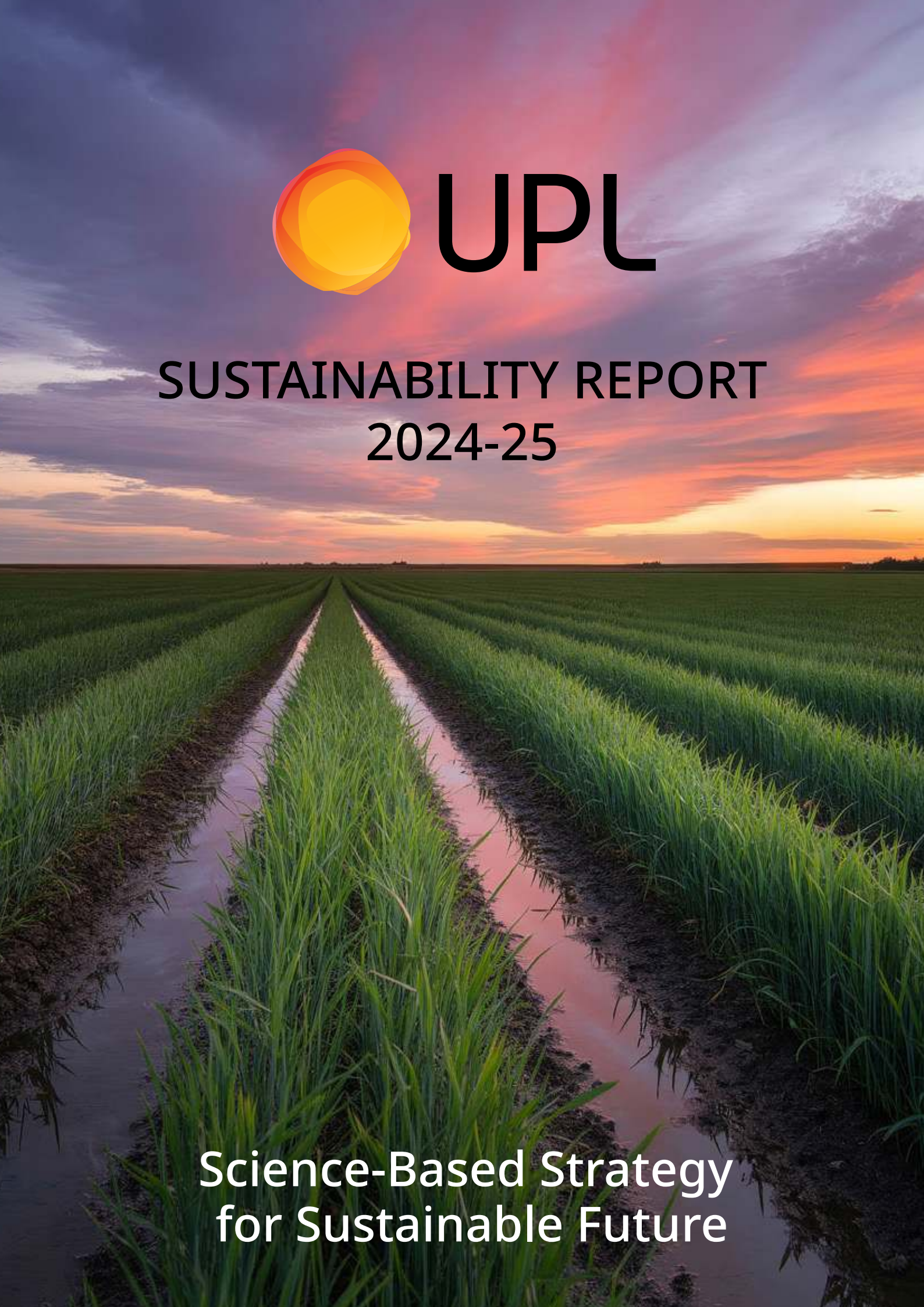

UPL

SUSTAINABILITY REPORT 2024-25

Science-Based Strategy for Sustainable Future

Five Year UPL Group's Sustainability Goals, Targets and Perfomance

This year marks the successful completion of UPL Group's five-year strategic plan, an ambitious roadmap that has shaped our growth, innovation, and sustainability journey. Over this period, the company has strengthened its core capabilities, expanded its global footprint, accelerated innovation, and deepened its commitment to stakeholder value and environmental responsibility.

