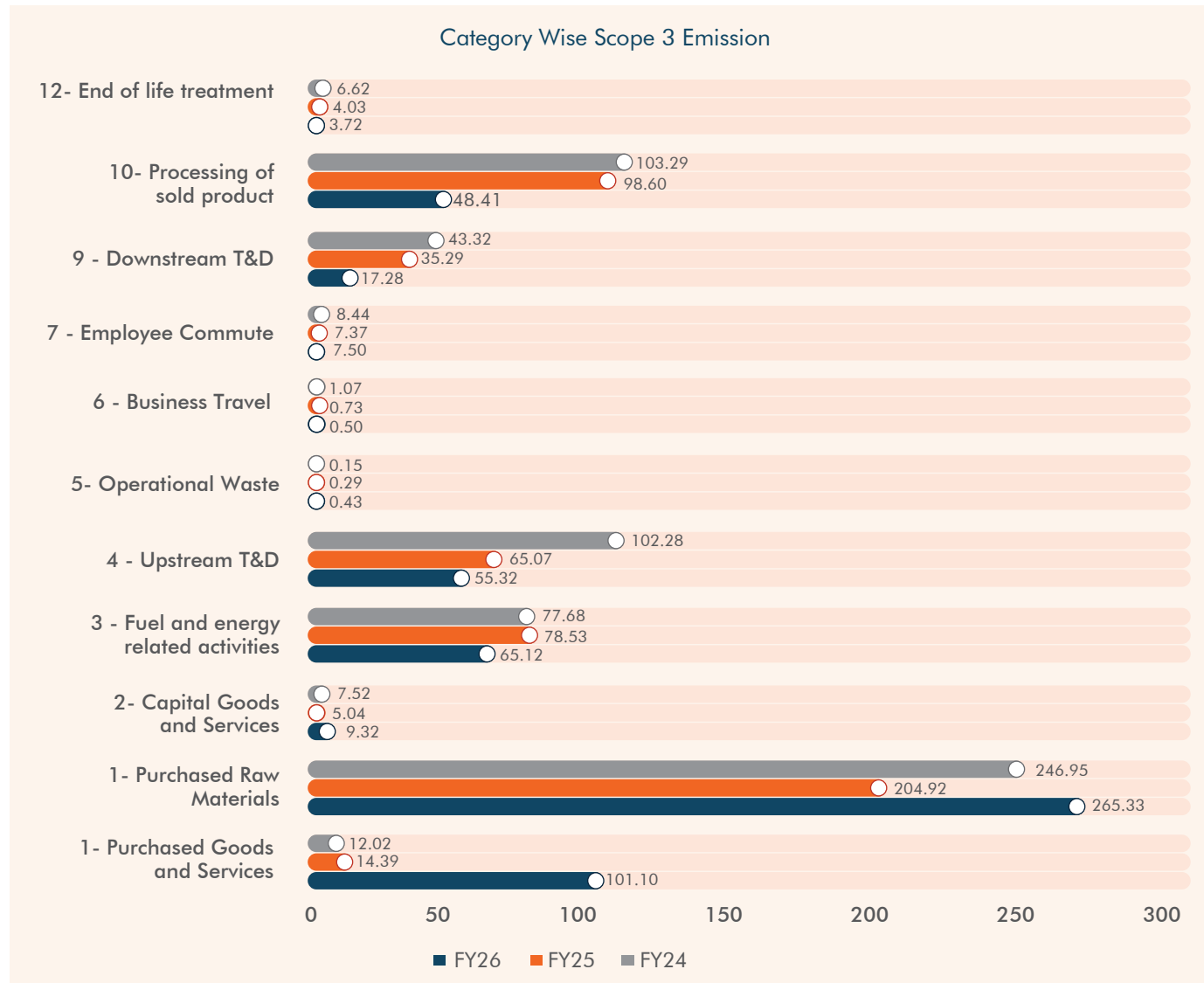
These categories are closely tied to our procurement decisions, supplier practices, logistics network, and customer use patterns, and therefore represent the highest-impact opportunity areas for value chain decarbonization.

At PGP Glass, we focus on improving upstream governance and supply chain resilience which will be further reinforced by our ISO 28000-aligned practices (security and robustness in supply chain processes), which also support stronger traceability and data discipline for emissions measurement. By maintaining consistent Scope 3 tracking over the past five years, PGP Glass has strengthened its understanding of value-chain emission drivers, enabling more effective monitoring of sourcing, logistics,

and operational trends. During FY26, we advanced several initiatives to reduce emissions across priority categories, including vendor localization to reduce transportation-related emissions, promotion of cullet collection and reverse logistics to support circularity, and collaboration with logistics partners to optimize routes and improve fleet efficiency. We will continue to enhance the quality of Scope 3 reporting through greater supplier engagement, improved traceability, and better integration of missions insights into procurement and logistics decision-making, supporting a more resilient and climate-conscious supply chain.

PGP Glass is strengthening value-chain decarbonization through consistent Scope 3 tracking, supplier engagement, vendor localization, reverse logistics and smarter transportation.

Scope 3 Emissions by category including all locations (FY26)



Carbon Offset

As mentioned in the previous section, PGP Glass recorded a 7% increase in greenhouse gas emissions compared to the previous year. This increase was mainly driven by the unavailability of CNG due to supply disruptions arising from the US–Iran conflict, which led to greater reliance on LSHS, a comparatively more emission-intensive fuel and increase in production capacity. To responsibly address this increase, PGP Glass procured 39000 I-REC certificates, equivalent to renewable electricity generated from solar and wind energy sources. Through this action, we are working towards achieving our Net Zero ambition while remaining aligned with our SBTi-based emission reduction targets and reinforcing our commitment to responsible, low-carbon growth.

Message from Vice President - Supply Chain Management



“For us, supply chain management is no longer limited to sourcing, cost efficiency, or timely delivery. It is about building a value chain that reflects our values: ethical conduct, environmental responsibility, collaboration, and long-term thinking.”

Dear Stakeholders,

Every product has a journey before it reaches our customers—and at PGP Glass, we believe that journey must be responsible, resilient, and purposeful. For us, supply chain management is no longer limited to sourcing, cost efficiency, or timely delivery. It is about building a value chain that reflects our values: ethical conduct, environmental responsibility, collaboration, and long-term thinking.

In FY26, we continued to embed sustainability across procurement, logistics, packaging, supplier engagement, and material sourcing. Our suppliers remain important partners in this journey. Through our Sustainable Procurement Policy, Supplier Code of Conduct, ESG assessments, audits, and capability-building initiatives, we are encouraging responsible practices across the value chain. We are pleased that all targeted suppliers have signed our Supplier Code of

Conduct, reinforcing our shared commitment to ethical and sustainable business.

This year, we also advanced initiatives such as multimodal logistics, reusable and recycled packaging systems, improved vehicle utilization, low carbon-based transportation, and greater localization. Each of these actions helps us reduce environmental impact while strengthening supply chain resilience.

As we move ahead, our focus will remain on responsible sourcing, deeper supplier collaboration, and smarter, cleaner operations. At PGP Glass, every bottle carries not just glass, but the commitment of an entire value chain.

Sincerely,

Vigghnesh Navvale

Vice President

Supply Chain Management, PGP Glass

Supply Chain Management

The Journey Behind Every Product

Supply chain, at PGP Glass, is a strategic pillar that underpins our commitment to sustainable growth, operational resilience, and responsible value creation. In FY26, we continued to strengthen our procurement ecosystem by embedding sustainability principles across the value chain, ensuring alignment with global standards and stakeholder expectations. Our approach is governed by a robust procurement architecture, anchored in the Sustainable Procurement Manual and Procurement Handbook. These frameworks define how we engage with suppliers, evaluate performance, manage risks, and drive continuous

PGP Glass maintains a comprehensive Sustainable Procurement Policy, aligned with ISO 20400:2017 (Sustainable Procurement – Guidance) and global best practices.

improvement, while integrating environmental, social, governance, and economic considerations into all procurement decisions.

Policy and Governance Framework

PGP Glass maintains a comprehensive Sustainable Procurement Policy, aligned with ISO 20400:2017 (Sustainable Procurement – Guidance) and global best practices. This policy ensures that procurement decisions systematically reflect our environmental stewardship, ethical standards, and socio-economic responsibilities.

Our policy framework enables us to:

- Promote responsible sourcing and lifecycle thinking, considering environmental and social impacts from raw material extraction to end-of-life.
- Embed ESG criteria across supplier selection and evaluation processes, driving accountability throughout the value chain.

- Uphold transparency, fairness, and ethical business conduct in all procurement activities.

- Strengthen local supplier ecosystems and MSMEs, contributing to regional economic development.

- Ensure full compliance with national and international regulations, including those relating to labour rights, human rights, occupational health & safety, and environmental protection

The policy applies across all business units and geographies, covering the complete procurement lifecycle—from pre-sourcing planning and supplier onboarding to contract management, monitoring, and performance evaluation. Governance oversight is embedded through internal audits, compliance reviews, and leadership monitoring to ensure consistent implementation.

Supplier Lifecycle Management & Due Diligence

To ensure responsible procurement practices, PGP Glass has institutionalized a structured Supplier Lifecycle Management framework. This framework integrates ESG due diligence at every stage:

1. Supplier Onboarding and Registration

- All suppliers (tier-1 & tier-2) undergo a rigorous due diligence process, covering legal compliance, financial health, and ESG assessments.
-
- Suppliers are categorized based on risk profiling (High/Medium/Low) to determine the level of scrutiny and engagement required.

2. Pre-Qualification and Selection Criteria

- **Suppliers are assessed against multi-dimensional criteria, including:** Product quality and reliability, Cost competitiveness, ESG performance and maturity, compliance with labour, safety, and environmental regulations

- **Strong emphasis is placed on:** environmental management systems (EMS), human rights and ethical labour practices and zero tolerance for corruption, forced labour, and child labour.

3. Performance Monitoring and Evaluation

Suppliers are evaluated through periodic scorecards covering: Delivery timelines, Quality adherence, Cost efficiency and ESG Key Performance Indicators (KPIs). Underperforming or high-risk suppliers are assigned corrective action plans, with continuous monitoring and possible disengagement in case of persistent non-compliance.

4. Supplier Audits and Site Visits

Both announced and unannounced audits are conducted to validate supplier performance. Key assessment areas include: Workplace safety and employee welfare, Environmental compliance and resource management and Ethical conduct and governance practices.

5. Contract Management and Compliance

All supplier contracts incorporate mandatory sustainability clauses, including: Prohibition of forced or involuntary labour, Waste reduction and resource efficiency requirements, Ethical sourcing and anti-corruption commitments and Disclosure of conflicts of interest. Contracts also include clauses on: Data privacy and cybersecurity, Safe handling of materials and Adoption of low-emission logistics practices where feasible.

Core Procurement Principles

Our procurement practices are guided by a set of core operating principles that ensure consistency, efficiency, and sustainability:

- **Fairness and Transparency:** Decisions are merit-based, ensuring equal opportunity and preventing bias or favouritism.
-
- **Standardization:** Material specifications and logistics processes are standardized to reduce variability, improve efficiency, and minimize waste generation.

- **Total Cost of Ownership:** Procurement decisions extend beyond price to incorporate lifecycle costs, environmental impact, and reputational risks.
- **Risk-Based Sourcing:** Procurement strategies are informed by market intelligence, supply risk assessments, and scenario analysis.
- **Digital Procurement Enablement:** Deployment of e-procurement platforms enhances process efficiency, auditability, and end-to-end traceability.

Supplier Code of Conduct

PGP Glass enforces a comprehensive Supplier Code of Conduct, which serves as a cornerstone of responsible business engagement. Suppliers are required to:

- Uphold human rights, diversity, non-discrimination, and safe working conditions.
- Actively reduce greenhouse gas emissions and implement responsible waste management practices.

- Ensure transparency in material sourcing, including disclosure related to conflict minerals.
- Comply with anti-bribery, fair competition, and intellectual property regulations.

Non-compliance with this code may result in corrective actions, contractual penalties, or termination of business engagement, depending on severity.

Capacity Building and Supplier Engagement

Recognizing that suppliers are critical enablers of our sustainability journey, PGP Glass invests in supplier development and collaborative value creation:

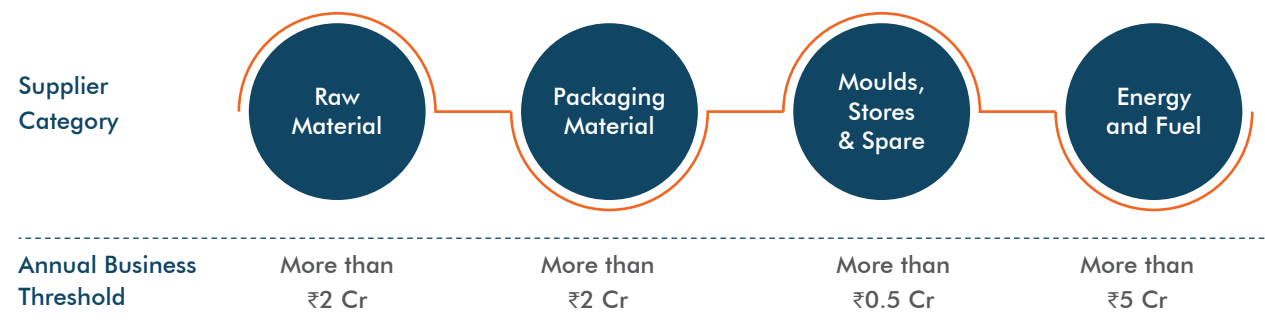
- Conducts ESG awareness programs and technical training sessions for high-impact and strategic suppliers.
- Organizes Supplier Meets, workshops, and knowledge-sharing forums to align stakeholders with PGP's sustainability vision.

- Encourages supplier-led innovation, including trials for sustainable materials, alternative packaging, and process improvements.
- Collaborates with industry bodies such as CII, FICCI, and QCFI to drive sector-wide sustainability improvements.

These initiatives foster a culture of partnership, transparency, and continuous improvement across the supply network.



Key Performance Indicators	Unit	Total	Supplier Category 1 (Raw Material)	Supplier Category 2 (Packaging Material)	Supplier Category 3 (Moulds, Stores & Spare)	Supplier Category 4 (Energy and Fuel)
Total Suppliers in each category	Numbers	931	83	65	764	19
% of suppliers in different categories	%	100%	9%	7%	82%	2%
Number of targeted suppliers (Tier-1, Tier-2 both)	Numbers	69	38	12	7	12
% of total procurement spend	%	84%	87%	90%	24%	97%
% of suppliers who have signed supplier code of conduct	%	100%	100%	100%	100%	100%
% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	%	100%	100%	100%	100%	100%
% of targeted suppliers covered by sustainability assessment	%	58%	79%	17%	14%	58%
% of targeted suppliers covered by sustainability on-site audit	%	39%	66%	17%	0%	0%
% of targeted suppliers who received corrective action plan	%	39%	66%	17%	0%	0%
% of targeted suppliers assessed with regards to the REACH requirements	%	46%	79%	17%	0%	0%
Number of buyers	Numbers	12	3	2	6	1
Number of buyers who received training on sustainable procurement	Numbers	12	3	2	6	1
% of buyers who received training on sustainable procurement	%	100%	100%	100%	100%	100%



Advancing Sustainability Through Strategic Supply Chain Initiatives

PGP Glass on continuous basis enhancing efforts to embed sustainability into operational execution through targeted initiatives led by the Value Chain function. Our initiatives are aligned with ISO 20400 principles and contribute to reducing environmental impact while enhancing supply chain resilience and efficiency.

Sustainable Freight Optimization

To strengthen sustainable supply chain performance, we have shifted towards multimodal logistics by increasing rail movement and alternate gateway utilization and reduced dependency on Jawaharlal Nehru Port (JNPT) by 5% in FY26. This initiative supports lower logistics emissions,

improved network resilience, and better route diversification. Although origin costs remain above budget due to higher use of Inland Container Depots (ICD) Sanand and Mundra, the approach enables long-term carbon-efficient and operationally agile supply chain management.

Circular Packaging Transformation

A key initiative involved redesigning secondary packaging systems to improve efficiency and sustainability: Optimized carton and divider design enhanced loadability and product protection. Use of higher GSM corrugated materials improved compression strength and stacking capability. Transitioned from single-use packaging materials (brown paper rolls and shrink wraps) to reusable belt systems, reducing waste generation.

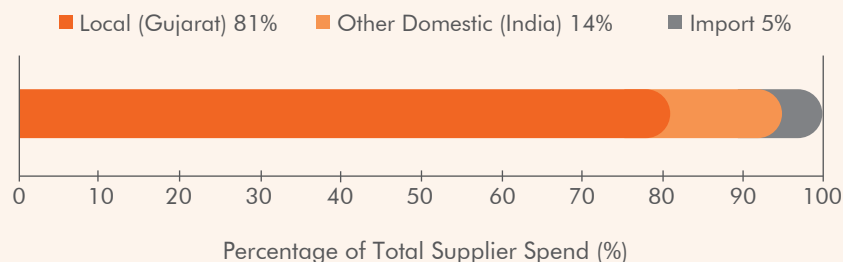
Returnable and Recycled Packaging Systems

In tandem, we expanded the use of returnable and recycled packaging materials such as recycled plastic pallets and reusable divider trays. This initiative reduced our dependency on virgin materials and helped introduce circularity into our logistics operations. By coordinating closely with suppliers and transport partners, we ensured that these packaging elements could be collected, refurbished, and reintroduced into the cycle, enabling a closed-loop system that benefits both PGP Glass and its partners.

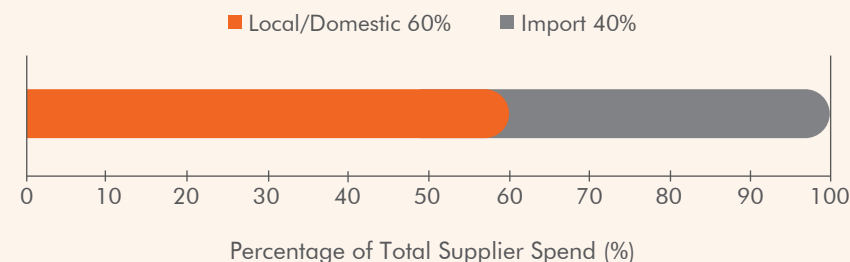
Vendor Rationalization and Localization

As part of our vendor rationalization and localization strategy, we continue to prioritize procurement from suppliers located close to our operations, enhancing supply chain resilience while reducing transportation-related environmental impacts. For reporting purposes, local suppliers in India are defined as suppliers located within the same state as the manufacturing facility (Gujarat). In Sri Lanka, all suppliers based within the country are considered local suppliers.

FY26 Supplier Spend Distribution- India



FY26 Supplier Spend Distribution- Sri Lanka



Optimized Logistics and Cleaner Transportation

On the logistics front, we continued to strengthen our commitment to sustainable and efficient transportation by transitioning from smaller, fragmented shipments to Full Truck Load (FTL) and route-optimized dispatches. By improving vehicle fill rates and carefully planning delivery schedules, we minimized empty return trips and reduced unnecessary transportation movements. This shift not only enhanced cost efficiency and improved lead times but also contributed to a measurable reduction in Scope 3 emissions associated with outbound logistics. Additionally, we have transitioned our fleet of 7 employee transportation buses to CNG and

adopted CNG-powered vehicles for transporting packaging materials from our Jarod unit to the Glass Plants.

Collaborative Supplier Engagement

We continued to strengthen supplier engagement by aligning our supply chain with shared sustainability objectives. During the year, structured supplier assessments and audits were conducted to evaluate key environmental, social, and governance (ESG) parameters. We also engaged strategic suppliers through awareness initiatives focused on resource efficiency, waste reduction, and responsible sourcing practices. Our commitment to ethical business conduct

extends across our value chain. In FY26, no confirmed incidents resulted in the termination or non-renewal of contracts with business partners due to violations related to corruption.

Raw Material Used

At PGP Glass, we strive to enhance resource efficiency across our operations through the responsible use of materials and packaging. We develop our packaging materials in-house for the transportation of glass containers, with 80% recycled paper content incorporated into these solutions. During FY26, our primary raw materials included silica sand, soda ash, limestone, dolomite, feldspar, cullet, and other batch materials used in the manufacture of glass products.

Raw Material Consumption 2025-26

Material Used	Unit	Kosamba	Jambusar	Horana	Ansa	Jarod
Silica Sand (Different types like P, E)	MT	79,447.50	1,46,540.04	30,694.00	-	-
Quartz (Semi snow white & snow white)	MT	37,665.59	-	-	-	-
Soda Ash (All Grades)	MT	31,393.63	47,929.48	11,039.00	-	-
Dolomite (All Grades)	MT	16,918.41	30,676.01	5,756.00	-	-
Lime Stone (All Grades)	MT	13,879.18	14,278.89	-	-	-
Alumina Hydrate	MT	4,016.41	2,780.75	-	-	-
Borax	MT	3,160.69	-	-	-	-
Feldspar (All Grades)	MT	3,357.13	5,028.23	2,038.00	-	-
Barium Carbonate	MT	1,155.12	-	-	-	-
Potassium Nitrate	MT	1,084.42	-	-	-	-
Sodium Sulphate	MT	830.46	1,171.68	-	-	-
Sodium Silicate Fluoride	MT	808.69	-	-	-	-
Manganese Dioxide	MT	297.15	-	-	-	-
Clear Flint Glass Cullet W/O Impurities	MT	295.62	-	-	-	-
Sodium Nitrate	MT	181.27	-	-	-	-
Selenium	MT	0.77	0.81	-	-	-
Zinc Selenite	MT	0.69	1.76	-	-	-
Cobalt Oxide	MT	0.16	0.29	-	-	-
Raw Cullet Amber	MT	-	29,300.41	-	-	-
Calcite	MT	-	5,047.56	5,899.00	-	-
External Cullet - Green	MT	-	3,951.67	-	-	-

Material Used	Unit	Kosamba	Jambusar	Horana	Ansa	Jarod
Snow White Quartz	MT	-	1,104.71	-	-	-
Coke Powder	MT	-	140.77	-	-	-
Red Oxide	MT	-	62.22	-	-	-
Frost Chem	MT	-	-	-	6,20,490.00	-
Color	MT	-	-	-	3,41,038.69	-
Ink & Additives	MT	-	-	-	38,096.50	9.82
Foil	MT	-	-	-	2,779.32	-
Label	MT	-	-	-	1,224.31	-
Mesh	MT	-	-	-	748.85	-
Chemical	MT	-	-	-	286.73	-
Others	MT	-	-	-	166.40	-
Tape	MT	-	-	-	102.40	-
Squeegee	MT	-	-	-	31.20	-
Strapping Roll (5MM, & 9MM)	MT	-	-	-	-	12,354.00
Pre-mix	MT	-	-	-	-	656.30
Briquettes	MT	-	-	-	-	2,305.97
Paper-based Packaging Material	MT	-	-	-	-	32,461.00
Plastics-based Packaging Material (Tape,Covers, Shrink Films, Separaters, Pouches etc)	MT	-	-	-	-	1,877.77
Total		1,94,492.87	2,88,015.28	55,426.00	10,04,964.40	49,664.85

As we move forward, we remain committed to advancing a sustainable and resilient supply ecosystem through enhanced supplier engagement, increased localization, responsible material sourcing, and continuous performance improvement. Together with our partners, we will continue to drive innovation, reduce environmental impacts, and create shared value across the value chain.

Biodiversity

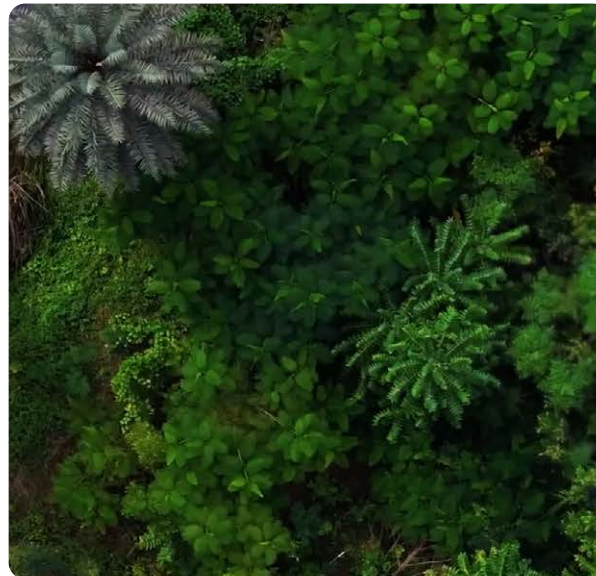
We view biodiversity conservation as an integral component of responsible manufacturing and long-term environmental sustainability. Although, our manufacturing facilities are not located within or adjacent to protected areas or areas of high biodiversity value. Furthermore, based on internal environmental assessments, our operations do not intersect with ecosystems identified as critical habitats under national or international conservation frameworks.

While our operations are not situated in ecologically vulnerable zones, we recognize that industrial activities can still influence local ecosystems. Accordingly, we actively manage our environmental footprint to ensure that no significant adverse impacts on biodiversity arise from our operations. Our approach includes strict adherence to environmental regulations, continuous monitoring of emissions, and the conscious avoidance of invasive species in our landscaping or afforestation initiatives.

At PGP, we aim to cover 33% of the total available land at our respective plant locations with green cover through the plantation. These greenbelts function as

ecological buffers, supporting air quality improvement, reducing particulate dispersion, and facilitating the establishment of localized habitats for flora and fauna.

In addition to regulatory greening efforts, we have undertaken focused habitat restoration initiatives through the implementation of a Miyawaki plantation at company owned land. Developed three years ago, this plantation uses a dense, multi-layered planting



methodology with indigenous species to replicate natural forest ecosystems. Over the reporting period, the plantation has matured into a self-sustaining micro-habitat, promoting biodiversity by attracting bird species, pollinators, and small terrestrial organisms.

Our landscaping and plantation practices are guided by sustainability principles that prioritize native, climate-resilient, and drought-tolerant species, enabling efficient resource utilization while supporting local biodiversity. We also focus on improving soil quality and ensuring long-term ecological viability of green cover across our sites.

Based on available assessments and site evaluations, no species listed under the IUCN Red List or national conservation schedules have been identified within areas affected by our operations. We continue to remain vigilant in monitoring biodiversity aspects and will take necessary measures should any such species or habitats be identified in the future. Looking ahead, PGP Glass is committed to further integrating biodiversity considerations into its operational planning and expansion activities.

Air Emissions

We measure and monitor our air emissions that occurs at our manufacturing sites Kosamba (India), Jambusar (India), and Horana (Sri Lanka). The emission source on these sites are furnaces used for heating the raw material to produce glass which as a result release SO_x, NO_x and PM. The measurement of air emission is done on monthly basis through direct sampling method. The increase in Kosamba emission load is due to addition of new stack of 120 TPD furnace this year. This is year wise air emission performance for all the plants.



PM Emission (in tonne)

	FY26	FY25	FY24
Kosamba	3.10	2.27	8.19
Jambusar	7.84	2.71	2.46
Horana	5.00	3.09	5.67
Total	15.94	8.07	16.32

SO_x Emission (in tonne)

	FY26	FY25	FY24
Kosamba	3.16	2.02	10.38
Jambusar	8.48	4.05	3.87
Horana	7.40	15.28	27.01
Total	19.04	21.35	41.26

NO_x Emission (in tonne)

	FY26	FY25	FY24
Kosamba	3.49	2.64	0.86
Jambusar	6.15	3.42	3.24
Horana	12.14	17.31	13.94
Total	21.78	23.37	18.04

Footnote: FY24 was a leap year therefore for calculation 366 days is used

Ozone Depleting Substance (ODS)

R-22 is the only ODS we are using at PGP glass in manufacturing and decoration plants for Heating, Ventilation, and Air Conditioning (HVAC) purposes.

R-22 (in tonne)

	FY26	FY25	FY24
Kosamba	0.264	0.122	0.244
Jambusar	0.183	0.244	0.184
Horana	0.0085	0.034	0.00
ANSA	0.115	0.282	0.0705
Total	0.5705	0.682	0.4985



Committed to Responsible Water Management

Water is a shared, finite and locally sensitive resource. For PGP Glass, water is integral to our manufacturing operations, particularly in cooling, batch preparation, cleaning, utilities and allied process requirements. At the same time, we recognize that our responsibility extends beyond operational efficiency. Our approach to water stewardship is anchored in protecting business continuity, reducing pressure on local water sources, supporting surrounding ecosystems and respecting the needs of communities around our manufacturing locations.

In FY26, we continued to strengthen our structured approach to water management across our plants, guided by our sustainability vision and operational excellence framework. Our water efficiency management practices are aligned with ISO 46001:2019, reinforcing our commitment to systematic monitoring, reduction, recycling, reuse and recover (4 R approach) in water performance.

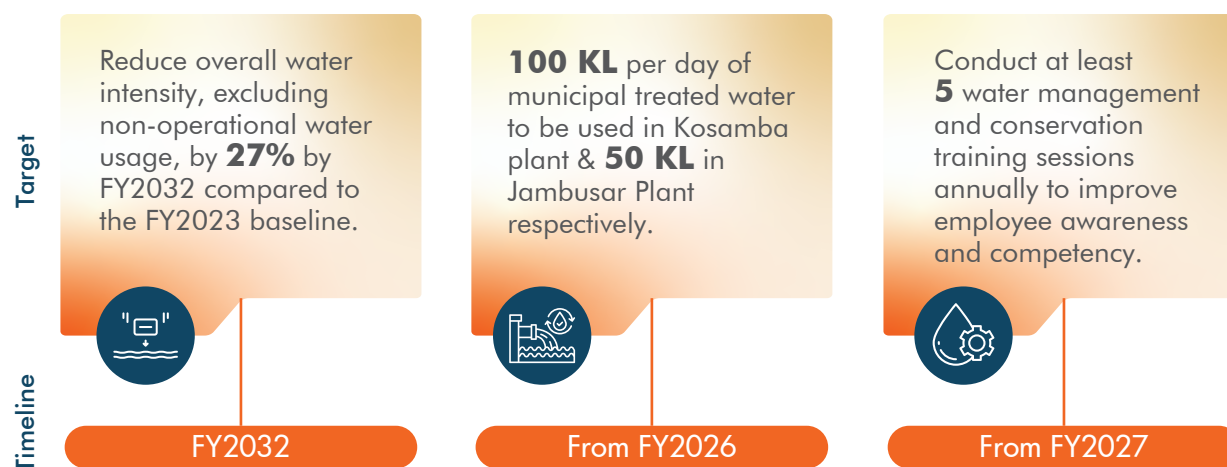
Our Performance & Commitment

In FY26, PGP Glass sustained its focus on reducing groundwater dependency across operations. Building on our commitment to reduce groundwater consumption by 20% by FY2025–26 (with FY2022–23 as the baseline year), we

significantly surpassed this target by achieving a 27% reduction in groundwater withdrawal during FY2025–26.

This milestone reflects the effectiveness of our conservation initiatives, process optimisations, and adoption of sustainable water management practices. As we move ahead, we are setting more ambitious targets to further strengthen our water resilience and drive long-term sustainability. Our new targets are as follows:

In FY26, we continued to strengthen our structured approach to water management across our plants, guided by our sustainability vision and operational excellence framework.



These targets will be supported by plant-level action plans, monthly performance reviews and periodic management oversight.

Our Water Management Approach

PGP Glass adopts a site-level, risk-based approach to water management, recognising that water-related risks are inherently local and context-specific. Each manufacturing facility continuously monitors water withdrawal, consumption, recycling, and discharge patterns through a Water Management Information System (MIS), supported by robust monthly review mechanisms.

During the reporting period, we conducted ground water neutrality assessments to evaluate our operational impact in the regions where we operate. The assessment results indicate that all four manufacturing sites of PGP Glass are ground water positive, reflecting our sustained efforts towards responsible and efficient water management.

We continue to reduce our dependence on groundwater and freshwater sources through a combination of conservation, recycling and alternative water sourcing initiatives.

We continue to reduce our dependence on groundwater and freshwater sources through a combination of conservation, recycling and alternative water sourcing initiatives. These include the treatment and reuse of public sewage, increased utilisation of rainwater, process-level water optimisation, and ongoing efforts to integrate canal water into our operations at Kosamba location.

Water Withdrawal, Consumption and Discharge

PGP Glass follows a Zero Liquid Discharge (ZLD) approach across most of its plants (except Jambusar and the ANSA Frosting Unit). Under the ZLD approach, wastewater generated from operations is treated, recovered and reused within the facility, thereby reducing freshwater dependency and minimising external discharge.

At the Jambusar site, effluent is treated through a multi-stage process comprising primary treatment for screening, secondary treatment for reduction of BOD and COD, and tertiary treatment through Reverse Osmosis (RO)-chem. The permeate generated from the treatment process is reused in industrial operations, while the reject is partly utilised within plant processes. The remaining reject is sent to the Common

Effluent Treatment Plant (CETP) for further treatment. Similarly, at the ANSA Frosting Unit, effluent is treated in an on-site Effluent Treatment Plant (ETP) before being discharged to the CETP for further treatment.

In line with our operating model and ZLD-based approach, water withdrawal is considered equivalent to water consumption for most of our operations. As withdrawn water is either: consumed in processes, lost through evaporation, incorporated into operational systems and recycled and reused within the ZLD loop.



PGP Glass Water Data- FY26	Kosamba	Jambusar	Ansa	Jarod	Horana	PGP Glass
UOM	m3	m3	m3	m3	m3	Mega Litre
Water Withdrawal Total volume	1,12,206	1,97,551	19,256	15,569	67,464	412
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	-	55,617	-	-	34,102	90
Groundwater – non renewable	86,740	1,33,121	19,256	10,678	7,755	258
Third party sources from municipal water suppliers, private party, and wastewater from any other organization	25,466	8,813	-	4,891	25,607	65
Water Discharge-Total volume						
Third-party destinations	-	13,118	3,586	-	-	17
Water recycled/reused	1,41,125	2,29,883	14,331	4,620	38,093	428

We ensure compliance with all applicable state and national water regulations, with stringent monitoring systems in place to verify that treated wastewater meets regulatory standards prior to reuse or discharge. During FY26, no incidents of non-compliance related to water discharge were reported.

Driving Efficiency Through Targeted Interventions

During FY26, PGP Glass implemented several site-specific initiatives to improve water efficiency and reduce freshwater dependency. These interventions were prioritized based on plant-level water demand, hydrological conditions, operational requirements and potential for measurable savings. Key interventions during the year included:

Water Stewardship Lever	FY26 Initiatives	Site	Reported Benefit & Outcomes
Alternative water sourcing	Use of SMC municipality water with reject mix	Kosamba	~10 KLD reject water saving ~101 KLD raw water saving
Water measurement	Digitisation of flowmeters in existing plant	Kosamba/ Jambusar	Improved flow value tracking
Efficient irrigation	Drip irrigation at 21-acre plot location	Kosamba	Reduced water utilization for gardening application
Rainwater utilization	Rainwater utilization in 120 TPD	Kosamba	Rainwater utilization strengthened
Process water recycling	Scoop water recirculation in 60 TPD	Kosamba	~3 KL/d water saving
Rainwater harvesting	120 TPD rooftop rainwater collected in underground tank and reused as RO water	Kosamba	Rainwater reused as RO water input
Rainwater utilization	120 Compressor Cooling Tower (CCT) Side Roof Top Rainwater Reuse as Make up Water	Kosamba	Rainwater reused in cooling tower
Condensate recovery	Compressor and air dryer condensate collected in pit and reused as RO water	Kosamba	~1 KL/d water saving
Process water recycling	S-22 shear water collected and reused in shear water tank as make-up	Kosamba	~0.5 KLD water saving
Process water recycling	120 TPD IS machine scoop cooling water collected and reused in CCT	Kosamba	~7 KLD water saving
Rainwater harvesting	ETP and STP rooftop rainwater collected in ETP treated tank	Kosamba	Rainwater integrated into water treated system

Water Stewardship Lever	FY26 Initiatives	Site	Reported Benefit & Outcomes
Treated water reuse	ETP-treated water used for toilet flushing in place of raw water	Kosamba	~2 KLD water saving
Rainwater harvesting	Rooftop rainwater collected in 400 KL underground tank and reused as RO/Raw water	Kosamba	Rainwater reused as RO/Raw water input
Water reuse	RO plant sensor water collected and reused as raw water	Kosamba	Reuse stream established
Alternative water sourcing	SMC municipality water usage, minimum 100 KL/day	Kosamba	Alternative water source established
Freshwater reduction	The outlet diameter of the water pipe has been optimized to reduce excessive water flow and avoid wastage	Jambusar	~13 KLD water saving
Freshwater reduction	RO water reduction by using an orifice in taps as it lowers the water velocity	Jambusar	RO water reduction
Alternative water sourcing	Use of VMC water blended with reject water to reduce Mechanical Vapor Recompression Evaporator (MVRE) feed and enable eventual MVRE shutdown.	Jambusar	~60 KLD raw water saving (min. quality agreement with VMC) ~3 KLD reject water saving
Reject water management	Evaporation of reject water through waste heat recovery	Jambusar	~1 KLD water saving
Water reuse	Recirculation of ETP-treated water in industrial circuit	Jambusar	~70 KLD water saving
Water Less urinals	Installation of four waterless urinals	Jambusar	Reduced water demand in domestic usage areas
Rainwater utilization	Rainwater pond construction	Jambusar	Total pond water used: 55,617 KL in year
Process water circularity	Recirculation of jacketed water during furnace hot work	Jambusar	Jacketed water recycled internally

Water Stewardship Lever	FY26 Initiatives	Site	Reported Benefit & Outcomes
Reject water reuse	Recirculation of reject water to ETP during monsoon and other periods	Jambusar	~1 KLD water saving
Alternative water sourcing	Use of VMC municipality water, 60 KL/day	Jambusar	Reduced dependency on conventional freshwater source
Treated water substitution	River water reduction for Heat End operations through ETP-water substitution	Horana	Reduced pressure on freshwater
Treated water reuse	Increased reuse of STP-treated water in flushing systems	Ansa Deco	Saving of ~900 KL/month and reduced water consumption
Water accounting	Water balance diagram	Jarod	Water balance completed for plant-level visibility
Treated water reuse	STP-treated water reused in flushing to reduce raw water extraction	Jarod	~6 KLD water saving
Wastewater recovery	Canteen wastewater transfer to STP inlet line and reuse of treated STP water for flushing to reduce raw water extraction.	Jarod	~2 KLD water saving

Building a Water-Conscious Culture

While infrastructure and technology are key enablers of water efficiency, long-term water stewardship also depends on employee participation and behavioural change. Across the year, we keep building a water-conscious culture through awareness

drives, capacity-building sessions, shopfloor engagement and internal communication initiatives.

Employees across sites are encouraged to identify water-saving opportunities, report leakages, reduce avoidable consumption and support plant-level conservation initiatives. This collective ownership has

helped integrate water conservation into daily operational decision-making and strengthened our culture of responsible resource use.

As we move ahead, we will continue to build on this progress by setting new water-related targets and further enhancing our focus on water security, circularity and conservation across operations

Message from the Chief Operating Officer - Sri Lanka



"Our teams continue to improve—using resources thoughtfully, strengthening operational reliability, and embracing sustainability not as a target, but as a way of working."

Dear Stakeholders,

At PGP Glass Sri Lanka, our work begins with a simple belief: every glass container we make must protect what matters—whether it is food on a family table, medicine that restores health, or a beverage shared in moments of joy.

FY26 was a year of steady commitment for our teams. In serving food, pharmaceutical, beverage, and specialty food and beverage customers, we remained focused on consistency, care, and responsiveness. Behind every shipment and every customer promise stood people who brought patience, precision, and pride to their work.

What encourages me most is the quiet discipline with which our teams continue to improve—using resources thoughtfully,

strengthening operational reliability, and embracing sustainability not as a target, but as a way of working.

As we move forward, our focus will be to grow responsibly, serve our customers better, and continue creating glass packaging that carries quality, trust, and purpose.

Sincerely,

Samit Datta
Chief Operating Officer
Sri Lanka

Waste Management and Circularity

At PGP Glass, circularity remains a fundamental pillar of our sustainability strategy. Glass is inherently a circular material, capable of being recycled infinitely without compromising quality or performance. Our approach focuses on maximizing the use of recycled glass cullet in manufacturing processes while reducing dependence on virgin raw materials and minimizing waste generation across operations.

During FY26, PGP Glass achieved a total cullet utilization rate of 33%, comprising internally generated cullet and externally sourced post-consumer recycled (PCR) cullet.

Internal cullet generated from process breakage, quality rejections, and off-spec production is directly reintegrated into the manufacturing cycle, enabling efficient material recovery and minimizing production waste. Externally sourced PCR cullet continues to play an important role in strengthening circular material flows; however, challenges associated with glass waste segregation, collection, contamination, and sorting infrastructure continue to limit wider availability and quality of recycled glass in the domestic market.

To strengthen closed-loop recycling systems, PGP Glass continues to collaborate with customers and recyclers to facilitate the collection and procurement of used glass bottles and recyclable glass waste. This initiative supports traceable PCR sourcing, enhances material circularity, and contributes to the development of a more resilient recycling ecosystem.

The increased use of cullet contributes significantly toward reducing environmental



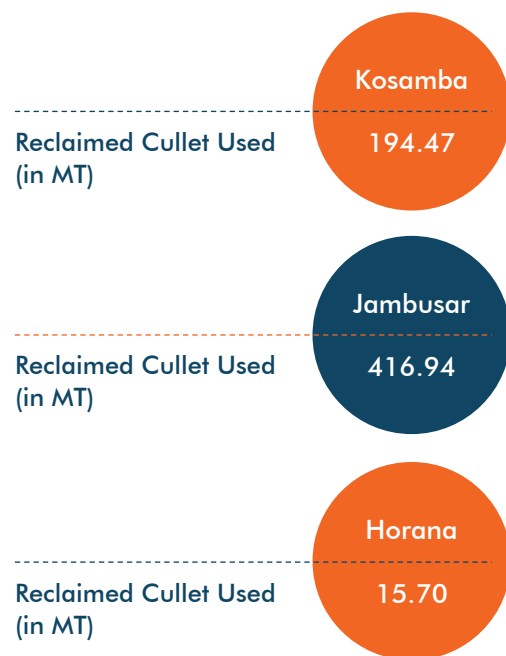
impacts associated with glass manufacturing. Compared to virgin raw materials, cullet melting requires lower furnace energy consumption, thereby supporting reduction in Scope 1 greenhouse gas emissions. Additionally, cullet utilization reduces the extraction of virgin minerals such as silica sand, soda ash, feldspar, and limestone, thereby conserving natural resources and supporting long-term resource efficiency.

Through continuous improvement initiatives in cullet recovery, recycling, and responsible material management, PGP Glass is strengthening its transition toward a circular and low-carbon manufacturing model aligned with global sustainability goals.

Cullet % Used at PGP Glass	FY25	FY26
Kosamba	23	22
Jambusar	35	34
Horana	39	51
Total	32	33

Use of Reclaimed Materials

In FY26, we utilized 627.11 MT of reclaimed materials across our operations. By integrating reclaimed materials into our production processes, we support our circular economy objectives, reduce reliance on virgin raw materials, and promote efficient resource utilization. The disclosed figure represents the total quantity of reclaimed material used during the reporting period:



Waste Generation and Significant Waste-related Impacts

The primary waste-related impacts at PGP Glass arise from manufacturing operations, packaging activities, utilities, maintenance processes, wastewater treatment systems, and ancillary operational activities across manufacturing locations.

Stage	Inputs	Activities	Outputs	Waste-related Impacts
Upstream	Raw materials, packaging inputs, PCR cullet	Procurement & transportation	Material inputs to plant	Sand Extraction waste, packaging waste
Operations (Internal)	Virgin raw materials, internal cullet, PCR cullet	Melting, forming, finishing	Glass containers, cullet	Furnace dust, rejected glass, ETP sludge
Internal Recycling	In-process cullet	Sorting, cleaning, re-melting	Recycled glass input	Minimal (high recovery efficiency)
Downstream	Finished glass products	Distribution, consumer use	Post-consumer glass waste	Landfill risk if not recycled
Waste Handling	Scrap, sludge, packaging waste	Treatment, recycling, disposal	Recycled materials / landfill waste	Environmental contamination risks

We have implemented a structured and data-driven approach to manage waste generation and its associated impacts across our manufacturing operations. All plants follow a standardized waste tracking and reporting system, wherein key metrics such as waste type, quantity, disposal route, and recovery method are monitored on a monthly basis and consolidated for annual reporting.

Waste generated across our facilities is managed through authorized and certified Third-party waste management partners registered with regulatory bodies such as GPCB and CPCB. These third parties handle waste collection, transportation, recycling, and disposal in accordance with applicable environmental regulations.

Waste Generated by Composition

Waste quantities at PGP Glass are compiled using a combination of direct measurements and documented records, including weighbridge data, waste manifests, recycler certificates, and internal tracking systems. Roles and

responsibilities for waste management are clearly defined: the Stores department oversees the handling, storage, and disposal coordination of non-hazardous waste, while the Environment department is responsible for the management and

compliant disposal of hazardous waste in accordance with applicable regulatory requirements. These structured processes ensure accountability, regulatory compliance, and accuracy in waste data reporting.