The outcomes of this journey have not only enhanced its operational resilience but also positioned the organization as an undisputed sustainability leader.

UPL's Goals and Targets for FY 2025 from Baseline FY 2020

Goal 01	Goal 02	Goal 03	Goal 04
Reduce Environmental Footprint	**Enhance World Food Security**	**Enhance Sustainable Sourcing**	**Strengthen Community Wellbeing**
Target by FY 2025 From Baseline FY 2020			
Reduce 20% water, 25% CO_2 & 25% waste intensity*	Achieve 35% revenues from sustainable and differentiated products	Achieve 60% sustainable sourcing	Improve 3 million lives through livelihood, education, health and sanitation projects
Performance by FY 2025			
Reduced 49% water, 38% CO_2 & 52% waste intensity*	Achieved 38% revenues from sustainable and differentiated products	Achieved 60% sustainable sourcing	Improved 1.75 million lives through livelihood, education, health and sanitation projects

A Detailed Summary of UPL's Performance Over The Last Five Years

FY 2020–21

- UPL listed in DJSI Sustainability Yearbook 2021 powered by S&P Global
- Waste stream identification, characterization and segregation for reuse
- Partnered with the Oxford India Centre for Sustainable Development to promote leadership and research in sustainable development
- Started supplier sustainability survey

FY 2021–22

- Released Task Force on Climate Related Financial Disclosures (TCFD) Report
- Committed Carbon Neutrality by 2040
- Reached 1 million beneficiaries through CSR initiatives
- Launched new 'NPP' business unit to enhance biosolutions capacity for sustainable agriculture offering worldwide

FY 2022–23

- UPL Science Based Targets approved by UN initiated SBTi
- Partnered with CleanMax to setup 61.05 MW captive wind & solar hybrid project
- 132 acres of barren community land has been converted into flourishing forests
- Achieved 30% sustainable sourcing

FY 2023–24

- UPL Listed in DJSI World index.
- Barranquilla, Ituverava and Salto de Pirapora units are supported by RECs – 100% electricity was from renewable
- Implemented a fisheries development project to enhance the livelihoods of local fishermen
- UPL listed in CDP supplier engagement leader board

FY 2024–25

- Overachieved our environmental footprint reduction targets from base year (reduced 52% waste, 49% water & 38% carbon intensity)
- UPL Listed in DJSI World index second consecutive year
- 4.95 lakh+ mangroves saplings have been planted spread across 250 acres
- Achieved 60% sustainable sourcing.

We are proud to announce that we have not only met but exceeded our targets through the implementation of diverse strategic initiatives. This achievement has positioned us as a leader in ESG practices within our industry. We remain committed to continuous improvement and advancing our sustainability efforts year over year.

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Sustainability Performance Highlights

Dow Jones Sustainability Indexes

UPL has been listed consecutively for 2 years in DJSI world Index

wbcsd

WBCSD wastewater zero commitment

United Nations Global Compact

Committed for ten principles of the UNGC

Environment

49% ▼

Reduction in water consumption intensity* from baseline FY2019-20

52% ▼

Reduction in waste disposal intensity* from baseline FY2019-20

38% ▼

Reduction in carbon emission intensity* from baseline FY2019-20

56% ▲

Electric power from renewable sources at our two largest manufacturing plants

3% ▼

Dependency on ground water

Biodiversity Protection

None of our plants are located in very high biodiversity risk zones

Social

4.95 lakh+ ▲

Mangroves saplings have been planted spread across 250 acres

0.29 ▼

Lost Time Injury Frequency Rate

12,000+

Employees

1,10,750 ▲

Manhours of safety trainings provided to employees

57

R&D facilities

3%

Annual revenue reinvested in R&D

Governance

#1

Bio solutions company

#5

Agrochemical company in the world

In-house Sustainability Data Tracker

Implemented powered by artificial intelligence and data science

60% ▲

Sustainable sourcing

38% ▲

Revenue from differentiated and sustainable solutions

15,000+

Products registered

Assurance Statement

Add value.
Inspire trust.