Hazardous Waste Generation & Disposal

FY 25-26	Data for FY 26 (01-April 2025 to 31-March 2026)									
Categories	UOM	Hazardous / Non-Hazardous	Disposal Method	KSB Plant	JBR Plant	ANSA (All Units) Plants	KGDPL Jarod Plant	Horana Plant	Nattandiya Plant	Total
E-Waste	MT	Hazardous	Recycle	1.18	1.76	-	-	0.00		2.94
Mineral Oil Waste (Used Oil)	MT	Hazardous	Recycle	14.14	1.44	0.57	-	3.31	-	19.46
ETP Sludge	MT	Hazardous	Landfill	11.61	115.63	294.05			421.29	
ETP Sludge	MT	Hazardous	Incineration					5.58		5.58
Evaporated sludge	MT	Hazardous	Landfill	0.00	0	7.67	5.52			13.19
Cotton Waste	MT	Hazardous	Incineration	5.18	24.48	9.96				39.62
Empty barrels/ containers contaminated with hazardous chemicals/ waste	MT	Hazardous	Recycle		15.00	24.55	0.95			40.50
Coating Sludge	MT	Hazardous	Incineration			77.37				77.37
Waste Solvent	MT	Hazardous	Incineration			8.78				8.78
Cullet Mud	MT	Hazardous	Landfill							0.00
PVC Plastic waste	MT	Hazardous	Recycle			5.70				5.70
Spent Oil	MT	Hazardous								0.00
Printing Ink	MT	Hazardous								0.00
Total Hazardous Waste				32.11	158.31	428.64	6.47	8.89	0	632.42

*Mineral oil/used oil: MT = kL × 0.9, based on DCCEEW unit conversion guidance.

Non-Hazardous Waste Generation & Disposal

FY 25-26	Data for FY 26 (01-April 2025 to 31-March 2026)								
Categories	UOM	Disposal Method	Kosamba	Jambusar	ANSA (All Units)	KGDPL Jarod	Horana	Nattandiya	Total
Paper Waste	MT	Recycle	-	-	-	495.03	-	-	495.03
Plastic Waste	MT	Recycle	377.11	360.74	83.58	47.21	54.84	-	923.48
Metal Waste	MT	Recycle	285.73	211.92	29.42	12.43	236.51	-	776.01
Food Waste	MT	Repurpose	33.08	38.16	-	-	26.00	-	97.24
Corrugated waste	MT	Recycle	1367.43	1027.56	282.54	-	83.00	-	2760.53
Wooden Scrap	MT	Recycle	216.45	263.13	19.92	15.82	-	-	515.32
Cullet Waste	MT	Recycle	9021.15	117.13	-	-	-	-	9138.28
Wet Waste	MT	Recycle	5.31	-	-	-	-	7733.76	7739.07
Dry Waste	MT	Recycle	79.53	-	-	-	-	1.87	81.40
Other	MT	Recycle	1518.81	748.24	-	1.57	-	-	2268.62
Battery	MT	Recycle	1.15	23.59	0.31	0.48	-	-	25.54
Construction and demolition	MT	Recycle	-	-	-	-	-	-	0.00
Electrical & Machine	MT	Recycle	4.94	7.71	-	-	-	-	12.65
Mix Waste	MT	Recycle	-	190.69	146.00	-	-	-	336.69
Total Non-Hazardous Waste			12910.70	2988.87	561.77	572.54	400.35	7735.64	25169.86

Waste Disposal Method

Site-Wise Disposal Method in FY26		KSB Plant	JBR Plant	ANSA (All Units) Plants	KGDPL Jarod Plant	Horana Plant	Nattandiya Plant	Total Disposal (%)
Hazardous Waste	Recycle	15.32	18.20	30.82	0.95	3.31	0	0.27%
	Landfill	11.61	115.63	301.72	5.52	0	0	1.68%
	Incineration	5.18	24.48	96.11	0	5.58	0	0.51%
Non-Hazardous Waste	Recycle	12877.62	2950.71	561.77	572.54	374.35	7735.64	97.16%
	Repurpose	33.08	38.16	0.00	0.00	26.00	0.00	0.38%

PGP Glass continues to prioritize recovery operations in line with the waste management hierarchy. During FY26, 98.41% of total waste generated was diverted from disposal through recycling, repurposing, co-processing, and other recovery operations. We continue to work with authorized recyclers and recovery partners to improve material recovery rates and strengthen circular waste management practices. Food waste generated from canteen operations is repurposed as animal feed. Glass cullet generated during production was internally recycled back into the manufacturing process, reducing virgin raw material consumption and furnace energy requirements.

Hazardous Waste Disposal

Waste Category	FY24	FY25	FY26
Recycle	49.22	34.04	68.59
Landfill	448.71	442.37	434.48
Incineration	30.495	106.55	131.35

Non-Hazardous Waste Disposal

Categories	FY24	FY25	FY26
Recycle	24891.15	23367.07	25072.62
Repurpose	23.20	248.39	97.24

Despite continued efforts toward waste minimization and recovery, certain waste

streams currently lack technically or economically viable recycling solutions and are therefore directed to authorized disposal facilities. Waste directed to landfill primarily includes ETP and STP sludge and other non-recoverable residual waste streams. We continue to explore alternative treatment technologies, co-processing opportunities, and recovery pathways to reduce landfill dependency and advance toward Zero Waste to Landfill aspirations.

Plastic Neutrality Commitment

We continue to uphold our Plastic Neutrality commitment through our long-standing partnership with Nepra Resource Management Pvt. Ltd., a recognized leader in sustainable plastic waste recovery. PGP Glass has offset its plastic footprint by supporting the recovery and environmentally responsible processing of an equivalent volume of post-consumer plastic waste. This initiative contributes to our Extended Producer Responsibility (EPR) while also strengthening the local recycling ecosystem and supporting livelihoods in the informal sector. Through continuous improvement, effective tracking systems, and collaboration with authorized recyclers, PGP Glass is advancing toward its goal of Zero Waste to Landfill.

13. SOCIAL:

BUILT BY PEOPLE, SUSTAINED BY PURPOSE



We bring this promise to life through health & safety excellence, employee development, and CSR initiatives that strengthen the communities around us.

Behind every bottle is a team—and behind every team is a promise: to provide a safe workplace, dignified work, and opportunities to grow. We bring this promise to life through health & safety excellence, employee development, and CSR initiatives that strengthen the communities around us.

Message from the Chief Human Resources Officer



"At PGP Glass, people are the foundation of our sustainability journey, driving responsible products, operational excellence, innovation, and continuous ESG progress through their skills, commitment, and shared sense of purpose."

Dear Stakeholders,

At PGP Glass, sustainability begins with people. Behind every responsible product, every operational improvement, and every step forward in our ESG journey are our colleagues—bringing skill, care, innovation, and commitment to the workplace each day.

In FY26, we continued to strengthen our people agenda with a focus on capability-building, inclusion, wellbeing, workplace safety, and meaningful engagement. As the business environment evolves, we recognise that preparing our workforce for the future is as important as meeting the needs of today. Our learning initiatives therefore continued to build technical, functional, leadership, digital, and sustainability-related capabilities, helping employees contribute with confidence and purpose.

Inclusion remains central to who we are as an organisation. We are proud to provide meaningful employment opportunities to colleagues from diverse backgrounds, including persons with disabilities, across our manufacturing ecosystem. Their contribution reminds us that a truly strong workplace is one where every individual feels respected, supported, and able to participate fully.

Employee wellbeing also continued to be a priority. Through initiatives focused on mental health, stress management, empathy, awareness, and resilience, we sought to create a workplace where people feel heard, valued, and cared for—not only as employees, but as individuals.

We also strengthened channels for dialogue and participation, encouraging employees and worker representatives to share perspectives that help shape a safer, fairer, and more responsive workplace. What gives me great confidence is the growing sense of ownership our people bring to sustainability. It is no longer seen as a separate agenda—it is becoming part of how we work, lead, and grow together.

Looking ahead, our focus will be on building future-ready skills, deepening inclusion, strengthening leadership capability, and nurturing a culture where performance and care go hand in hand. With the dedication of our people, PGP Glass will continue to grow as a responsible, resilient, and people-centric organisation.

Rajeev Yadav
Chief Human Resources Officer
PGP Glass

Social Performance: Workforce Overview

Empowering People: Engagement, Well-being and a Culture of Excellence

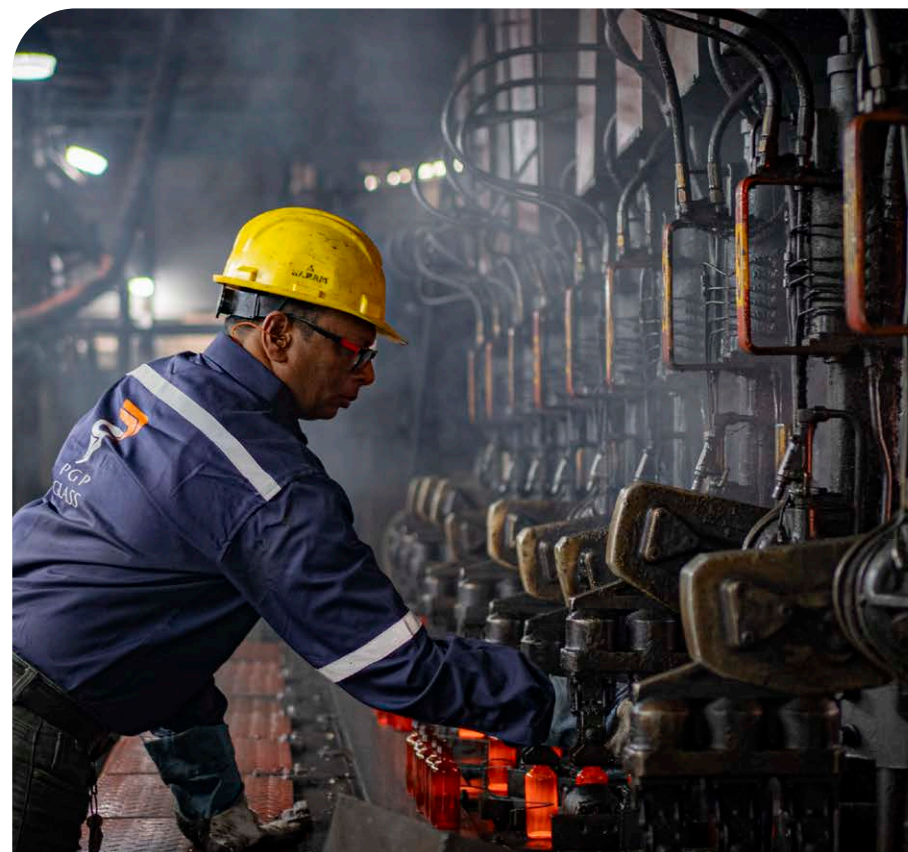
At PGP Glass, our people are central to how we deliver quality, reliability, and long-term value. We believe that a workplace where individuals feel respected, heard, and supported is fundamental to organisational excellence—especially in a manufacturing environment where safety, skills, and teamwork shape every outcome. Our people strategy is anchored in fair employment practices, continuous capability building, strong workforce dialogue, and an unwavering commitment to safe and healthy work across our operations.

In FY26, we continued strengthening a culture of transparent communication, employee participation, and recognition. We have consistent listening mechanisms—such as town halls, team huddles, one-on-one connects, and periodic surveys—and translated feedback into site-level action

plans focused on workplace experience, leadership connect, and learning pathways. Industry benchmarking highlights that manufacturers commonly use surveys, open forums, and manager conversations to gather employee feedback, reinforcing the relevance of these channels in building inclusive, high-trust workplaces.

Workforce Profile and Employment Practices

PGP Glass provides employment opportunities across plants and offices in India and Sri Lanka and other global locations, supported by structured HR systems for recruitment, retention, and career progression. In FY26, our total workforce comprised 10,907 individuals, including 4,930 permanent employees and 5,977 contractual workers.



Total Employees in FY26	FY26						
	AGE			Gender		Total	Disability
	Under 30 years old	30-50 years old	Over 50 years old	Male	Female		
PGP Glass Ltd. - Jambusar	209	977	249	1428	7	1435	15
PGP Glass Ltd. - Kosamba	425	1277	428	2127	3	2130	12
PGP Glass Ltd - Mumbai	15	41	20	53	23	76	0
PGP Glass Ltd. - Vadodara	20	66	22	100	8	108	0
Ansa Decoglass Pvt.Ltd. (Unit 1)	176	282	52	465	45	510	0
Ansa Decoglass Pvt.Ltd. (Unit 2)	0	0	0	0	0	0	0
Kosamba Glass Deco Pvt.Ltd. (Frosting)	5	15	2	20	2	22	0
Kosamba Glass Deco Pvt.Ltd. (PVC)	3	3	0	6	0	6	0
Kosamba Glass Deco Pvt Ltd - Jarod	35	40	3	76	2	78	0
PGP Glass Ceylon PLC - Ratmalanma	8	15	12	19	16	35	0
PGP Glass Ceylon PLC- Horana	81	291	80	435	17	452	0
PGP Glass Ceylon PLC - Nattandiya	0	4	0	4	0	4	0
PGP Glass USA, Inc.	2	20	30	33	19	52	0
PGP Glass Middle East FZCO	0	4	1	4	1	5	0
PGP Glass Europe SRL - France	4	9	4	14	3	17	0
Total	983	3044	903	4784	146	4930	27

Total number of Workers	Overall Number	
	Gender	
	Male	Female
PGP Glass Ltd. - Jambusar	1406	213
PGP Glass Ltd. - Kosamba	1316	551
PGP Glass Ltd - Mumbai	13	2
PGP Glass Ltd. - Vadodara	10	1
Ansa Decoglass Pvt.Ltd. (Unit 1)	1144	276
Ansa Decoglass Pvt.Ltd. (Unit 2)	0	0
Kosamba Glass Deco Pvt.Ltd. (Frosting)	112	42
Kosamba Glass Deco Pvt.Ltd. (PVC)	14	5
Kosamba Glass Deco Pvt Ltd - Jarod	375	68
PGP Glass Ceylon PLC - Ratmalana	3	0
PGP Glass Ceylon PLC- Horana	166	260
PGP Glass Ceylon PLC - Nattandiya	0	0
PGP Glass USA, Inc.	0	0
PGP Glass Middle East FZCO	0	0
PGP Glass Europe SRL -France	0	0
Total	4559	1418

Diversity Across Our Workforce

We believe a diverse workforce strengthens capability, broadens perspectives, and supports a more inclusive workplace. In FY26, our workforce comprised 4,930 employees and permanent workers, with the largest share in the 30–50 age group (3,044 employees; 61.7%), followed by 983 employees below 30 years and 903 above 50 years. This mix reflects a balance of emerging talent, operational maturity, and experienced leadership.

From a gender perspective, the workforce included 4,784 male employees and workers and 146 female employees and

workers. Female representation was highest in junior management, followed by middle management, while leadership representation remains an area for continued focus. At the same time, the age profile across management and worker categories highlights a healthy combination of experienced leadership, strong mid-career capability, and younger talent entering the organisation.

As we continue to strengthen our people agenda, we remain focused on creating a workplace that expands opportunity, supports inclusion, and builds a stronger talent pipeline across all levels.

Employee Category (in numbers)	Age			Gender	
	<30	30-50	>50	Male	Female
Sr. Management (Band 5 & Band 6)	0	1	18	19	0
Middle Management (Band 3 & Band 4)	1	63	113	164	13
Junior Management (Band 1 & Band 2)	380	865	333	1482	96
Permanent Workers	602	2115	439	3118	38
Total	983	3044	903	4783	147

Hiring and Retention

We pursued targeted hiring to strengthen critical capabilities across production, quality, engineering, EHS, sustainability, and digital initiatives. During FY26, we recorded 11.18% new permanent hire rate and a permanent-employee turnover rate of 8.67 %, analysed by age group, gender, and region to strengthen workforce planning and inclusion outcomes. We achieved a retention rate of 91.33%, reflecting a strong employee value proposition and a workplace culture that supports continuity, engagement, and professional growth. No senior management personnel have been hired from the local community during the past three reporting years.

Total number of New Employees Hired in FY26	FY26					Total	Disability
	AGE			Gender			
	Under 30 years old	30-50 years old	Over 50 years old	Male	Female		
PGP Glass Ltd. - Jambusar	53	29	2	79	5	84	0
PGP Glass Ltd. - Kosamba	134	83	1	215	3	218	0
PGP Glass Ltd - Mumbai	5	1	1	4	3	7	0
PGP Glass Ltd. - Vadodara	9	18	3	26	4	30	0
Ansa Decoglass Pvt.Ltd. (Unit 1)	83	38	2	109	14	123	0
Ansa Decoglass Pvt.Ltd. (Unit 2)	0	0	0	0	0	0	0
Kosamba Glass Deco Pvt.Ltd. (Frosting)	2	1	0	3	0	3	0
Kosamba Glass Deco Pvt.Ltd. (PVC)	2	0	0	2	0	2	0
Kosamba Glass Deco Pvt Ltd - Jarod	22	19	1	40	2	42	0
PGP Glass Ceylon PLC - Ratmalana	4	0	1	1	4	5	0
PGP Glass Ceylon PLC- Horana	20	4	0	24	0	24	0
PGP Glass Ceylon PLC - Nattandiya	0	0	0	0	0	0	0
PGP Glass USA, Inc.	0	5	0	4	1	5	0
PGP Glass Middle East FZCO	0	1	1	2	0	2	0
PGP Glass Europe SRL -France	3	3	0	3	3	6	0
Total	337	202	12	512	39	551	0

Total number of Employees Left in FY25	FY26						
	AGE			Gender		Total	Disability
	Under 30 years old	30-50 years old	Over 50 years old	Male	Female		
PGP Glass Ltd. - Jambusar	28	28	14	70	0	70	0
PGP Glass Ltd. - Kosamba	66	68	38	170	2	172	0
PGP Glass Ltd - Mumbai	6	4	5	11	4	15	0
PGP Glass Ltd. - Vadodara	7	17	1	22	3	25	0
Ansa Decoglass Pvt.Ltd. (Unit 1)	42	22	0	63	1	64	0
Ansa Decoglass Pvt.Ltd. (Unit 2)	0	0	0	0	0	0	0
Kosamba Glass Deco Pvt.Ltd. (Frosting)	1	0	0	1	0	1	0
Kosamba Glass Deco Pvt.Ltd. (PVC)	1	1	0	2	0	2	0
Kosamba Glass Deco Pvt Ltd - Jarod	15	15	3	33	0	33	0
PGP Glass Ceylon PLC - Ratmalana	3	0	2	3	2	5	0
PGP Glass Ceylon PLC- Horana	10	15	1	26	0	26	0
PGP Glass Ceylon PLC - Nattandiya	0	0	0	0	0	0	0
PGP Glass USA, Inc.	1	2	2	4	1	5	0
PGP Glass Middle East FZCO	0	0	0	0	0	0	0
PGP Glass Europe SRL -France	0	3	1	1	3	4	0
Total	180	175	67	406	16	422	0

Investing in People: Our Approach to Employee Well-being and Benefits

At PGP Glass, we believe that meaningful work begins with a workplace where people feel secure, supported, and valued. Our approach to employee benefits is built on this belief. We see benefits not only as a part of employment, but as an important way of caring for our people and supporting them through different stages of life.

Across our locations, we provide a range of benefits that help strengthen financial security, support health and well-being, encourage learning, and improve the overall employee experience. These benefits are designed to go beyond compliance and reflect our commitment to creating a workplace where employees can grow with confidence and dignity. In line with this commitment, 100% of our employees are paid either equal or above the applicable minimum wage, reaffirming our focus on fair compensation and responsible employment practices.

Our employee benefits framework covers both statutory and company-supported provisions, keeping in mind the diverse needs of our workforce across geographies.

Supporting Financial Security

PGP Glass provides a range of statutory and retirement benefits to support employees' long-term financial well-being and social security. Eligible employees are covered under the Provident Fund (PF), which promotes long-term financial security through regular employer and employee contributions. Gratuity benefits are provided to employees who complete the five years of

service period, helping ensure financial stability upon retirement or separation from service. Eligible employees are also covered under the Employee State Insurance (ESI) scheme, which offers medical care, sickness benefits, and disability support. At Sri Lanka location, employees are covered under the Employee Trust Fund (ETF), which contributes to their post-employment financial security.



PGP Companies	No. of Employee received Benefits					
	Life Insurance	Health Care	Accidental Insurance	Parental Leave	EPF/ETF	ESI
PGP Glass Ltd. - Mumbai	76	76	76	43	76	0
PGP Glass Ltd. - Kosamba	2130	2130	2130	504	2130	0
PGP Glass Ltd. - Jambusar	1435	1435	1435	503	1435	0
Ansa Decoglass Pvt.Ltd. (Unit 1)	510	510	510	458	510	0
Ansa Decoglass Pvt.Ltd. (Unit 2)	0	0	0	0	0	0
Kosamba Glass Deco Pvt.Ltd. (Frosting)	22	22	22	20	22	0
Kosamba Glass Deco Pvt.Ltd. (PVC)	6	6	6	6	6	0
Kosamba Glass Deco Pvt Ltd - Jarod	78	78	78	75	78	19
PGP Glass Ltd - Vadodara Office	108	108	108	50	108	0
PGP Glass Ceylon PLC - Ratmalana	35	35	35	17	35	0
PGP Glass Ceylon PLC- Horana	452	452	452	16	452	0
PGP Glass Ceylon PLC - Nattandiya	4	4	4	0	4	0
PGP Glass - USA, Inc.	52	52	52	52	52	0
Vivid Glass Trading FZCO	5	5	5	5	5	0
PGP Glass Europe SRL -France	17	17	17	17	17	0

Shared success through stock ownership

At PGP Glass, we believe that those who help build the company should also share in its long-term success. As part of this philosophy, we provide stock ownership opportunities to employees in middle management (Band 3 and Band 4), enabling them to participate more directly in the company's growth journey. This initiative fosters a stronger sense of ownership, aligns individual contributions with business performance, and supports long-term retention at key leadership levels. Overall, 184 employees across the organization currently benefit from the stock ownership program, reflecting our commitment to creating shared value and rewarding employees for their contribution to the company's sustained growth and success.

Promoting Health & Well-Being

The health and well-being of our employees remain a key priority. We offer health insurance (including families), accidental insurance and life insurance coverage for all our employees. This is supported by wellness initiatives and preventive health programs conducted across locations. 100% of our employees are covered by annual health check-ups. Through a strong focus on both medical support and preventive care, we aim to create a healthier and more resilient workforce.

Advancing Inclusion: Ability Beyond Barriers

At PGP Glass, inclusion is not a one-time effort—it is a continuing part of who we are. Over the years, we have worked to create a workplace where people with hearing and speech disabilities feel welcomed, supported, and valued for their contributions. Today, our workforce includes 426 deaf and mute employees, primarily in

manufacturing roles. Through customised training, visual safety instructions, and ongoing support, we strive to ensure that they can work with confidence, safety, and dignity. For us, this is about more than employment. It is about creating opportunities, building confidence, and enabling individuals to be seen for their abilities. This reflects our belief in ability over disability and our commitment to building a workplace where everyone has the chance to grow and belong.

Total number of Workers	Numbers are included in the overall number	
	Disability	
	Male	Female
PGP Glass Ltd. - Jambusar	118	5
PGP Glass Ltd. - Kosamba	152	18
Ansa Decoglass Pvt.Ltd. (Unit 1)	63	10
Kosamba Glass Deco Pvt Ltd - Jarod	44	12
PGP Glass Ceylon PLC- Horana	3	1
Total	380	46

Labour Rights and Responsible Employment

At PGP Glass, we are committed to fair, lawful, and transparent employment practices. All employment is voluntary and based on clearly documented terms and conditions, with timely payment of wages, statutory benefits, and social security contributions for employees and contractual workers. A Minimum notice of 30

days period as per the Factory Act is being provided to all employees and workers. Management consultation with the union is conducted prior to the finalization of the Long-Term Settlement (LTS), in accordance with the agreed consultation and negotiation provisions. We uphold freedom of association and collective bargaining through regular engagement with recognised unions and employee representatives.

Part of Association(S) or Union	Employee % Part of Association
PGP Glass Ltd. - Jambusar	51.71%
PGP Glass Ltd. - Kosamba	63.33%
PGP Glass Ceylon PLC - Ratmalana	8.57%
PGP Glass Ceylon PLC- Horana	72.57%

In line with the applicable collective agreement, a minimum 30-day notice period is provided for significant operational changes, along with consultation and negotiation before decisions are finalised. PGP Glass also maintains zero tolerance for child labour and forced or compulsory labour across all operations and offices. In line with our commitment to equal opportunity and a discrimination-free workplace, no cases of discrimination were reported during the reporting year, consistent with our record over the past three years. PGP maintains robust recruitment and onboarding controls, including mandatory age verification, document checks, and system-based safeguards to prevent unethical labour practices. Employee documents are collected solely for verification purposes and are returned immediately upon completion of the verification process; PGP does not retain original employee documents. Furthermore, grievance and whistleblower mechanisms are provided under secure channels for reporting and addressing any concerns related to unethical labour practices.

Social Indicators	Kosamba	Jambusar	Horana	Ansa	Jarod	Nattandiya
Cases of Child Labour Identified	0	0	0	0	0	0
Cases of Forced Labour Identified	0	0	0	0	0	0
Cases of Discrimination Reported	0	0	0	0	0	0
POSH Complaints Received	0	0	0	0	0	0
Human Rights Grievances Received	0	0	0	0	0	0

Supporting Work-Life Balance

We recognize that employees perform best when they can balance their professional and personal responsibilities. Our leave framework is designed to support this balance through annual leave, casual leave, maternity leave, paternity leave, and emergency leave based on role and location. These provisions help employees manage important moments in life while remaining connected to work in a supportive environment.

Encouraging Learning & Growth

Employee development is an important part of our people philosophy. We provide opportunities for skill development, internal and external training, and learning interventions that help employees strengthen their capabilities and grow in their careers. By investing in learning, we aim to build not only a more capable workforce, but also a more engaged one.

Improving the Day-To-Day Employee Experience

We also focus on benefits that make everyday work life more comfortable and convenient. At our plant locations, employees are supported through subsidized nutritious meals in canteens and organized transport facilities. These may seem like simple provisions, but they play an important role in improving the daily work experience and supporting employee well-being.

At PGP Glass, our employee benefits approach continues to evolve with the changing needs of our workforce. By providing support that is practical, inclusive, and people-centric, we aim to create a workplace where employees feel cared for, respected, and motivated to contribute their best every day.

Supporting Employee's Parenting Needs

At PGP Glass, we understand that becoming a parent is a significant moment in an employee's life. It brings new responsibilities, adjustments, and priorities, and we believe that employees should feel supported during this phase both at home and at work.

Our parental leave policy is designed to give eligible employees the time and support they need to care for their families while staying connected to their professional journey. By extending support to both mothers and fathers, we aim to encourage a more balanced and inclusive approach to caregiving.

In FY26, 1,653 male employees and 113 female employees were eligible for parental leave. During the year, 42 male employees and 3 female employees availed parental leave. Of the employees who went on leave, 95.56% returned to work after completing their leave period, reflecting the strength of our supportive and inclusive work culture.

We recognize that returning to work after parental leave can be a major transition. To make this easier, we focus on creating a welcoming and supportive return-to-work experience through regular HR connect,

managerial support, and flexibility wherever feasible. These efforts help employees settle back into work with confidence and continuity.

At PGP Glass, supporting working parents is part of our larger commitment to employee well-being, inclusion, and long-term engagement. We will continue to review and strengthen our family-friendly policies so that every employee feels valued and supported during important life stages.

Parental leave for employees	Employees that were entitled		Employees that took		Employees that returned to work in the reporting period after it ended		Employees that returned to work after it ended that were still employed 12 months after their return to work		Number of employees due to return to work in the reporting period after taking it		Number of employees returning from leave in the prior reporting period(s)		Return to Work Rate		Retention rate	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
PGP Glass Ltd. - Jambusar	503	0	11	0	11	0	11	0	0	0	0	0	100%	NA	100%	NA
PGP Glass Ltd. - Kosamba	501	3	16	0	16	0	16	0	0	0	0	0	100%	NA	100%	NA
PGP Glass Ltd - Mumbai	32	11	5	1	5	1	4	1	1	0	0	0	100%	100%	80%	100%
PGP Glass Ltd. - Vadodara	49	1	2	1	2	0	2	0	0	1	0	0	100%	0%	100%	0%

Parental leave for employees	Employees that were entitled		Employees that took		Employees that returned to work in the reporting period after it ended		Employees that returned to work after it ended that were still employed 12 months after their return to work		Number of employees due to return to work in the reporting period after taking it		Number of employees returning from leave in the prior reporting period(s)		Return to Work Rate		Retention rate	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Ansa Decoglass Pvt.Ltd. (Unit 1)	420	38	7	1	7	1	7	1	0	0	0	0	100%	100%	100%	100%
Ansa Decoglass Pvt.Ltd. (Unit 2)	0	0	0	0	0	0	0	0	0	0	0	0	NA	NA	NA	NA
Kosamba Glass Deco Pvt.Ltd. (Frosting)	18	2	0	0	0	0	0	0	0	0	0	0	NA	NA	NA	NA
Kosamba Glass Deco Pvt.Ltd. (PVC)	6	0	0	0	0	0	0	0	0	0	0	0	NA	NA	NA	NA
Kosamba Glass Deco Pvt Ltd - Jarod	73	2	0	0	0	0	0	0	0	0	0	0	NA	NA	NA	NA
PGP Glass Ceylon PLC - Ratmalana	0	17	0	0	0	0	0	0	0	0	0	0	NA	NA	NA	NA
PGP Glass Ceylon PLC- Horana	0	16	0	0	0	0	0	0	0	0	0	0	NA	NA	NA	NA
PGP Glass Ceylon PLC - Nattandiya	0	0	0	0	0	0	0	0	0	0	0	0	NA	NA	NA	NA
PGP Glass USA, Inc.	33	19	0	0	0	0	0	0	0	0	0	0	NA	NA	NA	NA
PGP Glass Middle East FZCO	4	1	0	0	0	0	0	0	0	0	0	0	NA	NA	NA	NA
PGP Glass Europe SRL -France	14	3	1	0	1	0	1	0	0	0	0	0	100%	NA	100%	NA

Employee Wellbeing

During the year, we continued to strengthen our focus on mental health through a year-long wellness program conducted in collaboration with mental health professionals. Monthly virtual sessions addressed key aspects of psychological wellbeing, including mental health awareness, stress management, resilience building, burnout prevention, anxiety management, positive thinking, work-life integration, conflict resolution, leadership development, and healthy workplace relationships.

The programmes were designed to equip employees with practical tools to navigate workplace and personal challenges, build emotional resilience, and foster a supportive work culture. With participation from employees across locations, these sessions encouraged open dialogue, reduced stigma around mental health, and reinforced the importance of self-care and mutual support.

Training and Development

At PGP Glass, we believe that continuous learning is essential for both individual growth and long-term business success. Guided by our Training and Development Policy, our learning initiatives are designed to help employees strengthen their performance in current roles while preparing them for greater responsibilities in the future.

We follow a blended approach to learning, combining classroom sessions, on-the-job training, online learning, and expert-led interventions. To make our programmes more practical and relevant, we partner with external industry specialists who deliver both virtual and in-person sessions across a range of technical, operational, and behavioural topics.

To encourage self-driven learning, we provide 125 active Coursera licenses, giving employees access to over 10,000 online courses. We have our own internal training courses library and learning content consist of 295 training courses. Our Training and Talent Development Centre supports employees in accessing these courses and helps maintain an ongoing connection with learners throughout their development journey. This year 15 number of employees underwent external training and B.Voc courses.

We also make an effort to recognise employees who actively invest in learning. The names and photographs of the top five employees who spend the most time in training programmes are displayed on the screensavers of employee's laptops across the organisation, with the highest learner being recognised as the winner. This helps reinforce a culture where learning is seen, appreciated, and encouraged.

In addition to development-focused programmes, our Learning Management System (LMS) hosts mandatory training modules on important topics such as sustainability, anti-corruption, anti-bribery, good manufacturing practices, and prevention of sexual harassment. Training needs are also reviewed as part of the performance appraisal process, where employees receive career guidance and set personalised development goals aligned with both individual aspirations and PGP Glass's broader business priorities.

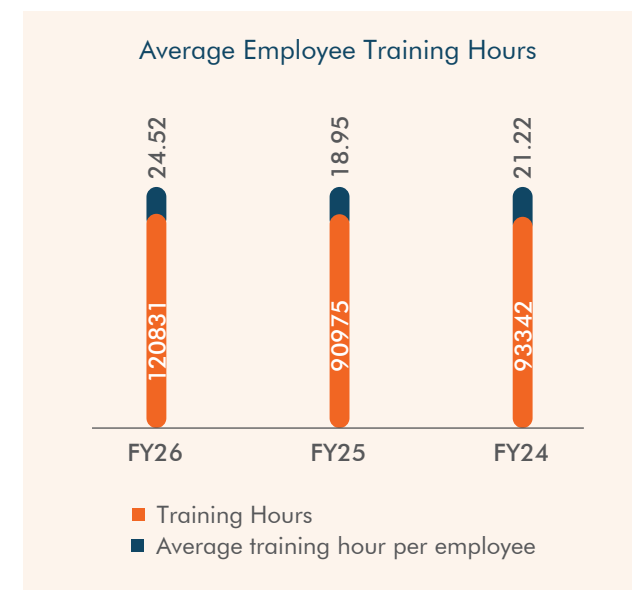
Our training programmes cover a wide range of areas relevant to the glass manufacturing industry. These include advanced glass forming, conditioning and furnace management, along with maintenance-related training on equipment such as electrical motors, conveyors, and pneumatic systems. Employees are also trained in quality control, defect identification, troubleshooting, and corrective action, while safety-focused programmes strengthen understanding of hazardous material handling, PPE usage, and preventive safety practices. Alongside technical capability building, we also invest in soft skills, customer handling, and social accountability, supporting the overall development of our workforce.

During FY26, we conducted 2,160 training programmes across locations, covering 34,700 permanent employee participations. In addition, all contract workers underwent 7,404 hours of training during the year. Employees across plants also completed 6,337 hours of learning on the Coursera platform. Contract workers recorded 2,712 man-hours of training in Kosamba, 1,440 man-hours in Jambusar, and 3,252 man-hours in Ansa Deco Glass, primarily on health and safety and other operational topics.

Average Training Hours per Employee by Gender and Employee Category

Employee Category	Total Training Hours		Total No. of Employees		Average training hours per employee		Total Avg. Hours
	Male	Female	Male	Female	Male	Female	
Senior Management (Band 5 & Band 6)	66	0	18	0	4	-	3.67
Middle Management (Band 3 & Band 4)	2135	141	164	13	13	11	12.86
Junior Management (Band 1 & Band 2)	31858	1995	1480	96	22	21	21.48
Workers	83601	1035	3118	38	27	27	26.82
Total	117660	3171	4780	147	25	22	24.52

At PGP Glass, we see learning not just as a training activity, but as an ongoing investment in people. By creating opportunities to learn, grow, and prepare for the future, we aim to build a workforce that is skilled, confident, and ready to take the business forward.



We have Employee Development Journey, a long-term development initiative for identified employees at the junior, mid, and senior levels. The programme is designed to strengthen eight key competencies through a structured four-phase approach. It begins with introspection, learning readiness, and self-awareness, then moves into adaptive behaviour, stronger ownership, and new realisations. In its final phase, the programme focuses on building lasting habits and developing self-motivated change agents who can contribute meaningfully to the organisation's future.

PGP Glass Training Hours	Unit	Kosamba	Jambusar	Ansa	Jarod	Offices	Total PGP
Sessions Executed	#	467	828	353	90	0	2160
Employees trained	#	9,057	17053	4735	273	0	34700
Training Hrs.	hours	32,803	29177	9119	127	0	87791
eLearning Hrs.	hours	17,092	5337	4273	0	0	26702
Coursera Hrs	hours	2,523	604	405	27.95	1511	6337.74
Employee Training Hours	hours	52,418	35118	13797	154.95	1511	120830.7
Contract Worker Training Hours	hours	2,712	1440	3252	0	0	7404

Performance Management & Growth

At PGP Glass, we believe that regular feedback and clear goal setting are essential for employee growth and overall business success. Our performance management process is designed to create alignment between individual contributions and organizational priorities, while also encouraging continuous learning and improvement.

Performance reviews are conducted annually at the end of the financial year for all eligible employees. As part of this process, each employee's evaluation goes beyond their core role and includes a broader development focus. To build a more responsible and future-ready workforce, 5% of the performance goals are linked to sustainability, while 10% are dedicated to learning and development objectives. This ensures that employees actively contribute to both business outcomes and long-term capability building.

In FY26, we continued to strengthen our performance management framework and are proud to share that 100% of eligible employees across all levels received a formal performance review. This reflects our commitment to fairness, transparency, and equal access to growth opportunities.



Performance Review in % By Employee Category	FY24		FY25		FY26	
	Male	Female	Male	Female	Male	Female
Sr. Management (Band 5 & Band 6)	100	100	100	100	100	100
Middle Management (Band 3 & Band 4)	100	100	100	100	100	100
Junior Management (Band 1 & Band 2)	100	100	100	100	100	100
Permanent Workers	100	100	100	100	100	100

Awards & Recognitions

During the year, PGP Glass received multiple external recognitions across workplace excellence, leadership, operational performance and sustainability. These awards reflect the Company's continued commitment to responsible growth, continuous improvement and long-term value creation.



Awards for Workplace, Learning and Leadership Excellence

Awards Received	Awarding Organisation	Recognition For
PGP Glass declared as the Silver Winner at the ET Future Skills Awards 2025	ET Awards	Best Advance in Learning Management Measurement/ Business Impact Tools
PGP GLASS won Gold Winner at the ET HR Exceptional Employee Experience in Large Scale.	ET Awards	HR Exceptional Employee Experience in Large Scale
Won the People Matters Award for Best Internal University – Silver	People Matters	Best internal employee learning program

Awards Received	Awarding Organisation	Recognition For
Yuva Ratna Award 3.0 to Mr. Prashant Singh by SHRP	SHRP	Yuva Ratna award for Young HR who are transforming workplaces with innovation, passion, and purpose.
Mr. Rajeev Yadav has been awarded as a Visionary Leader of the year by UBS Forum	UBS	Visionary Leader of the year
PGP Glass recognized among Top 25 Best Workplaces in Manufacturing for the 6th consecutive Year	GPTW	Best workplaces among top 25 Companies
3 People managers Pawankumar Mohta, Sanjay Koul & Winoj Wilson got featured in India's Top 100 Great People Managers 2025	GMI	Great People Managers
PGP Glass ranked 36th among India's 100 Best Companies to Work For" by GPTW 7th year in a row	GPTW	Best Companies to Work
PGP Glass recognized amongst Top 50 India's Best Workplaces for Millennials 2025	GPTW	Best Workplace for Millennials
Great Places to Work certified for 2025-2026, 8th time in a row.	GPTW	Great Places to Work
PGP Glass recognized among Top 25 Best Workplaces in Manufacturing - Large category for 2026 for the 7th consecutive Year by GPTW	GPTW	Best Workplaces in Manufacturing - Large category
PGP Glass has been appraised at Leadership Capability Maturity Model (LCMM) Level 3 and recognized as one of the Leadership Factories of India for the year 2026 - 2028	GPTW	Leadership capability maturity and leadership development excellence
India's Best Workplaces in Health & Wellness 2026: Companies that Care	GPTW	PGP Glass India being recognised among the Top 10 India's Best Workplaces in Health & Wellness 2026
Rajya Shramshri Purashkar Award (An award by Government of Gujarat labour that recognizes industrial workmen for their innovative contributions, productivity improvement, workplace welfare, and exemplary performance.)	Government of Gujarat	Mr. Anilbhai Natvarbhai Patel from the 145 TPD Mould Repair Shop (MRS) was honored with the Rajya Shramshri Purashkar Award

Awards and Recognitions in Operations Excellence

Awards Received	Awarding Organisation	Recognition For
Gold Award at the 50th International Convention on Quality Circles PGP Glass Ceylon PLC	ICQCC 2025 - Taipei	Reducing LPG Consumption in P1 Annealing Lehr for 750ml Liquor Bottles
PGP Glass declared Silver Winner ET Edge Supply Chain Awards for Enterprise Supply Chain Excellence	ET Awards	Supply Chain Awards for Enterprise Supply Chain Excellence
1st Runner up in CII National Energy Efficiency Circle Competition	CII	Energy Efficiency Excellence
Won the 53rd CII National Kaizen Competition-Bangalore - Silver	CII	Kaizen for in-house sustainable pallet management system, led to reduced wooden wastage
PGP Glass recognized as a Supplier of the year 2025 by Kaufman Container	Kaufman Container	To celebrate consistent delivers on quality, reliability, innovation, and collaboration.
National Convention on Quality Concepts (NCQC) for Batch Cost Optimisation in 250 TPD by QCFI	QCFI	Cost Optimisation in 250 TPD: Installation of Auto-Clean Magnets for Additional Iron Removal
Gold Award at the NCE Export Awards 2025	National Chamber of Exporters of Sri Lanka (NCE)	Outstanding export performance in 2024-25 by PGP Glass Ceylon PLC
PGP Glass Kosamba Recognized with Gold Award for TPM/WCM & Sustainability at QICQC-2025, Dubai	QICQC	Continuous improvement journey in TPM/WCM (Total Productive Maintenance/World Class Manufacturing) and its sustainability-focused initiatives

Awards for Sustainable Manufacturing and ESG Leadership

Awards Received	Awarding Organisation	Recognition For
Gold award in CII National Cluster Competition	CII	PGP Glass's Net Zero Initiative Progress, recognizing achieved sustainability efforts in energy reduction, water conservation, and resource efficiency etc.
Gold Award for Quality Concepts for Atmanirbhar Viksit Bharat to PGP Glass Kosamba and PGP Glass Jambusar	QCFI	Recognition of PGP Glass EHS team's contribution to DFE Gas cylinder storage safety improvement practices under the theme "Atmanirbhar Viksit Bharat"
Gold Award – Sustainability & Cleaner Production	Ministry of Industries and National Cleaner Production Centre, Sri Lanka	Sustainability and cleaner production excellence in the packaging sector
PGP Glass Kosamba, PGP Glass Jambusar, and Ansa Decoglass received Gold Award	QCFI	Quality Concept for 'Empower, Engage, Elevate the Team: Building a Safer, Stronger Vikshit Bharat' under Eliminating manual handling, reduce energy consumption, and Zero accident. Dismantle the existing Flammer system and install an IR lamp system as a replacement pretreatment part of printing activity on bottle.

Safe and Healthy Workforce

At PGP Glass, safety is not merely a compliance requirement—it is a core value embedded in how we design work, manage risk, build capability, and care for people across our operations. In an industry where molten glass, high-temperature equipment, machinery, logistics movement, chemical handling, and repetitive tasks can create significant operational risks. We remain steadfast in our commitment to protecting every individuals associated with our operations, including employees, contract

workers, apprentices, trainees, interns, visitors, and contractors. Our approach combines disciplined systems, worker participation, preventive controls, occupational health services, training, and clear accountability.

Safety Governance and Management Systems

PGP Glass maintains occupational health and safety (OHS) management systems across all covered units, including offices in India,

manufacturing and decorative facilities in India and Sri Lanka, and international operations in the USA, UAE, and France. These systems are implemented across all listed locations, with 100% coverage reported for both employees and workers and no exclusions identified under the OHS management system. Across major locations, the systems are aligned with applicable legal requirements and are supported by ISO 45001-aligned management frameworks.

Site-Wise Legally Implemented OHS Management Systems

Site Category	Facilities Covered	Primary OHS Legal Framework
India – Offices	PGP Glass Ltd. – Mumbai, PGP Glass Ltd. – Vadodara Office	Applicable Shops & Establishments Legislation
India – Manufacturing & Decorative Facilities	PGP Glass Ltd. – Kosamba, PGP Glass Ltd. – Jambusar, Ansa Decoglass Pvt. Ltd. (Unit 1), Ansa Decoglass Pvt. Ltd. (Unit 2), Kosamba Glass Deco Pvt. Ltd. (Frosting) Kosamba Glass Deco Pvt. Ltd. (PVC) Kosamba Glass Deco Pvt. Ltd. – Jarod	Factories Act, 1948 and applicable state factory rules (Gujarat Factory Rules)
Sri Lanka – Manufacturing & office Facilities	PGP Glass Ceylon PLC – Ratmalana; PGP Glass Ceylon PLC – Horana; PGP Glass Ceylon PLC – Nattandiya	Sri Lanka Factories Ordinance
USA - Office	PGP Glass – USA, Inc.	OSHA Regulations (USA)
France - Office	PGP Glass Europe SRL – France	EU-OSH Directives and French Labour Code
UAE - Office	Vivid Glass Trading FZCO	UAE Labour Law and applicable EHS Regulations

FY26 Safety Performance Snapshot

PGP Glass has consistently articulated a dual safety ambition in prior reporting: to reduce injury frequency while sustaining a zero-fatality record, positioning safety as a fundamental element of workforce wellbeing and operational resilience. In FY26, the absence of fatalities, high-consequence injuries, and recordable work-related ill-health cases reflects the strength of our critical-risk controls. At the same time, the recordable injuries reported during the year reinforce the need for continued vigilance, disciplined execution, and deeper preventive action across all operations.



Safety Data For FY26

Permanent Employees	Unit	Kosamba	Jambusar	Ansa	KGDPL - Kosamba	Jarod	Sri-Lanka	Total
First Aid	#	13	7	8	0	1	0	29
Medical Treatment	#	4	3	1	0	0	5	13
Lost Time Injury	#	0	1	0	0	0	5	6
Lost Time	Days	0	93	0	0	0	45	138
Man Hrs Worked	#	62,19,600	41,90,200	12,24,000	67,200	1,87,200	10,70,004	1,29,58,204
LTFIR	per million hours worked	-	0.24	0	0	0	4.67	0.46
Fatality		-	-	-	-	-	-	-

Contractual Employees	Unit	Kosamba	Jambusar	Ansa	KGDPL - Kosamba	Jarod	Sri-Lanka	Total
First Aid	#	1	1	0	0	4	0	6
Medical Treatment	#	0	1	0	0	1	0	2
Lost Time Injury	#	0	0	1	0	0	1	2
Lost Time	Days	0	0	81	0	0	33	114
Man Hrs Worked	#	54,51,640	47,27,480	34,08,000	4,15,200	10,63,200	15,85,626	1,66,51,146
LTFIR	per million hours worked	-	-	0.29	-	-	0.63	0.12
Fatality		-	-	-	-	-	-	-

Hazard Identification, Risk Assessment and Incident Investigation

Our safety systems are designed to identify hazards before they result in harm. Across manufacturing locations, routine safety processes include daily toolbox talks, HIRA/JSA-based risk identification, area safety inspections, permit-to-work controls, PPE compliance checks, unsafe act and unsafe condition reporting, and the use of a digital Safety Cockpit platform for monitoring and action tracking. In office environments, the routine process includes office safety inspections, ergonomic assessments, and fire drills.

For non-routine situations—such as management of change, shutdown maintenance, equipment breakdown, the introduction of new processes or materials, office relocation, electrical work, and emergency situations—specialised risk assessments are triggered before work proceeds. This process is reinforced through internal audits, external ISO audits, cross-location audits, KPI monitoring, and regular management reviews, helping

ensure that risk controls remain effective and responsive to changing operating conditions.

When an incident occurs, the investigation process follows a structured sequence: immediate response and scene preservation, hazard re-assessment using HIRA/JSA, root-cause analysis through methods such as 5 Why, determination of corrective and preventive actions, and closure through CAPA tracking and management review. At several sites, the digital Safety Cockpit is used to strengthen follow-through and communicate lessons learnt across units.

The principal risk profile varies by operation. At major glass manufacturing sites such as Kosamba, Jambusar, and Horana, current risks include furnace heat, molten glass exposure, silica dust, burns, machinery hazards, fire risks, high noise and heavy equipment movement. At decoration, coating, and finishing units, the profile includes chemical exposure, inhalation risks, repetitive strain, fumes, and fire hazards. At offices and trading locations, dominant risks include ergonomic issues, slips, trips, and electrical hazards.

These risks are managed through the hierarchy of controls, including engineering controls such as ventilation, dust extraction, interlocks, and machine guarding; administrative controls such as work permits, LOTO, housekeeping, drills, and job rotation; and PPE such as respirators, heat-resistant gear, gloves, goggles, helmets, and safety shoes.

Worker Participation, Consultation and Speaking Up

We believe safety is strongest when the workforce actively participates in shaping it. Across manufacturing operations, worker participation is enabled through safety committees, toolbox talks, HIRA workshops, safety suggestion schemes, and digital reporting of near misses, unsafe conditions, and unsafe acts. At multiple production units, the committee structure is designed with equal representation from management and workers (50:50), creating a balanced platform for consultation and collective problem-solving.

These committees typically meet quarterly and are empowered to review incidents, approve safety actions, recommend

corrective and preventive measures, and support decisions related to PPE and engineering controls. Committee heads chair these safety committees at manufacturing sites and in the office environments.

Workers are also empowered through formal reporting channels and a clear expectation that unsafe work must not continue. Stop Work Authority / the Right to Refuse Unsafe Work is implemented across major locations, and protection against reprisal is supported through an HR grievance mechanism, helping ensure that employees and workers can raise concerns without fear of retaliation or discrimination.

Safety Training and Capability Building

Training remains one of the most important tools through which we prevent incidents and build a stronger safety culture. Across major manufacturing units, the training architecture includes induction training, hazard-specific training, emergency preparedness training, and behavioural safety reinforcement, while office locations focus on general safety, ergonomics, and emergency response.

Training content includes PPE and policy induction, chemical handling, furnace safety, machine safety, fire drills, evacuation procedures, toolbox talks, and safety-culture interventions, with induction typically delivered at joining, refresher training conducted annually, and toolbox talks held daily for high-risk operations. Training needs are identified through HIRA, incident analysis, legal requirements, and skill-gap assessments, and delivery is supported by qualified EHS professionals, external experts, and certified trainers.

Importantly, the training model is designed for accessibility and inclusion: programmes are delivered in local languages and English, supported by visual aids and practical demonstrations, and are generally conducted during working hours, mandatory, and free of cost. Effectiveness is evaluated through post-training tests, practical demonstrations, observations, audit findings, incident-trend analysis, supervisor feedback, safety committee review, and employee surveys. Reported outcomes include improved PPE compliance, fewer unsafe acts, reduced near misses, and targeted support for injury-frequency reduction.

Occupational Health Services and Worker Wellbeing

At PGP Glass, our commitment to safety extends beyond injury prevention to include occupational health surveillance, emergency care, and the broader promotion of worker health. Major sites such as Kosamba, Jambusar, Ansa units, Jarod, and Horana provide a range of occupational health services, including periodic medical examinations, pre-employment check-ups, biological monitoring, first aid and emergency care, occupational disease surveillance, ergonomic assessments, and ambulance-supported access to care. Several of these facilities also provide 24x7 on-site occupational health centre access, in-shift consultation, and scheduled health camps.

This health-service model supports risk minimisation through early detection of occupational illness, fitness-to-work certification, exposure monitoring, reduction in injury severity, and prompt treatment. At office and smaller units, workers typically access support through on-call doctors, tie-up clinics, periodic health camps, or partner medical facilities.

Across locations, PGP Glass also provides broader access to non-occupational healthcare through medical insurance, panel hospitals, OPD consultation, diagnostics, hospitalisation, preventive screenings, and health awareness programmes, with certain locations additionally offering telehealth, dental, vision, and mental health support depending on jurisdiction. Voluntary wellbeing interventions include Wellness & Preventive Health Programmes, Corporate Wellness Programmes, Healthy Workforce Programmes, and preventive health campaigns, addressing lifestyle-related risks such as diabetes, hypertension, stress, chronic disease, and cardiovascular health.

PGP Glass also places strong emphasis on the privacy of health information. Medical records are maintained in secure systems with restricted access, encrypted where applicable, and participation in voluntary health programmes is not linked to performance evaluations, promotions, compensation, employment decisions, or job security.

Safety in the Value Chain and Business Relationships

Our responsibility for health and safety extends beyond direct employees to the broader ecosystem of contractors, suppliers, and transporters working in and around our operations. Business-partner-linked activities include furnace maintenance, raw material handling, logistics, chemical handling, surface treatment, warehousing, material movement, and facility management, with associated hazards such as heat stress, burns, struck-by incidents, vehicle movement, working at height, lifting risks, chemical exposure, inhalation, fire hazards, slips, trips, and electrical hazards.

To manage these risks, PGP Glass applies a range of mitigation measures, including site-entry safety induction, hot-work and confined-space permits, lifting-plan approvals, certified operators, MSDS compliance, traffic management plans, supervision by EHS teams, emergency drills, warehouse safety controls, LOTO practices, chemical handling training, ventilation

systems, spill-control measures, and strict PPE enforcement. These controls extend our safety culture beyond the boundary of direct employment and support safer working conditions across higher-risk activities such as manufacturing, maintenance, transport, and warehousing.



Community Engagement & CSR

Growing with Communities, Creating Shared Value

At PGP Glass, community engagement is an expression of our belief that responsible growth must create value beyond our operations. In FY26, our CSR initiatives focused on strengthening livelihoods, advancing health and education, supporting inclusion, improving community infrastructure, and fostering environmental resilience—ensuring that our impact is both meaningful and measurable.

In FY26, our CSR efforts addressed a wide spectrum of needs—livelihood creation, health and nutrition, education, disability inclusion, rural infrastructure, water resilience, and environmental stewardship. Across communities connected to our operations, these programmes were designed not merely to deliver support, but to strengthen everyday life in impactful and lasting ways: by making livelihoods more secure, services more accessible, infrastructure more dependable, and communities more resilient.



Total

₹ 3 crore

CSR Investment in FY26 across community development initiatives



Benefit total

15,895

beneficiaries through directly countable programmes

Building Livelihoods, Strengthening Self-Reliance

Livelihood creation was strong theme across PGP Glass —especially for women and vulnerable groups. In the communities around Kosamba, women were supported through practical skill-building in garment making, beautician services, embroidery, festive art,

cooking, and related vocational activities. These interventions helped participants build employable skills, improve confidence, and move toward self-employment and greater financial contribution within their households. PGP Glass also enabled longer-term earning potential through the donation of tailoring machines, creating more stable livelihood opportunities for Mahila Mandal. Together, these interventions supported 160 women through training and productive asset assistance.

This focus on inclusive economic empowerment was also reflected in the project-led CSR portfolio around Jambusar, particularly through Project Shashaktikaran, which brought together livelihood creation for women and persons with disabilities. Under this project, one programme onboarded 65 new beneficiaries and achieved a 90% retention rate, reflecting strong continuity and sustained engagement.

Across our CSR portfolio, livelihood support was designed not only to build income, but also to build confidence, visibility, and long-term independence.

Another intervention enabled the production of 120 reusable jute bags through a livelihood model involving 40 beneficiaries, connecting income generation with environmentally responsible alternatives. The project also included tailoring and beauty-parlour training, which recorded 95% attendance and zero dropout, underscoring both relevance and strong community participation.

Health, Nutrition and Community Care

We continued to invest in interventions that improve wellbeing at the grassroots level. In FY26, nutrition support was provided to 90 Anganwadi children in Kosamba to improve their health, energy levels, and overall development outcomes. Nutrition-linked care

was also extended to 150 TB patients, strengthening treatment adherence and recovery support while easing pressure on vulnerable households. Public health facilities received digital equipment support that improved hospital and health-centre efficiency, benefitting around 200 users through better data handling and administrative functioning. Institutional support was also extended to improve daily living conditions and hygiene for around 200 beneficiaries in a residential care setting.

Learning, Aspiration and Inclusion

Education remained a major pillar of PGP Glass's community engagement approach in FY26. At Kosamba, basic educational and life-skills support was extended to 30 specially abled children, helping improve learning participation, communication ability, and social inclusion. Academic aspiration was encouraged through student-recognition initiatives, with 87 meritorious students recognised across the year. Early childhood development was also strengthened through support to a

kindergarten facility benefiting around 50 children, creating a safer and more structured environment for learning and childcare.

This commitment to inclusion was also reflected in two project-led initiatives under the Jambusar CSR portfolio. Under Project Shiksha, PGP Glass recognised 60 meritorious students across 3 schools, encouraging pride in achievement and a stronger culture of merit. Under Project Khelo India, the Company supported an inclusive athletics platform for 283 hearing-impaired athletes from 21 districts, supported by 18 coaches, escorts, and officials. More than a sporting event, this became a visible affirmation of equal opportunity, participation, and the celebration of differently abled talent.

When communities invest in children, students, and differently abled individuals, they invest not just in support—but in possibility.

Project Parivartan: Environment, Cleanliness and Circularity



2,200+

beneficiaries positively impacted



95%+

Waste diversion through composting, recycling, and reuse



55%+

Reduction in CO₂-equivalent emissions linked to waste disposal



20%+

Reduction in vector-borne disease risks associated with unmanaged waste



75%+

Organic waste processing
Diversion of dry recyclable waste to authorised recyclers

Among the most significant project-led interventions in FY26 was Project Parivartan, implemented in Gajera village under the Bapu na Sambharana Programme and in Ucchad village. Through this initiative, PGP Glass advanced a broader vision of environmental sustainability and village-level cleanliness. Its impact extended beyond waste management, helping to improve village hygiene, encourage waste segregation at source, reduce environmental pollution, and support livelihood opportunities linked to composting and recycling. In a similar effort, environmental stewardship was reinforced in Kavi village through a large-scale clean-up drive aligned with the values of the Swachh Bharat Abhiyan. The initiative brought together more than 60 employee volunteers, resulting in visible improvements to the local environment while strengthening employee engagement in community-focused social action.

Project Gram Vikas: Strengthening Rural Resilience

Another important umbrella in the FY26 CSR portfolio was Project Gram Vikas, through which PGP Glass addressed rural infrastructure, public convenience, and road safety. Under this project, approx. ~2 km of road improvement work was completed at Gajera area, to enhance connectivity and travel safety. Protective infrastructure was also strengthened through 0.5 km of GI wire chain-link fencing with 2 access gates, improving safety and

boundary management. Overall, 4,000 beneficiaries got the benefit through improved road infrastructure initiatives.

Project Gram Vikas also advanced water security and environmental stewardship across neighbouring communities. During the year, two rainwater-harvesting borewells were established along Masar Road to enhance groundwater recharge and improve water availability during dry periods. In Vedach village, additional interventions strengthened drainage infrastructure and supported essential mobility-related services, contributing to improved community resilience and connectivity. Environmental conservation efforts in Kanzat village were further reinforced through the plantation of 154 trees with protective guards, helping to increase green cover, mitigate dust pollution, and promote local biodiversity.

Through targeted interventions in waste management, road safety, drainage, water conservation, and local infrastructure, PGP Glass continued to address community-facing concerns associated with its operating context and contribute to safer, cleaner, and more resilient local environments. As we move forward, we will continue to deepen this work through programmes that are locally relevant, inclusive in spirit, and long lasting outcome—so that the value we create is shared meaningfully with the communities that grow alongside us.

Message From the Chief Marketing Officer Cosmetics & Perfumery



“The global beauty packaging industry is being reshaped by sustainability, innovation, and transparency, with brands increasingly seeking premium packaging solutions that deliver exceptional consumer experiences while advancing meaningful environmental responsibility. ”

Dear Valued Partners,

The global cosmetics and perfumery industry is entering a new era where sustainability, transparency, and innovation are becoming central to brand value. Across developed and emerging markets alike, consumers are increasingly seeking products that reflect their environmental and social aspirations, placing greater emphasis on responsible packaging and design.

In this environment, packaging has evolved beyond its traditional role. It is now an integral part of a brand's sustainability narrative, consumer experience, and competitive differentiation. Luxury and premium brands are seeking solutions that not only enhance aesthetics and performance but also contribute meaningfully to environmental stewardship.

At PGP Glass, we are responding to these expectations by embedding sustainability into every stage of product development. Our focus remains on advancing lightweighting initiatives, increasing resource efficiency, expanding circularity opportunities, and developing packaging solutions that combine elegance

with environmental responsibility. Glass continues to be one of the world's most sustainable packaging materials, offering premium appeal while supporting a circular economy through endless recyclability.

Our sustainability journey is supported by globally recognised benchmarks, including our CDP Leadership Band A rating, EcoVadis Platinum recognition, and SBTi-validated Net Zero targets, reflecting our commitment to continuous improvement and responsible growth. These achievements reinforce our belief that sustainability and business success are mutually reinforcing objectives.

As we look ahead, the future of beauty packaging will be shaped by innovation, collaboration, and a shared commitment to creating lasting value. We remain dedicated to helping brands navigate this transition and deliver packaging solutions that inspire consumer confidence while contributing to a more sustainable world.

P Mohanty
Chief Marketing Officer – Cosmetics & Perfumery
PGP Glass Ltd

Message From the Chief Marketing Officer Domestic Cosmetics & Perfumery



"Advancing sustainable beauty through premium, recyclable glass packaging, innovative lightweight designs, and circular economy solutions for India's growing personal care market. //

Dear Valued Partners,

India's beauty and personal care industry is undergoing a remarkable transformation. Rising consumer awareness, premiumisation, and the growth of digital-first brands are creating new opportunities for packaging to become a powerful expression of both brand identity and environmental responsibility.

At PGP Glass, we believe glass is uniquely positioned to support this shift. Its premium appeal, safety, and infinite recyclability make it an ideal packaging solution for brands seeking to balance performance with sustainability. As consumer expectations continue to evolve, we are helping domestic brands embrace packaging solutions that reduce environmental impact while enhancing product differentiation and shelf presence.

During FY26, our focus remained on advancing lightweighting, improving material efficiency, and developing designs that support circular economy principles. We also continued to invest in innovation and manufacturing excellence to ensure customers have access to world-class packaging solutions aligned with emerging market trends.

As India's cosmetics and perfumery sector continues its growth journey, we remain committed to enabling brands to succeed through packaging that combines beauty, functionality, and sustainability.

Hemal Thakor
Chief Marketing Officer –
Domestic Cosmetics & Perfumery
PGP Glass Ltd.

Message From the Chief Marketing Officer Spirits, Food & Pharma



“PGP Glass partners with customers to deliver innovative, sustainable glass packaging that combines trust, safety, premium quality, and distinctive design-creating lasting value across food, beverage, pharmaceutical, and specialty markets. ”

Dear Valued Partners,

In every market we serve, glass carries more than a product-it carries trust, safety, quality, and the promise of a better experience.

For our food, pharmaceutical, beverage, and specialty food and beverage customers, FY26 was about responding with agility while staying true to what PGP Glass stands for: dependable partnerships, innovative packaging, and responsible growth.

As consumer expectations evolve, we continue to create solutions that combine performance, aesthetics, protection, and sustainability.

What inspires me most is how closely our teams work with customers to understand their ambitions and translate them into packaging that is both purposeful and distinctive. From everyday essentials to premium offerings, our focus remains on helping brands stand out responsibly.

Looking ahead, we will continue to strengthen customer partnerships, expand sustainable design thinking, and deliver glass solutions that create value across markets and moments.

Sanjay Jain
Chief Marketing Officer
(F&P)

Customer Engagement: Collaborating for Sustainable Value



424 tonnes

Flint cullet recovered through customer awareness and circularity-focused collaboration.



ZERO

confirmed complaints of customer privacy breaches



ZERO

confirmed complaints from regulatory bodies concerning customer privacy

A Partnership-Driven Approach

At PGP Glass, our relationship with customers extends far beyond a conventional buyer–supplier arrangement. We view our customers as strategic partners in our sustainability journey, working together to create value, drive innovation, and advance environmentally responsible practices across the value chain.

Our Sales and Marketing teams maintain regular engagement with customers through client meetings, technical discussions, product development interactions, trade shows, sustainability-related dialogues and feedback mechanisms. These engagements help us understand changing customer expectations, respond to concerns in a timely manner, and support shared progress on quality, innovation, and sustainability goals.

During the year, we continued to strengthen customer engagement by combining direct relationship management with focused sustainability awareness initiatives. Through digital

campaigns, customer conversations and market-facing communication, we sought to simplify complex sustainability themes and build greater awareness of glass as a safe, recyclable and responsible packaging material.

Supporting Sustainable Packaging Solutions

We actively support customers in adopting more sustainable packaging solutions by offering innovations guided by eco-design principles. Our teams work closely with customers to develop lightweight containers, explore higher use of cullet in glass production, and reduce the carbon footprint per unit—while maintaining the quality, aesthetics, safety and functionality expected of premium packaging.

In doing so, customer engagement becomes an important part of how PGP Glass manages sustainability-related opportunities through product design, material efficiency, and collaborative innovation.

Cullet Awareness and Closed-Loop Synergy

A key area of progress in FY26 has been cullet recovery. Cullet is broken or used glass that can be collected, cleaned, and melted again to make new glass. During the year, we strengthened awareness-building and customer dialogue on how clean, colour-separated cullet returned from customer locations can be reintroduced into the production process, reducing dependence on virgin raw materials and improving resource efficiency.

These efforts resulted in the recovery of 424 tonnes of flint cullet in FY26—an encouraging step toward a stronger closed-loop system for glass packaging. At the same time, we recognise that making this a stable and established supply-chain practice will require continued engagement, stronger reverse logistics, and disciplined participation across the value chain.

Sustainable Customer Communication

We at PGP Glass have intentionally reduced the use of paper in marketing and customer communication and progressively converted several marketing collaterals into digital

formats, including visiting cards, brochures and product communication materials. This transition helps reduce paper consumption while enabling faster, more consistent and more accessible engagement with customers.

Tailored Solutions and Responsive Support

Our customer-centric model is strengthened through dedicated key account management for high-volume customers, technical support for troubleshooting and design collaboration, and customer feedback mechanisms that help us improve product quality, delivery performance, and overall service experience.



This continuous cycle of engagement, listening, and improvement reinforces customer trust and helps ensure that our products remain aligned with evolving market and application requirements. PGP Glass continues to be a trusted partner to some of the world's most respected brands in the cosmetics, beverage, pharmaceutical, and food sectors—reflecting our reliability, innovation, and shared sustainability vision.

Product Responsibility and Clear Communication

Customer confidence also depends on product responsibility and clear communication. As a supplier of empty glass containers to B2B customers, PGP Glass focuses on ensuring that products meet applicable technical, quality, and application requirements through internal quality systems, technical specifications, traceability controls, and adherence to relevant regulatory requirements for packaging materials.

PGP Glass assesses the health and safety implications of its significant product categories through established product-development, quality-control, certification, and customer-approval

processes, with emphasis on parameters such as product integrity, dimensional consistency, compatibility, and end-use suitability. Marketing and labelling have limited applicability to PGP Glass because the company manufactures empty glass containers rather than finished consumer products; accordingly, responsibility for consumer-facing labelling and product information of the final packaged product rests with the respective customer.

Where PGP Glass does communicate directly, our product-related communication is guided by clarity, accuracy, and relevance, including technical specifications and, where appropriate, guidance related to recyclability and responsible disposal.

Encouraging Responsible Disposal

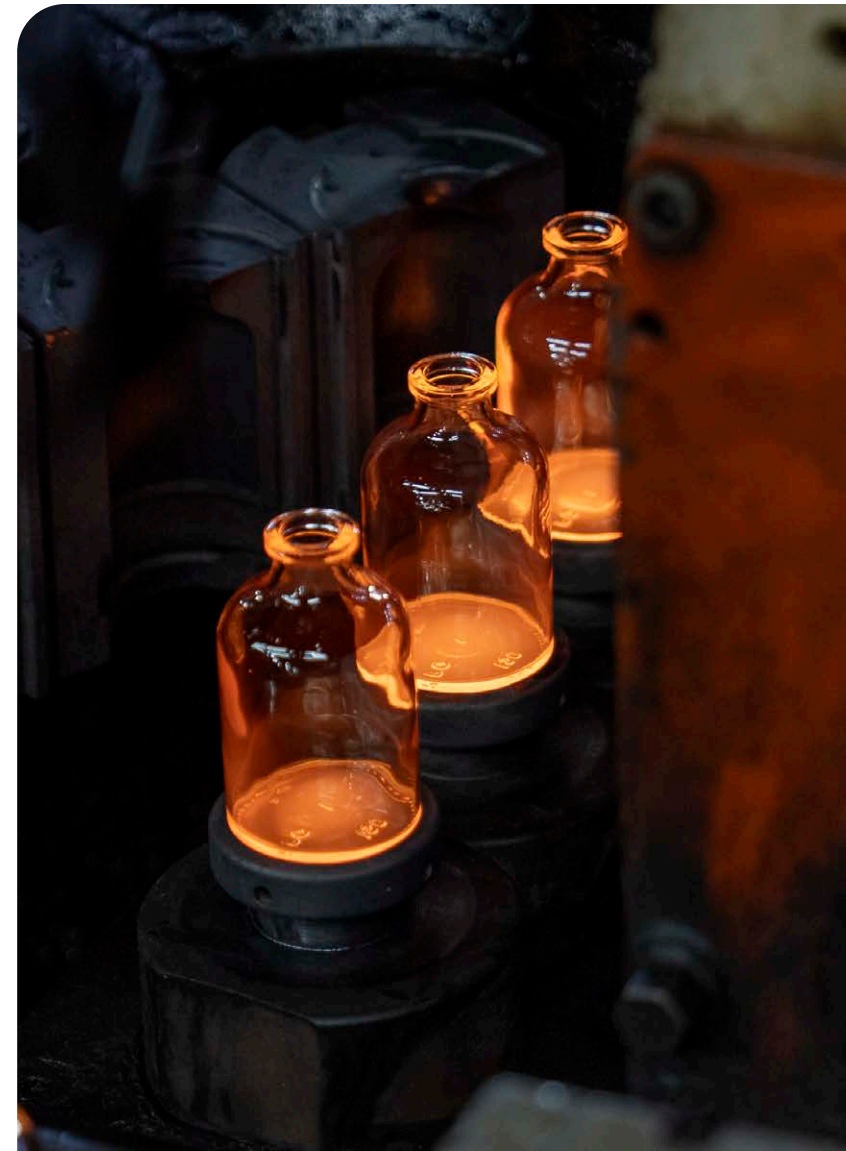
As part of this broader engagement, we also encourage customers and end-users to adopt responsible disposal practices. Glass is 100% recyclable and can be reused endlessly without loss of quality, making it one of the most sustainable packaging materials available.

By promoting simple practices such as rinsing used containers, removing closures where possible, separating glass by colour, and routing waste through appropriate collection or recycling systems, we help improve the quality of recovered cullet and support more efficient reintegration into the production cycle.

Customer Data and Compliance

PGP Glass maintains appropriate controls to protect confidential customer information and ensure the integrity of customer-related interactions. During FY26, no incidents of customer data breach or data loss were recorded.

PGP Glass delivers high-quality, compliant glass packaging through rigorous quality systems, technical specifications, traceability controls, and customer approval processes, ensuring product integrity, safety, performance, and suitability across diverse end-use applications.



Message from the Chief Digital & Information Officer



"The evolution of our Data & Analytics function into a Global Capability Centre is enabling AI-led innovation, driving intelligent automation, energy optimisation, quality excellence, procurement insights, and finance transformation across the enterprise. //

Dear Valued Partners,

At PGP Glass, we view digitisation not as a technology initiative alone, but as a strategic lever for building a more agile, resilient and future-ready enterprise. FY2025-26 was a defining year in this journey—one in which we laid the essential foundations to transform PGP Glass into a truly AI-first, data-led and secure-by-design organisation. Technology is now embedded across manufacturing, supply chain, finance, human resources, commercial operations and governance, creating an integrated digital core on which the next phase of growth will be built.

Our sustained investments in cloud platforms, enterprise applications, Industry 4.0 solutions (IIoT and MES) and advanced analytics are already delivering tangible outcomes—sharper operational visibility, stronger decision-making and greater efficiency across the value chain. More importantly, these investments are not ends in themselves; together they are creating

the data, infrastructure and capability base that will power our transition to an AI-first enterprise. The evolution of our Data and Analytics function into a Global Capability Centre is central to this ambition, enabling us to scale AI-led use cases at pace—spanning energy optimisation, quality intelligence, procurement insights and finance automation.

As our digital ecosystem grows, safeguarding stakeholder trust remains paramount. Underpinned by robust governance, ISO 27001-aligned practices, continuous monitoring, secure access controls, sustained employee awareness and strengthening IT-OT resilience, we remain firmly committed to protecting our systems, data and operations—while enabling responsible and sustainable digital transformation.

Santosh Rai
Chief Digital &
Information Officer

14. DIGITISATION AND CYBERSECURITY

Building an AI-First,
Secure-by-Design Enterprise

ZERO instance of
identified leaks,
thefts, or losses of
customer data

At PGP Glass, digitisation is a strategic enabler of operational excellence, agility, resilience and sustainable growth. As our business becomes increasingly interconnected across manufacturing, supply chain, commercial operations, finance, human resources, customer interfaces and enterprise governance, secure and intelligent technology integration remains essential to ensuring continuity, efficiency and stakeholder trust.

FY26 marked a defining phase in PGP Glass's technology journey, as the Company accelerated its transition from a digitally enabled organisation to an AI-first, data-led and secure-by-design enterprise.

Investments were deepened across artificial intelligence, cloud, enterprise applications, Industry 4.0 platforms, data architecture and cybersecurity, with the objective of improving decision-making at scale, enhancing operational visibility, strengthening risk resilience and empowering the workforce.

Our digital vision is anchored in three priorities:

- **AI-first operations:** embedding intelligent decision-making across manufacturing and business processes
- **Data-led performance:** embedding intelligent decision-making across manufacturing and business processes
- **Secure-by-design growth:** protecting systems, information, infrastructure and stakeholder data through strong governance and cybersecurity controls

Together, these priorities are helping PGP Glass build a future-ready digital ecosystem that supports productivity, innovation, compliance and responsible business conduct.

Enterprise Technology Transformation

During the year, PGP Glass continued to strengthen its enterprise technology landscape through investments in cloud-based applications, scalable infrastructure and intelligent automation.

A significant milestone during the year was the successful migration to **RISE with SAP**, establishing a cloud-based ERP platform aligned with global best practices. The platform continues to support value creation through governance frameworks such as Master Data Governance and Governance, Risk and Compliance. SAP Business Technology Platform enabled AI-driven automation while supporting a clean-core approach, and SAP Joule was piloted to enhance productivity in finance and procurement.

The Company also continued to invest in Salesforce (Agentforce CRM), SAP Ariba and AI-integrated HR systems, reinforcing its position as a digitally integrated enterprise with connected processes across commercial, procurement, people and operational functions.

Under its cloud-first strategy, PGP Glass expanded workload migration to **Microsoft Azure**, with infrastructure designed to support real-time AI model serving, high-volume data

processing and low-latency requirements for digital manufacturing applications such as the Furnace Digital Twin.

Industry 4.0 and Connected Manufacturing

PGP Glass scaled its Industry 4.0 platforms during the year to improve connected manufacturing, shopfloor visibility, process discipline and progressive automation. These platforms are designed to bring together production data, energy data, quality data and operational insights in near real time. Key digital manufacturing platforms include:

- **RTMI:** real-time production and quality monitoring across plants
- **e-LogBook:** a paperless shopfloor solution supporting the Go Green initiative, while improving data accuracy, traceability and transparency
- **UEMS:** cloud-based monitoring and advanced analytics across utilities such as electricity, gas, compressed air, water and temperature
- **Divya Drishti:** computer vision use cases for quality control, process optimisation and safety monitoring

- **Spartan XR:** remote visual assistance connecting plant teams with experts for faster issue resolution
- **Virtual Plant Tours:** VR-based walkthroughs of key manufacturing locations, supported through smart glasses for onboarding and customer engagement

These solutions are improving the way teams monitor plant performance, identify deviations, make operational decisions and collaborate across locations. By reducing manual interventions and improving data visibility, they also contribute to resource efficiency, process reliability and safer operations.

Data & Analytics Global Capability Centre

In FY26, PGP Glass's Data and Analytics function evolved into a Data & Analytics Global Capability Centre (AI GCC), serving as the Company's central AI and analytics engine. The AI GCC supports manufacturing, finance, supply chain, sales and HR, helping move AI from experimentation to scaled, business-as-usual operations.

Flagship programmes include:

- Closed-loop process and energy optimisation across the furnace fleet
- Quality intelligence at the shopfloor
- Procurement and go-to-market decision engines
- Finance automation powered by generative AI

The AI GCC works in close collaboration with Manufacturing Excellence and Robotics, helping close the loop between standardised processes, high-frequency operational data and real-time AI-led decision-making.

To support responsible adoption, PGP Glass has established an enterprise AI Workbench and is progressing towards an ISO 42001 AI Management System certification roadmap. This reflects the Company's intent to adopt AI responsibly, with emphasis on governance, transparency, security, accountability and business value.

Strengthening Data Architecture and Predictive Intelligence

The Company continued to strengthen its enterprise data architecture to support scalable analytics and AI initiatives. The focus during the year was on improving data availability, standardizing KPIs, enhancing data governance and enabling better integration across systems.

Predictive analytics capabilities were enhanced to support proactive decision-making in areas such as quality, asset performance, utilities and supply chain planning. These capabilities allow operational and management teams to anticipate risks, identify performance gaps and make faster, better-informed decisions.

This shift from retrospective reporting to predictive intelligence is central to PGP Glass's long-term digital transformation journey.

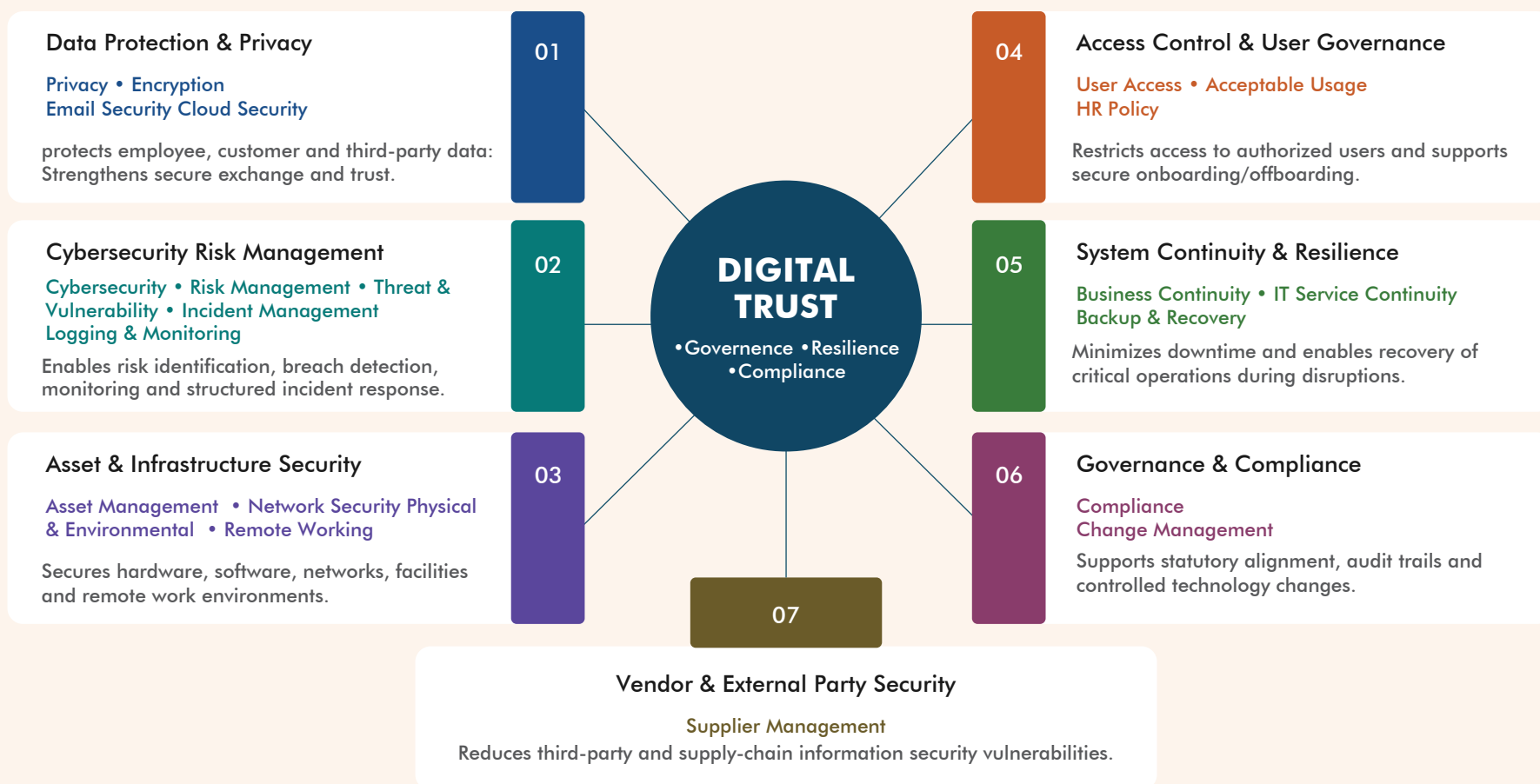
Cybersecurity and IT Policy Framework

As digital adoption expands, cybersecurity remains fundamental to business resilience and stakeholder trust. PGP Glass maintains a robust suite of IT and cybersecurity policies aligned with global best practices, including the principles of ISO/IEC 27001. These policies are designed to protect the confidentiality, integrity and availability of critical systems and information assets.

PGP Glass's cybersecurity framework follows a multi-layered governance model covering data protection, cyber risk management, infrastructure security, access governance, business continuity, regulatory compliance, supplier security and employee awareness.

Information Security & Data Protection Governance

Seven interconnected policy pillars that safeguard data, systems, operations and stakeholder trust



This framework helps ensure that digital risk is addressed not only through technology controls, but also through governance, accountability, employee behaviour and third-party oversight.

Cybersecurity Implementation Highlights

To translate policy into practice, PGP Glass has embedded security controls and operating mechanisms across its digital environment. These controls are designed to detect, prevent, respond to and recover from cybersecurity risks.

Key measures include:



24x7 monitoring and incident reporting

Critical systems are monitored continuously through real-time alerts, defined escalation pathways and structured reporting mechanisms for anomalies, suspicious activity and phishing attempts.



Email and network protection

Multi-layer scanning across gateways, servers and endpoints helps detect and block spam through malware and phishing threats. Domain restrictions further help prevent unauthorised data sharing.



Encryption and secure access

AES-256 encryption is used for data at rest, while SSL/TLS protocols protect data in transit. Secure remote access is enabled through VPNs and multi-factor authentication.



Awareness & training

Employee awareness continues to be a key line of defence. Regular sensitisation programmes cover phishing, password hygiene, safe browsing and secure data handling. Mandatory cybersecurity induction is provided to new joiners.



Cloud & backup governance

Cloud adoption is managed through due diligence, privacy controls, compliance checks and selective deployment. Backup management includes defined schedules, media rotation, disaster-recovery drills and restoration testing.



Device security

Devices are secured through EDR, encryption, threat protection, continues 24x7 SOC monitoring and logging.



Policy assurance & review

Cybersecurity policies are reviewed periodically and updated based on incidents, audit findings, regulatory expectations and evolving risks. Internal and external audits support ongoing compliance with information security protocols.

Converging IT, OT and Cyber Resilience

As manufacturing systems become more connected, the convergence of Information Technology and Operational Technology introduces new opportunities as well as new risks. In FY26, PGP Glass continued to reinforce governance for IT and OT risk convergence by strengthening monitoring, access management, endpoint controls, network security and incident response.

15. TOWARDS A MORE SUSTAINABLE TOMORROW

Driving sustainable growth through innovation, responsible leadership, operational excellence and collaborative action to create long-term value for people, planet and business.

As we reflect on FY 2025–26, we do so with a deep sense of purpose, progress, and responsibility. This year has been defined not only by the milestones we achieved, but by the mindset we embraced—one that recognizes sustainability as an integral driver of long-term value, innovation, and resilience.

Across our operations, we continued to strengthen our commitment to environmental stewardship, operational excellence, and social impact. From advancing energy efficiency and increasing the use of renewable resources to enhancing circularity within our value chain, every step has been guided by our belief that meaningful progress is built through consistent action and collective effort. These achievements are not merely indicators of performance; they are reflections of our values and our determination to create lasting positive impact.

At the heart of this journey are our people, whose dedication, ingenuity, and passion continue to shape PGP Glass. Their commitment to safety, quality, inclusion, and continuous improvement has enabled us to navigate challenges, seize opportunities, and drive sustainable growth. Equally important are the partnerships we have nurtured with customers, suppliers, communities, and stakeholders- collaborations that reinforce our shared responsibility to build a more sustainable future.

The challenges facing our world continue to evolve. Climate change, resource constraints, and rising stakeholder expectations require businesses to think differently and act decisively. At PGP Glass, we view these challenges as opportunities to innovate, lead,

and contribute meaningfully to a low-carbon and circular economy. Our commitment to responsible growth, technological advancement, and transparent governance remains steadfast.

As we look ahead, we remain inspired by the possibilities that lie before us. This report marks not an endpoint, but another milestone in an ongoing journey-one that

demands ambition, accountability, and action. Guided by our purpose and strengthened by our values, we will continue to shape a future where sustainability and business success advance together.

Because at PGP Glass, every bottle we create carries more than a product-it carries our commitment to a better tomorrow.



16. ASSURANCE STATEMENT



INDEPENDENT ASSURANCE STATEMENT

CSRWorks International Pte Ltd ("CSRWorks") has been engaged by the Management of PGP Glass Limited ("PGP" or "the Company" with Corporate Identification Number (CIN): U74999MH2020PLC349649) to carry out an independent assurance engagement for its Sustainability Report FY2025-26 in its printed version, including references to its website ("the Report").

The Report has been prepared by the Company in accordance with the Global Reporting Initiative's ("GRI's") Sustainability Reporting Standards 2021 ("GRI Standards") and the United Nations' Sustainable Development Goals. The Report covers PGP's sustainability performance of its operations across the world from 1st April 2025 to 31st March 2026 ("the reporting period").

Our assurance was conducted based on a Type 2 Moderate level of engagement as per AccountAbility's AA1000 Assurance Standard ("AA1000 AS v3") using CSRWorks' Framework for Assurance and Verification, a customised verification procedure¹, and as mutually agreed with the client. This statement presents our opinion as an independent assurance provider to the Management of PGP ("the Management"), based on the assurance engagement planned and conducted by us during July 2026 – August 2026.

RESPONSIBILITIES OF THE MANAGEMENT AND THE ASSURANCE PROVIDER

The Management of PGP bears the sole responsibility for preparation of the Report as well as collecting, collating, analysing and presenting the information and data in the Report. PGP is also responsible for maintaining the integrity of its website as well as any referenced disclosures on its sustainability performance.

The Management of PGP is the sole intended user of this Statement. CSRWorks' responsibility in presenting the outcomes of our independent assurance engagement is to the Management and is based on the scope of work and terms of reference agreed upon with the Company. We expressly disclaim any liability for any decision, investment or otherwise, that a person or entity may make based on this Statement. Our assurance engagement is based on the assumption that the information and data to presented to us as part of our work has been provided in good faith and is free from material misstatements.

ASSURANCE SCOPE, CRITERIA AND LIMITATIONS

The reporting scope, subject matter and boundary covers PGP's performance related to governance, economic, environmental and social aspects during the reporting period for PGP's manufacturing plants in India and Sri Lanka, offices and corporate headquarters, as brought out in the Report under the section "About the Report".

Our assurance engagement has been planned and performed based on the requirements set out in AA1000 AS v3 towards providing a Type 2, Moderate level of assurance opinion of the Report's adherence to AA1000 AccountAbility Principles (2018). As part of our engagement, we have also evaluated the Report's adherence to the GRI Standards chosen for reporting by PGP as referenced in the Report.

During the engagement, we did not come across any limitations to the agreed terms of reference. Our assurance takes into account an uncertainty level of ±5% for any errors in measurement or estimation and omission. Selection of samples of sustainability data, information and evidences are based on our professional judgement and perceived risks within the effort and time allocated and hence, related limitations will persist. Any reported data on financial performance has been reviewed based on audited financial statements and is not within the terms of reference of our engagement. The data related to greenhouse gas ("GHG") emissions have been verified by an independent third-party and was not part of our terms of reference of this work.

Our engagement also excludes any evaluation of the adequacy or effectiveness of PGP's strategies, management approaches and internal controls for sustainability issues, including performance versus goals and targets. Any forward-looking statements, planned initiatives and expressions of opinion and belief provided within the Report have been excluded from the terms of reference for our work of assurance. We have not reviewed the accuracy and reliability of information and data outside the reporting period within the Report, such as historical performance

¹ Based on global assurance and verification frameworks and best practices such as AA1000 AS v3, ISAE 3000 (Revised) – (Assurance Engagements Other than Audits or Reviews of Historical Financial Information) and ISO 14064-3:2019.

information presented for the purposes of comparability. The evaluation of the level of adherence to global reporting frameworks beyond the GRI Standards chosen by PGP for reporting is also not part of this engagement.

ASSURANCE METHODOLOGY

As part of our assurance process towards arriving at our assurance opinion and conclusions, and based on the terms of reference agreed upon with PGP, we carried out the following activities:

- Desk review of the draft version of the Report and development of an assurance engagement plan.
- Interactions with management personnel at PGP's manufacturing plants, offices and corporate office who have been tasked with driving the Company's sustainability strategies related to the following areas:
 - o Governance Matters, Sustainability, Environment (Energy, Air Emissions, Water, Waste), Marketing, Human Resources, Training, Supply Chain, Corporate Social Responsibility
- During this assurance process, we interacted with personnel at two manufacturing plants (Kosamba in India and Horana in Sri Lanka), PGP's office in Vadodara and corporate headquarters in Mumbai in India.
- Review of PGP's approaches towards materiality determination and stakeholder engagement, and its outcomes as presented in the Report.
- Review of PGP's adherence to the AA1000 Accountability Principles (2018) of Materiality, Inclusivity, Responsiveness and Impact.
- Review of policies, practices, principles, governance mechanisms, and performance as presented in the Report, and an assessment of underlying management and reporting processes.
- Assessment of specified performance information and disclosed information related to identified material issues towards evaluating the reliability and quality of data and information presented including:
 - o Verification of data through sample evidence gathering and an evaluation of the accuracy, reliability, traceability and completeness of data capture systems and processes used for collating and validating reported information, including methodologies and assumptions considered.
 - o Interactions with senior managers and data owners responsible for collecting, collating, reporting and validating sustainability performance data.
- Assessment of the Report's adherence to the requirements of the GRI Standards (GRI 2: General Disclosures 2021 and GRI Topic Standards) selected for reporting by PGP, and brought out in the GRI Content Index of the Report:
 - o GRI 201: Economic Performance 2016 – 201-1, 201-2, 201-3, 201-4; GRI 202: Market Presence 2016 – 202-1, 202-2; GRI 203: Indirect Economic Impacts – 203-1, 203-2; GRI 204: Procurement Practices 2016 – 204-1; GRI 205: Anti-corruption 2016 – 205-1, 205-2, 205-3; GRI 206: Anti-competition 2016 – 206-1; GRI 207: Tax 2019 – 207-1, 207-2, 207-3, 207-4;
 - o GRI 301: Materials 2016 – 301-1, 301-2, 301-3; GRI 302 Energy 2016 – 302-1, 302-2, 302-3, 302-4, 302-5; GRI 303: Water 2018 – 303-1, 303-2, 303-3, 303-4, 303-5; GRI 304: Biodiversity 2016: 304-1, 304-2, 304-3, 304-4; GRI 305: Emissions 2016 – 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7; GRI 306: Waste 2020 – 306-1, 306-2, 306-3, 306-4, 306-5;
 - o GRI 401: Employment 2016 – 401-1, 401-2, 401-3; GRI 402: Labor/Management Relations 2016 – 402-1; GRI 403: Occupational Health and Safety 2018 – 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10; GRI 404: Training and Education 2016 – 404-1, 404-2, 404-3; GRI 405: Diversity and Equal Opportunity 2016 – 405-1, 405-2; GRI 406: Non-discrimination 2016 – 406-1; GRI 407: Freedom of Association and Collective Bargaining 2016 – 407-1; GRI 408: Child Labor 2016 – 408-1; GRI 409: Forced or Compulsory Labor 2016 – 409-1; GRI 410: Security Practices 2016 – 410-1; GRI 411: Rights of Indigenous Peoples 2016 – 411-1; GRI 413: Local Communities 2016 – 413-1, 413-2; GRI 415: Public Policy 2016: 415-1; GRI 416: Customer Health and Safety 2016: 416-1, 416-2; GRI 417: Marketing and Labeling 2016: 417-1, 417-2, 417-3; GRI 418: Customer Privacy 2016: 418-1.
- Review of overall balance and neutrality in reporting, and verification of supporting evidences for claims, initiatives and case studies presented in the Report on a sample basis.

CSRWorks was free to choose interviewees, and obtain evidences and samples of data sets as planned and required for performing our assurance engagement towards arriving at our assurance opinion. We carried out our interviews and interactions remotely through video-conferencing and collaboration platforms. We did not interact with any external stakeholders as part of this engagement.

CONCLUSIONS AND OPINIONS

Based on the assurance engagement undertaken, nothing has come to our attention to suggest that PGP Glass Limited's Sustainability Report FY2025-26 does not provide a fair, faithful and reliable account of the Company's material issues,

sustainability strategies, management approach and performance information, nor does not adequately adhere to requirements of the GRI Standards chosen by the Company and brought out within its GRI Content Index.

Our opinion on the Report's adherence to the AA1000 AccountAbility Principles (2018) is as follows:

Inclusivity

"People should have a say in the decisions that impact them."

The Report brings out PGP's approaches and engagement methods towards maintaining ongoing dialogues with its key stakeholder groups, that is, customers, investors, employees, suppliers, regulatory bodies, society and communities, and industry associations. The Report explains how active interactions with key stakeholder groups help understand priorities and expectations, as well as address concerns that have been identified.

Nothing has come to our attention to suggest that the Report has not adequately adhered to the principle of Inclusivity.

Materiality

"Decision makers should identify and be clear about the sustainability topics that matter."

The Report explains the double materiality approach used by PGP, that is, integrating financial materiality with impact-based materiality, towards identifying material topics which drives disclosures within the Report and forms the basis of the Company's ESG framework. The approach also considers ESG risks and opportunities, global and sectoral risks, and stakeholder insights towards understanding the significance and relevance of each topic.

Nothing has come to our attention to suggest that the Report has not adequately adhered to the principle of Materiality.

Responsiveness

"Organisations should act transparently on material sustainability topics and their related impacts."

The Report brings out PGP's responses to significant concerns and expectations identified through stakeholder engagement channels, which are based on timely communication, transparency and collaboration. PGP's ESG framework and roadmap towards directing its disclosure, operational excellence and long-term value creation, has been informed through the double materiality assessment carried out by the Company. Policies, management approaches and performance metrics related to the identified material topics are brought out within the Report through global sustainability reporting frameworks such as the GRI Standards and the UN Sustainable Development Goals.

Nothing has come to our attention to suggest that the Report has not adequately adhered to the principle of Responsiveness.

Impact

"Organisations should monitor, measure, and be accountable for how their actions affect their broader ecosystems."

The Report explains PGP's processes for monitoring, measuring and evaluating impacts of its business operations related to identified material issues, as well as setting goals and targets as part of its ESG roadmap. Descriptions of policies, certifications, codes of conduct, performance metrics and assessment processes that have been established by PGP are brought out within the Report through policies, strategies, performance and programmes using relevant GRI Standards.

Nothing has come to our attention to suggest that the Report has not adequately adhered to the principle of Impact.

Reliability and Quality of Specified Sustainability Performance Information

The methodologies and processes developed by PGP for collecting, collating, analysing and reporting data and information related to the Company's sustainability performance were found to be generally acceptable. Data owners and managers were able to demonstrate the traceability of the majority of the qualitative and quantitative data brought out within the Report and which was sampled by us. Data inaccuracies identified were found to be attributable to errors in interpretation, transcription and aggregation, and were corrected.

On the basis of a Type 2 moderate level of assurance engagement, nothing has come to our attention to suggest that the information presented by PGP Glass Limited to us was inconsistent, inaccurate and unreliable.

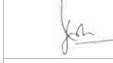
CSRWorks has presented a detailed Management Report with conclusions and recommendations which is meant towards further strengthening the process of sustainability reporting at PGP in future reporting periods. The content of this Management Report is however, generally consistent with the Management's objectives and have not influenced the opinions and conclusions presented within this Statement.

INDEPENDENCE AND COMPETENCE OF THE ASSURANCE PROVIDER

CSRWorks is a leading provider of sustainability services focused on advisory, assurance, training and thought leadership, and a licenced provider of AA1000 Assurance Services with detailed processes for ensuring quality and competency. It has over twenty years of track record in sustainability reporting, integrated reporting, external assurance, GHG verification, ESG assessment and ratings, climate change disclosures and sustainable procurement.

We maintain our independence and adherence to relevant ethical requirements as detailed within the AA1000 AS v3 Code of Practice and the International Ethics Standards Board for Accountants' International Ethics Standards for Sustainability Assurance (including International Independent Standards), as well as our internal codes for responsible conduct. This engagement has been planned and performed by an independent multi-disciplinary team of sustainability and assurance professionals with requisite skills, experience and competencies – no member of the assurance team has a business relationship with PGP, its Directors or Managers beyond this engagement.

CSRWorks was not involved in the development of the Report except for this Assurance Statement. This Assurance Statement represents the independent opinion of CSRWorks.

For CSRWorks and on behalf of the Assurance team	
	
Rajesh Chhabara Managing Director CSRWorks International	Kiran Radhakrishnan Senior Manager – Sustainability Services CSRWorks International
21 st August 2026, Singapore	 AA1000 Licensed Report 000-113/V3-ZH2WQ
  AA1000 Licensed Assurance Provider 000-113	

This Assurance Statement shall be only valid when published within or referenced to the Report to which it refers. It may only be reproduced in its entirety.

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17. GRI CONTENT INDEX

Statement of use: PGP Glass Private Limited has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 in accordance with the GRI Standards.

GRI Standard	Disclosure No.	Disclosure Title	Page No.	Remarks / Location Reference
GRI 2: General Disclosures 2021				
GRI 2: General Disclosures 2021	2-1	Organizational details	5, 14-15, 167	Limited company headquartered in Mumbai, India; operations in India, Sri Lanka, USA, UAE and France.
	2-2	Entities included in the organization's sustainability reporting	5	Scope & Boundary — 6 manufacturing sites and 4 offices; entities also listed in country-by-country tax reporting (60-61).
	2-3	Reporting period, frequency and contact point	5-6	Annual reporting; 1 Apr 2025 - 31 Mar 2026. Contact: C.N. Banerjee, CSO.
	2-4	Restatements of information	6	Only restatement relates to air-emissions calculation for accuracy; methodology unchanged.
	2-5	External assurance	6, 144-145	Type 2 Moderate assurance by CSR Works International Pte Ltd (AA1000 AS v3); GHG data verified by EK International Pvt Ltd.
	2-6	Activities, value chain and other business relationships	13-15, 26-28	About Us and Value Creation Model.
	2-7	Employees	105-107, 163	Total 4,930 permanent employees; broken down by age, gender, region and disability.
	2-8	Workers who are not employees	105, 107	5,977 contractual workers; total workforce 10,907.
	2-9	Governance structure and composition	50-54	Board of Directors, board committees and ESG governance framework.
	2-10	Nomination and selection of the highest governance body	52	Nomination and Selection Process; 8 Directors, four representing sole shareholder (Blackstone).
	2-11	Chair of the highest governance body	51	Mr. D. Shivakumar, Independent Director & Chairperson (non-executive).

GRI Standard	Disclosure No.	Disclosure Title	Page No.	Remarks / Location Reference
GRI 2: General Disclosures 2021				
	2-12	Role of the highest governance body in overseeing the management of impacts	49-50, 53-54	Board oversight through committees, MIS and ESG Apex Committee.
	2-13	Delegation of responsibility for managing impacts	54-55	Three-tier ESG governance: Apex Committee, Core Working Group, ESG Champions.
	2-14	Role of the highest governance body in sustainability reporting	53-54	ESG Apex Committee (headed by CSO) reviews disclosures and reports.
	2-15	Conflicts of interest	52, 56-57	Conflict-of-interest protocols: mandatory disclosure, review, recusal and Code enforcement.
	2-16	Communication of critical concerns	56-58	Critical concerns escalated to Board via monthly MIS; one bribery incident communicated in FY26.
	2-17	Collective knowledge of the highest governance body	55, 58	Board and employees trained on ESG / Code of Conduct principles.
	2-18	Evaluation of the performance of the highest governance body	53	Nomination & Remuneration Committee oversight.
	2-19	Remuneration policies	53	Guided by Nomination & Remuneration Policy; incentives aligned with performance and long-term value.
	2-20	Process to determine remuneration	53	Nomination & Remuneration Committee determines remuneration practices.
	2-21	Annual total compensation ratio	-	Confidentiality constraints.
	2-22	Statement on sustainable development strategy	7-11	Messages from the CEO and Chief Sustainability Officer.
	2-23	Policy commitments	55-56	Code of Conduct covering human rights, anti-bribery, DEI, EHS, data privacy, etc.
	2-24	Embedding policy commitments	55-56	Policies publicly available; reinforced through training, workshops and internal communication.
	2-25	Processes to remediate negative impacts	56-57	Grievance redressal mechanism with structured investigation and closure.

GRI Standard	Disclosure No.	Disclosure Title	Page No.	Remarks / Location Reference
GRI 2: General Disclosures 2021				
	2-26	Mechanisms for seeking advice and raising concerns	56-57	Formal grievance channels, anonymous drop-boxes, whistleblower mechanism.
	2-27	Compliance with laws and regulations	57-58	No incidents of non-compliance / anti-competitive behaviour over last three years; one confirmed bribery case in FY26.
	2-28	Membership associations	18	AIGMF, CII, UNGC, SBTi, CEO Water Mandate, WASH4Work.
	2-29	Approach to stakeholder engagement	29-31	Seven key stakeholder groups with concerns, methods and frequency.
	2-30	Collective bargaining agreements	113-113, 161	Freedom of association upheld; % employees part of unions/associations disclosed by site.
GRI 3: Material Topics 2021				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	32-35	Double materiality approach integrating impact and financial materiality.
	3-2	List of material topics	33	16 material topics; 11 selected for goal and target setting.
	3-3	Management of material topics	36-40	Material topics risk register — ESG, regulatory, operational, financial & environmental impacts, mitigation.
GRI 201: Economic Performance 2016				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	59	Revenue INR 4,703 Cr; wages, capital, taxes and CSR distributed.
	201-2	Financial implications and other risks and opportunities due to climate change	36-37, 47	Climate risk integrated in ERM; transition and physical risks assessed via scenario analysis.
	201-3	Defined benefit plan obligations and other retirement plans	110 -111	PF, Gratuity, ESI and (Sri Lanka) ETF provisions.
	201-4	Financial assistance received from government	61	Export incentives (DFIA, RODTEP), TIEP benefit, BOI concessionary tax rate — total disclosed.

GRI Standard	Disclosure No.	Disclosure Title	Page No.	Remarks / Location Reference
GRI 202: Market Presence 2016				
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	110	100% of employees paid at or above applicable minimum wage.
	202-2	Proportion of senior management hired from the local community	108	No senior management hired from the local community in the past three reporting years.
GRI 203: Indirect Economic Impacts 2016				
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	127-129	CSR — road works, fencing, rainwater borewells, drainage, plantation under Project Gram Vikas.
	203-2	Significant indirect economic impacts	127-129	Livelihood creation, health, education, disability inclusion; 15,895 beneficiaries.
GRI 204: Procurement Practices 2016				
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	84-85	India: 81% local (Gujarat), 14% other domestic, 5% import. Sri Lanka: 60% local/domestic, 40% import.
GRI 205: Anti-corruption 2016				
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	55-57	Business ethics compliance internally assessed across all operational sites.
	205-2	Communication and training about anti-corruption policies and procedures	55, 58	100% of employees and Board covered under Code of Conduct / anti-corruption training.
	205-3	Confirmed incidents of corruption and actions taken	57	One confirmed incident (Kosamba); employee terminated. Nil in FY24 and FY25.
GRI 206: Anti-competitive Behaviour 2016				
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	58	No incidents / legal actions over the past three reporting years.

GRI Standard	Disclosure No.	Disclosure Title	Page No.	Remarks / Location Reference
GRI 207: Tax 2019				
GRI 207: Tax 2019	207-1	Approach to tax	59	Board oversees tax compliance; dedicated team ensures statutory adherence.
	207-2	Tax governance, control, and risk management	59	Board-level oversight of taxation matters and statutory compliance.
	207-3	Stakeholder engagement and management of concerns related to tax	59	Tax compliance treated as element of responsible financial governance.
	207-4	Country-by-country reporting	60-61	Entity-wise data for India, Sri Lanka, France, USA and Dubai.
GRI 301: Materials 2016				
GRI 301: Materials 2016	301-1	Materials used by weight or volume	86-87	Raw material consumption by site (silica sand, soda ash, limestone, dolomite, feldspar, cullet, etc.).
	301-2	Recycled input materials used	85, 98	33% cullet utilisation (internal + externally sourced PCR cullet). in-house packaging with 80% recycled paper content.
	301-3	Reclaimed products and their packaging materials	99, 133	627.11 MT & 424 MT reclaimed cullet used
GRI 302: Energy 2016				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	69-70, 153-155, 162	Electrical and fuel energy by site and source; 26.5% electricity from renewables.
	302-2	Energy consumption outside of the organization	75-78	Captured within Scope 3 fuel- and energy-related activities.
	302-3	Energy intensity	70, 162	Energy intensity 129 GJ/Million INR (FY26).
	302-4	Reduction of energy consumption	71-72	Plant-wise energy efficiency interventions with MJ and tCO ₂ e savings.
	302-5	Reductions in energy requirements of products and services	70	Not applicable — glass does not consume energy in the use phase

GRI Standard	Disclosure No.	Disclosure Title	Page No.	Remarks / Location Reference
GRI 303: Water and Effluents 2018				
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	91-92	Site-level, risk-based approach; ISO 46001-aligned; 4R approach.
	303-2	Management of water discharge-related impacts	92-93	ZLD across most plants; multi-stage effluent treatment; no discharge non-compliance in FY26.
	303-3	Water withdrawal	93, 162	Total 412 ML by source (surface, groundwater, third-party).
	303-4	Water discharge	93, 162	Third-party destinations 17 ML; recycled 428 ML.
	303-5	Water consumption	93, 163	Total water consumption 412.05 ML (FY26).
GRI 304: Biodiversity 2016				
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value	88	No sites within or adjacent to protected or high-biodiversity-value areas.
	304-2	Significant impacts of activities, products and services on biodiversity	88	No significant adverse impacts; footprint actively managed.
	304-3	Habitats protected or restored	88	Miyawaki plantation on company-owned land.
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	88	No IUCN Red List / nationally listed species identified in affected areas.
GRI 305: Emissions 2016				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	73, 162	Scope 1 total 2,76,812 tCO ₂ e (FY26), by plant.
	305-2	Energy indirect (Scope 2) GHG emissions	74, 162	Scope 2 total 1,83,698 tCO ₂ e (FY26), by plant.
	305-3	Other indirect (Scope 3) GHG emissions	75-78, 162	Scope 3 total 6,09,345.97 tCO ₂ e across 10 categories
	305-4	GHG emissions intensity	74-75, 162	Scope 1+2 intensity 8.36 tCO ₂ /Million INR (FY26).

GRI Standard	Disclosure No.	Disclosure Title	Page No.	Remarks / Location Reference
GRI 305: Emissions 2016				
	305-5	Reduction of GHG emissions	71-72, 77-78	Efficiency projects; 39,000 I-REC certificates procured; SBTi-aligned reductions.
	305-6	Emissions of ozone-depleting substances (ODS)	90	R-22 the only ODS used (HVAC).
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	89	PM, SO _x , NO _x tracked FY24-FY26 at Kosamba, Jambusar, Horana.
GRI 306: Waste 2020				
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	99	Waste-related impacts across value-chain stages mapped.
	306-2	Management of significant waste-related impacts	99-102	Standardized tracking; authorized recyclers (GPCB/CPCB); waste hierarchy.
	306-3	Waste generated	100-101, 163	Hazardous 632.42 MT; non-hazardous 25,169.86 MT (FY26).
	306-4	Waste diverted from disposal	102	98.41% of total waste diverted from disposal via recycling, repurpose, co-processing.
	306-5	Waste directed to disposal	102	Landfill and incineration streams (ETP/STP sludge and non-recoverable residues).
GRI 308: Supplier Environmental Assessment 2016				
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	81-83	ESG due diligence at onboarding; 100% targeted suppliers with E/S/HR clauses in contracts.
	308-2	Negative environmental impacts in the supply chain and actions taken	81, 83-84	Supplier audits, sustainability assessments and corrective action plans.

GRI Standard	Disclosure No.	Disclosure Title	Page No.	Remarks / Location Reference
GRI 401: Employment 2016				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	108-109, 163	New hire rate 11.18%; turnover 8.67%; retention 91.33%.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	110-112	Life/health/accident insurance, parental leave, EPF/ETF, ESI, stock ownership.
	401-3	Parental leave	114-115, 164	1,653 male & 113 female eligible; 95.56% return-to-work rate.
GRI 402: Labor/Management Relations 2016				
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	112-113	Minimum 30-day notice per Factories Act and applicable collective agreements.
GRI 403: Occupational Health and Safety 2018				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	122	OHS systems across all units; ISO 45001-aligned; 100% coverage.
	403-2	Hazard identification, risk assessment, and incident investigation	124-125	HIRA/JSA, permit-to-work, 5-Why RCA, CAPA, digital Safety Cockpit.
	403-3	Occupational health services	125-126	Periodic medical exams, biological monitoring, 24x7 OHCs at major sites.
	403-4	Worker participation, consultation, and communication on occupational health and safety	124-125	Safety committees with 50:50 management-worker representation; Stop Work Authority.
	403-5	Worker training on occupational health and safety	125	Induction, hazard-specific, emergency and behavioural safety training.
	403-6	Promotion of worker health	125-126	Medical insurance, preventive screenings, wellness and mental-health programmes.

GRI Standard	Disclosure No.	Disclosure Title	Page No.	Remarks / Location Reference
GRI 403: Occupational Health and Safety 2018				
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	126	Contractor/supplier/transporter safety controls, permits and inductions.
	403-8	Workers covered by an occupational health and safety management system	122	100% coverage for employees and workers; no exclusions.
	403-9	Work-related injuries	123, 164	Zero fatalities; LTIFR disclosed for permanent and contractual workers.
	403-10	Work-related ill health	123	Zero recordable cases of work-related ill health / fatalities from ill health.
GRI 404: Training and Education 2016				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	116-118, 164	1,20,831 training hours; average 24.52 hours per employee (by gender and category).
	404-2	Programs for upgrading employee skills and transition assistance programs	116-117	Blended learning, Coursera (125 licenses), Employee Development Journey, B.Voc courses.
	404-3	Percentage of employees receiving regular performance and career development reviews	118-119	100% of eligible employees across all levels received formal performance review.
GRI 405: Diversity and Equal Opportunity 2016				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	52, 106-107, 164	Board diversity (25% women); workforce by age, gender and disability.
	405-2	Ratio of basic salary and remuneration of women to men	110	100% of our employees are paid either equal or above the applicable minimum wage
GRI 406: Non-discrimination 2016				
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	113	Zero cases of discrimination reported (consistent over past three years).

GRI Standard	Disclosure No.	Disclosure Title	Page No.	Remarks / Location Reference
GRI 407: Freedom of Association and Collective Bargaining 2016				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	112-113	Freedom of association and collective bargaining upheld; no operations at risk identified.
GRI 408: Child Labor 2016				
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	113	Zero tolerance; age verification controls; nil cases identified across sites.
GRI 409: Forced or Compulsory Labor 2016				
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	113	Zero tolerance for forced/compulsory labour; nil cases identified.
GRI 410: Security Practices 2016				
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	55, 58	Human rights embedded in Code of Conduct training; all relevant personnel trained.
GRI 411: Rights of Indigenous Peoples 2016				
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	-	Not applicable — No operations located in indigenous territories; no such incidents recorded.
GRI 413: Local Communities 2016				
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	127-129	CSR programmes across communities near operations; 15,895 beneficiaries.
	413-2	Operations with significant actual and potential negative impacts on local communities	127-129	No significant negative impacts; proactive community engagement and CSR.

GRI Standard	Disclosure No.	Disclosure Title	Page No.	Remarks / Location Reference
GRI 414: Supplier Social Assessment 2016				
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	81-83	Supplier ESG due diligence; 100% targeted suppliers with labour/human-rights clauses.
	414-2	Negative social impacts in the supply chain and actions taken	83-84	Supplier audits and corrective action plans; no confirmed corruption-linked terminations in FY26.
GRI 415: Public Policy 2016				
GRI 415: Public Policy 2016	415-1	Political contributions	58, 164	Strict policy of no political contributions; nil across reporting years.
GRI 416: Customer Health and Safety 2016				
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	134-135	H&S implications assessed via product-development, quality-control and customer-approval processes.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	135	No incidents of non-compliance recorded.
GRI 417: Marketing and Labelling 2016				
GRI 417: Marketing and Labelling 2016	417-1	Requirements for product and service information and labelling	134-135	B2B empty containers; product communication via technical specifications and traceability.
	417-2	Incidents of non-compliance concerning product and service information and labelling	135, 164	No incidents recorded. Consumer-facing labelling responsibility rests with customers.
	417-3	Incidents of non-compliance concerning marketing communications	135, 164	No incidents recorded.
GRI 418: Customer Privacy 2016				
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	133, 135, 164	Zero complaints and zero data breaches/losses recorded in FY26.

18. APPENDIX

Electrical Energy Consumption

Energy Consumption FY25	UoM	Electrical Energy Grid	Electrical Energy Renewable
Horana	GJ	1,31,645	11,625
Nattandiya	GJ	2,387	-
Kosamba	GJ	2,55,528	61,860
Jambusar	GJ	3,20,220	82,604
ANSA	GJ	28,230	11,207
Jarod	GJ	6,369	-

Energy Consumption FY25	UoM	Electrical Energy Grid	Electrical Energy Renewable
Horana	GJ	1,31,245	13,240
Nattandiya	GJ	2,570	-
Kosamba	GJ	2,33,492	53,964
Jambusar	GJ	3,23,902	67,993
ANSA	GJ	24,218	10,516
Jarod	GJ	5,663	-

Fuel Consumption

Fuel Consumption FY25								
Fuel Source	Fuel Type	Unit	Horana	Nattandiya	Kosamba	Jambusar	Ansa All	Jarod
Non-Renewable	Natural Gas	GJ	-	-	17,79,206	20,42,784	62,362	-
	LSHS	GJ	8,778	-	12,811	18,369	-	-
	Diesel	GJ	4,685	-	1,225	2,391	2,305	397
	Kerosene	GJ	7	-	-	-	-	-
	LPG	GJ	5,53,569	-	510	457	1,143	-
Renewable	Briquette Brick	GJ	-	-	-	-	-	37,566
Non-Renewable	Acetylene	GJ	53	-	387	395	-	-
Renewable	H2 Gas	GJ	-	-	1,29,440	-	-	-
Non-Renewable	ARGON GAS	GJ	-	-	-	0	-	-
	DFE-152A GAS	GJ	-	-	-	-	-	-

Fuel Consumption FY24								
Fuel Source	Fuel Type	Unit	Horana	Nattandiya	Kosamba	Jambusar	Ansa All	Jarod
Non-Renewable	Natural Gas	GJ	-	-	17,15,993	18,93,556	56,783	-
	Furnace Oil	GJ	10,233	-	14,978	71,166	-	-
	Diesel	GJ	4,477	3,400	919	2,516	1,644	289
	Kerosene	GJ	0.26	-	-	-	-	-
	LPG	GJ	5,44,314	-	585	391	1,068	-
Renewable	Briquette Brick	GJ	-	-	-	-	-	32,680
Non-Renewable	Acetylene	GJ	49	17	360	448	-	-
Renewable	H2 Gas	GJ	-	-	1,33,199	-	-	-
Non-Renewable	ARGON GAS	GJ	-	-	-	0	-	-
	DFE-152A GAS	GJ	-	-	-	-	-	-

PGP Glass Fuel Consumption						
Fuel Source	Fuel Type	Unit	FY26	FY25	FY24	
Non-Renewable	Natural Gas	GJ	41,44,252	38,84,353	36,66,332	
	Furnace Oil	GJ	-	-	96,377	
	LSHS	GJ	1,19,438	31,180	-	
	Diesel	GJ	10,201	6,319	13,244	
	Kerosene	GJ	1	-	-	
	LPG	GJ	5,19,967	2,109	5,46,358	
Renewable	Briquette Brick	GJ	41,789	37,566	32,680	
Non-Renewable	Acetylene	GJ	849	783	873	
Renewable	H2 Gas	GJ	1,35,987	1,29,440	1,33,199	
Non-Renewable	ARGON GAS	GJ	-	-	-	
	DFE-152A GAS	GJ	-	-	-	
Total		GJ	49,72,484	40,91,749	44,89,064	

Water Performance

PGP Glass Water Data FY25	Kosamba	Jambusar	Ansa	Jarod	Horana	PGP Glass
UOM	m3	m3	m3	m3	m3	Mega Litre
Water Withdrawal Total volume	1,01,251	2,09,683	24,634	18,155	60,546	414
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	-	50,999	-	-	34,822	86
Groundwater-renewable (rain recharge pits)	-	-	-	-	-	-
Groundwater – non renewable	99,555	1,58,684	21,622	13,871	7,000	301
Third party sources from municipal water suppliers, private party, and wastewater from any other organization	1,696	-	3,012	4,284	18,724	28
Brackish surface water/seawater	-	-	-	-	-	-
Water Discharge-Total volume						
Third-party destinations	-	16,586	1,835	-	-	18
Water recycled/reused	1,30,292	1,83,259	12,866	4,924	56,077	387

PGP Glass Water Data FY24	Kosamba	Jambusar	Ansa	Jarod	Horana	PGP Glass
UOM	m3	m3	m3	m3	m3	Mega Litre
Water Withdrawal Total volume	1,26,952	1,92,320	27,985	16,668	68,588	433
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	-	22,146	-	-	43,932	66
Groundwater-renewable (rain recharge pits)	-	-	-	-	-	-
Groundwater – non renewable	1,26,952	1,68,573	24,929	13,984	6,586	341
Third party sources from municipal water suppliers, private party, and wastewater from any other organization	-	1,601	3,056	2,684	18,070	25
Brackish surface water/seawater	-	-	-	-	-	-
Water Discharge-Total volume						
Third-party destinations	-	23,000	2,620	-	-	26
Water recycled/reused	32,387	1,76,569	12,807	4,777	69,688	296

Waste Performance

Hazardous Waste Generation & Disposal

FY 24-25	Data for FY 25 (01-April 2024 to 31-March 2025)									
Categories	UOM	Disposal Method	Hazardous /	Kosamba	Jambusar	Ansa	Jarod	Horana	Nattandiya	Total
E-Waste	MT	Recycle	Hazardous	13.83	1.29	0.89	0	0.066		16.08
Mineral Oil Waste (Used Oil)	MT	Recycle	Hazardous	6.8	2.96	0.555	0	7.65		17.97
ETP Sludge	MT	Landfill/								
Incineration	Hazardous	13.26	133.64	219.74	0	17.62		384.26		
Evaporated sludge	MT	Landfill	Hazardous	8.19			1.5			9.69

FY 24-25	Data for FY 25 (01-April 2024 to 31-March 2025)									
Categories	UOM	Disposal Method	Hazardous /	Kosamba	Jambusar	Ansa	Jarod	Horana	Nattandiya	Total
Cotton Waste	MT	Incineration	Hazardous	24.35	8.44	1.055	0.2			34.05
Empty barrels/ containers contaminated with hazardous chemicals/ waste	MT	Recycle	Hazardous		15.49	24.836	0.75			41.08
Coating Sludge	MT	Incineration	Hazardous			112.77	0			112.77
Waste Solvent	MT	Incineration	Hazardous			17.01	0			17.01
Cullet Mud	MT	Landfill	Hazardous		66.04		0			66.04
PVC Plastic waste	MT	Recycle	Hazardous				0			0
Total Hazardous waste	Ton		Hazardous	66.43	227.86	376.856	2.45	25.336	0	698.932

Non-Hazardous Waste Generation & Disposal

FY 24-25	Data for FY 25 (01-April 2024 to 31-March 2025)									
Categories	UOM	Disposal Method	Hazardous / Non-Hazardous	Kosamba	Jambusar	Ansa	Jarod	Horana	Nattandiya	Total
Paper Waste	MT	Recycle	Non-Hazardous		248.73		5535.15	75.94		5859.82
Plastic Waste	MT	Recycle	Non-Hazardous	539.91	413.58	88	11.29	41.24		1094.02
Metal Waste	MT	Recycle	Non-Hazardous	334.39	443.17	30	155.72	191.06		1154.34
Food Waste	MT	Repurpose	Non-Hazardous			224.8		23.59		248.39
Corrugated waste	MT	Recycle	Non-Hazardous	1225.431	834.15					2059.58
Wooden Scrap	MT	Recycle	Non-Hazardous	202.135	188.22	6.7	13.33			410.39
Cullet Waste	MT	Recycle	Non-Hazardous	5993.815	861.85					6855.67
Wet Waste	MT	Recycle	Non-Hazardous						5862.76	5862.76

FY 24-25	Data for FY 25 (01-April 2024 to 31-March 2025)									
Categories	UOM	Disposal Method	Hazardous / Non-Hazardous	Kosamba	Jambusar	Ansa	Jarod	Horana	Nattandiya	Total
Dry Waste	MT	Recycle	Non-Hazardous						0.64	0.64
Other	MT	Recycle	Non-Hazardous							0
Battery	MT	Recycle	Non-Hazardous	6.6	6.6					13.2
Construction and demolition	MT	Recycle	Non-Hazardous							0
Electrical & Machine	MT	Recycle	Non-Hazardous		8.64		2.46			11.1
Mix Waste	MT	Recycle	Non-Hazardous	2.05			43.506			45.56
Total Non-Hazardous waste	MT		Non-Hazardous	8304.331	3004.94	349.5	5761.456	331.83	5863.4022	23615.4592

Hazardous Waste Generation & Disposal

FY 23-24	Data for FY 24 (01-April 2023 to 31-March 2024)									
Categories	UOM	Disposal Method	Hazardous / Non-Hazardous	Kosamba	Jambusar	Ansa	Jarod	Horana	Nattandiya	Total
E-Waste	MT	Recycle	Hazardous		0.68	1.25		0.05		1.98
Mineral Oil Waste (Used Oil)	MT	Recycle	Hazardous		1.33	18.27	0.13	15.03		34.76
ETP Sludge	MT	Landfill/								
Incineration	Hazardous	23.19	102.69	229.65		5.56		361.09		
Evaporated sludge	MT	Landfill	Hazardous	8.87			2.2			11.07
Cotton Waste	MT	Incineration	Hazardous	14.37	8.46	0.795	1.19			24.815
Empty barrels/ containers contaminated with hazardous chemicals/ waste	MT	Recycle	Hazardous		12.75	20.01	1.57	0.46		34.79

FY 23-24	Data for FY 24 (01-April 2023 to 31-March 2024)									
Categories	UOM	Disposal Method	Hazardous / Non-Hazardous	Kosamba	Jambusar	Ansa	Jarod	Horana	Nattandiya	Total
Coating Sludge	MT	Incineration	Hazardous			79.124				79.124
Waste Solvent	MT	Incineration	Hazardous			5.995				5.995
Cullet Mud	MT	Landfill	Hazardous		82.11					82.11
PVC Plastic waste	MT	Recycle	Hazardous			6.986				6.986
Other	MT	Incineration	Hazardous			0.12				0.12
Total Hazardous waste	Ton		Hazardous	46.43	208.02	362.08	5.21	21.1	0	642.84

Non-Hazardous Waste Generation & Disposal

FY 23-24	Data for FY 24 (01-April 2023 to 31-March 2024)									
Categories	UOM	Disposal Method	Hazardous / Non-Hazardous	Kosamba	Jambusar	Ansa	Jarod	Horana	Nattandiya	Total
Paper Waste	MT	Recycle	Non-Hazardous		50.53		3944.00	40.30	0.00	4034.83
Plastic Waste	MT	Recycle	Non-Hazardous	531.78	471.68	55.00	18.00	38.80	3.81	1119.07
Metal Waste	MT	Recycle	Non-Hazardous	250.41	1276.01	38.50	36.00	156.60		1757.52
Food Waste	MT	Repurpose	Non-Hazardous					23.20		23.20
Corrugated waste	MT	Recycle	Non-Hazardous	916.27	934.19	165.00				2015.46
Wooden Scrap	MT	Recycle	Non-Hazardous	283.86	275.80	22.50				582.16
Cullet Waste	MT	Recycle	Non-Hazardous	5537.98	1859.73					7397.71
Wet Waste	MT	Recycle	Non-Hazardous						5410.90	5410.90
Dry Waste	MT	Recycle	Non-Hazardous		166.36				1.19	167.55

FY 23-24	Data for FY 24 (01-April 2023 to 31-March 2024)									
Categories	UOM	Disposal Method	Hazardous / Non-Hazardous	Kosamba	Jambusar	Ansa	Jarod	Horana	Nattandiya	Total
Other	MT	Recycle	Non-Hazardous	13.18			55.00			68.18
Battery	MT	Recycle	Non-Hazardous		20.39					20.39
Construction and demolition	MT	Recycle	Non-Hazardous		2158.57					2158.57
Electrical & Machine	MT	Recycle	Non-Hazardous		18.00					18.00
Mix Waste	MT	Recycle	Non-Hazardous		140.82					140.82
Total Non-Hazardous waste	MT		Non-Hazardous	7533.47	7372.08	281.00	4053.00	258.90	5415.90	24914.35

FY25 Safety Data								
Permanent Employees	Unit	Kosamba	Jambusar	Ansa	KGDPL - Kosamba	Jarod	Sri-Lanka	Total
Accidents	#	1	5	-	-	-	5	11
Lost Time	Days	50	216	-	-	-	344	610
Man Hrs Worked	#	59,08,304	44,00,613	10,72,240	61,792	1,70,318	12,46,464	1,28,59,731
LTFIR	per million hours worked	0	1.1	-	-	-	4.0	0.86

Contractual Employees	Unit	Kosamba	Jambusar	Ansa	KGDPL - Kosamba	Jarod	Sri-Lanka	Total
Accidents	#	-	1	-	-	2	-	3
Lost Time	Days	-	80	-	-	140	-	220
Man Hrs Worked	#	48,64,096	47,25,889	32,84,136	3,72,672	11,74,693	11,24,352	1,55,45,838
LTFIR	per million hours worked	-	0.2	-	-	1.70	-	0.19

FY24 Safety Data								
Permanent Employees	Unit	Kosamba	Jambusar	Ansa	KGDPL - Kosamba	Jarod	Sri-Lanka	Total
Accidents	#	0	0	0	0	0	3	3
Lost Time	Days	0	0	0	0	0	35	35
Man Hrs Worked	#	5037376	3972979	1211237	66688	177270	1122048	11587598
LTFIR	per million hours worked	0	0	0	0	0	2.6736824	0.258897487

Contractual Employees	Unit	Kosamba	Jambusar	Ansa	KGDPL - Kosamba	Jarod	Sri-Lanka	Total
Accidents	#	0	0	0	0	0	0	0
Lost Time	Days	0	0	0	0	0	0	0
Man Hrs Worked	#	4213080	4277626	3893111	449320	1325604	979200	15137941
LTFIR	per million hours worked	0	0	0	0	0	0	0

	Location	FY 2025-26	FY 2024-25	FY 2023-24
Permanent Employees - Part of Association	Jambusar	52%	49%	51%
	Kosamba	63%	63%	68%
	Horana	73%	67%	69%
	Ratmalana	9%	6%	6%

PGP 2025-26 Overall Sustainability Performance

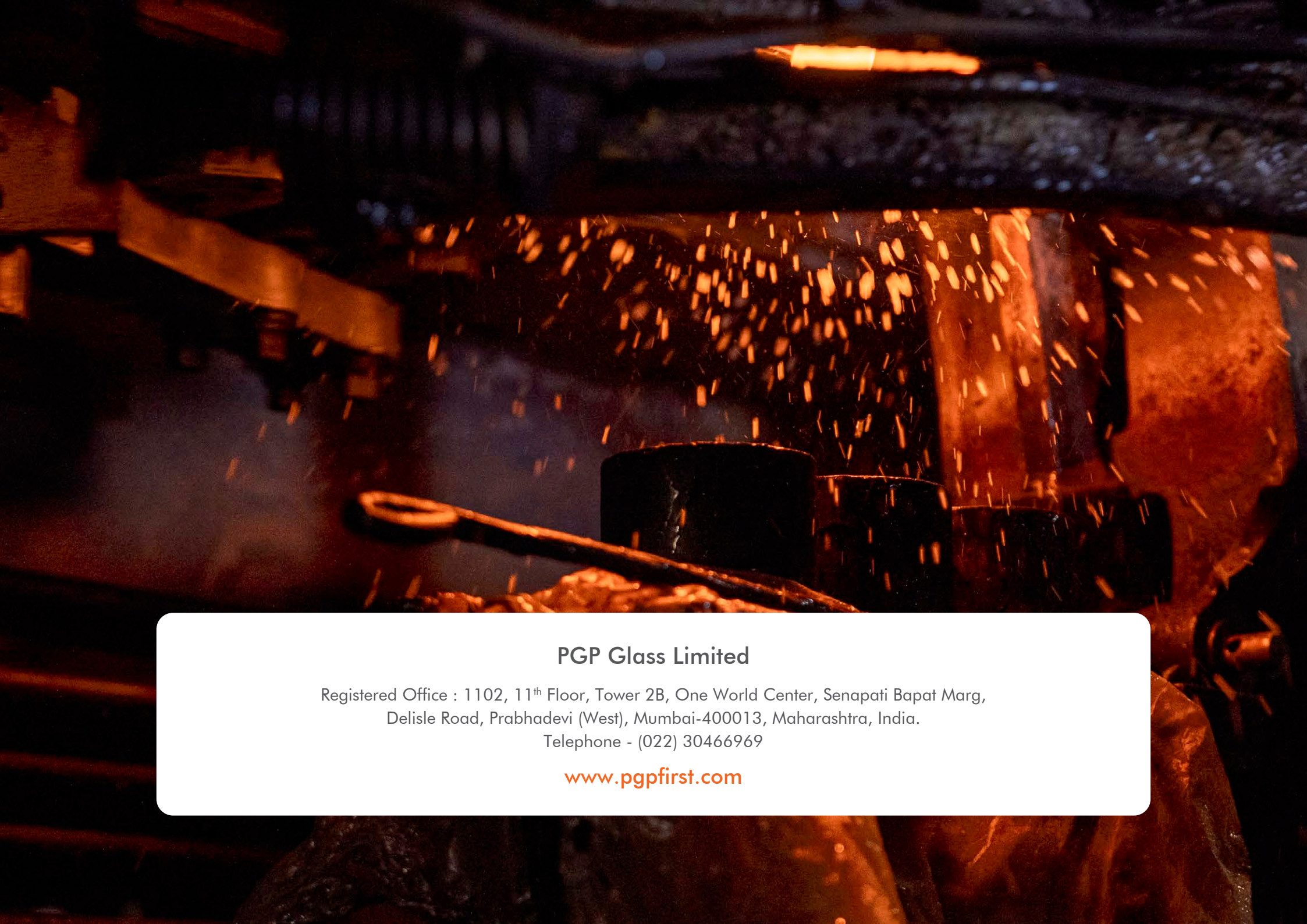
Environment Performance indicator Parameter	Unit	FY 2025-26	FY 2024-25	FY 2023-24
Energy Consumption				
Grid Energy	GJ	7,76,748.60	7,44,379.46	7,21,090.59
Renewable Energy	GJ	2,04,057.91	1,67,296.38	1,45,711.87
Fuel Energy	GJ	49,72,484.01	46,58,833.77	44,89,047.93
Total energy consumed	GJ	59,53,290.52	55,70,509.60	53,55,850.39
Energy intensity per rupee of turnover	GJ/Million Rupees	129.07	130.54	133.55
Emission				
Total Scope 1 emissions	tCO ₂ e	2,76,812.49	2,59,027.62	2,49,963.93
Total Scope 2 emissions	tCO ₂ e	1,83,698.28	1,34,149.08	1,43,343.73
Total Scope 1 + 2 Emissions	tCO ₂ e	3,93,431.42	3,93,176.70	3,93,307.67
Total Scope 3 emissions	tCO ₂ e	6,09,345.97	5,15,269.24	5,74,037.83
Air Pollution				
C Pollutant	MT	56.76	52.79	75.62
Water				
Surface water	Megalitres	89.72	85.82	66.08
Ground Water	Megalitres	257.55	300.73	341.02
Third Party Water	Megalitres	64.78	27.72	25.41
Seawater/ Desalinated Water	Megalitres	-	-	-
Water Discharge-Total volume	Megalitres	16.70	18.42	25.62
Water Recycled	Megalitres	428.05	387.42	296.23
Others (Rainwater Harvesting)	Megalitres	55.62	50.99	22.15

Environment Performance indicator Parameter	Unit	FY 2025-26	FY 2024-25	FY 2023-24
Total volume of water consumption (in megalitres)	Megalitres	412.05	414.27	432.51
Waste Generated				
Hazardous waste	MT	634.42	698.93	648.33
Non-hazardous waste	MT	25,169.86	23,615.46	24,914.36
Total	MT	25804.28	24,314.39	25,562.68

People Performance Indicator	Unit	FY 2025-26	FY 2024-25	FY 2023-24
Number of employees	Male	4,784	4,679	4,307
	Female	146	122	92
Number of workers	Male	4,559	4,626	5,236
	Female	1,418	1,252	1,443
Employees by age breakdown	<30 Yrs	983	1,134	835
	30-50 Yrs	3044	2,819	2,841
	>50 Yrs	903	848	723
New Employee Hires	Male	512	736	398
	Female	39	41	19
Employee Left	Male	406	364	306
	Female	16	11	17
Permanent Employees - Part of Association	%	60	58	61
Number of employees that took parental leave	Male	42	35	4
	Female	3	13	1

Environment Performance indicator Parameter	Unit	FY 2025-26	FY 2024-25	FY 2023-24
Number of employees returned to work	Male	42	35	27
	Female	2	2	2
Average Training Hours	Employees	24.52	18.95	21.22
	Workers	1.24	1.91	5.33
Number of fatalities as a result of work-related injury	Employees	0	0	0
	Workers	0	0	0
Medical treatment cases	Employees & Workers	15	18	23
First aid cases	Employees & Workers	35	33	57
Reportable Accidents	Employees & Workers	8	14	3

Ethical Business Practices Performance Indicators Parameters	FY 2025-26	FY 2024-25	FY 2023-24
Complaints Received during the year	0	0	0
Data privacy	0	0	0
Advertising	0	0	0
Cyber-security	0	0	0
Delivery of essential services	0	0	0
Restrictive Trade Practices	0	0	0
Unfair Trade Practices	0	0	0
Other - Packaging, Quality, Transit and others	0	0	0
Instances of corruption and bribery	1	0	0
Instances of child labour, forced labour, or voluntary labour	0	0	0
Number of complaints escalated to board	0	0	0
Women representation on Board of Directors	25%	14%	14%



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