TÜV SÜD South Asia Pvt. Ltd. ● 373-374, Udyog Vihar ● Phase-II, Sector-20 ● Gurgaon – 122016 ● Tel.: +91 0124 6199699

Independent Limited Assurance Statement to UPL Ltd. on their Annual Sustainability Report for the financial year 2024-2025

Introduction and Engagement

UPL Ltd. (the Company) has developed its Sustainability Report (SR) which highlights their Environmental, Social & Governance (ESG) Performance and the progress they are making towards a sustainable future. The SR Report is based on the Global Reporting Initiative (GRI) 2021 Standard Guideline and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard as well as other relevant international (UN SDGs) standards/guidelines.

TÜV SÜD South Asia Pvt. Ltd. ('**TÜV SÜD**') has been engaged by the Company to conduct and provide independent limited assurance on the Sustainability performances and parameters on selected non-financial sustainability disclosures in the Sustainability Report as described in the 'scope, boundary, characteristics and limitations.

Reporting period: 1, April 2024 to March 31, 2025

The Company's Responsibility

Company is responsible for the preparation of the Sustainability Report (SR) and maintaining effective internal control over the data and information disclosed (as per GRI 2021). This responsibility includes the design, implementation, and maintenance of internal controls relevant to the preparation of the SR Report that is free from material misstatement, due to manual/human error.

The Company is responsible for ensuring that its business operations and activities comply with the applicable statutory and regulatory requirements. The Reports and disclosures have been approved by and remain the responsibility of the Company.

TÜV SÜD's Responsibility

TÜV SÜD, in performing assurance work, is responsible for carrying out an assurance engagement and to provide independent Limited assurance on the non- financial information of the SR as described in the 'Scope & boundary of assurance' section below and in accordance with our contract with the Company. The assurance statement, however, represents TÜV SÜD's independent opinion and is intended to inform all stakeholders, including UPL (Company)

Assurance standard and criteria

- We applied the criteria of 'Limited' Assurance for non-financial information of the SR Report with respect to the year ended March 31, 2025.
- We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board.
- We plan and perform our procedures to obtain a meaningful level of assurance about whether the Sustainability Report complies with GRI Standards 2021 in all material respects, as the basis for our limited assurance conclusion.
- We referred "WRI/WBCSD GHG Protocol (Greenhouse Gas Protocol)" as well as ISO 14064-1:2018 & ISO 14064-3:2019 for GHG Emissions.

PAN No.: AABCT0716G TAN No.: MUMT09385F Gurgaon GSTIN: 06AABCT0716G1ZR Maharashtra GSTIN: 27AABCT0716G1ZN CIN No.: U74220MH1999PTC121330

Registered Office:
TÜV SÜD South Asia Pvt. Ltd. TÜV SÜD House, Off Saki Vihar Road, Saki Naka, Andheri (East), Mumbai – 400072, India.

Corporate Office:
TÜV SÜD South Asia Pvt. Ltd. Solitaire, 4th Floor, ITI Road, Aundh, Pune – 411007, India.

www.tuv-sud.in

Scope and boundary of assurance

We have assured the sustainability indicators of SR, as well as company's CDP Data (GHG Scope-1, 2 & 3 emissions) pertaining to the Company's non-financial performance for the period April 1, 2024, through March 31, 2025.

Our assurance engagement covered the operations and activities of the Company for the following requirements:

- Verifying conformance with the Company's reporting methodologies
- Evaluating the accuracy and reliability of data for the selected indicators

The boundary of verification included 41 Units presence across the globe including corporate office.

Verification of non-financial sustainability performance data, based on our professional judgement, was conducted by multidisciplinary team including assurance practitioners, engineers, environmental & social experts of TÜV SÜD in the month of May 2025, in line with the principle of materiality, at the following sites:

- Le Canet, France
- Barranquilla, Colombia
- U-5, Jhagadia Gujarat,
- U-3, Ankleshwar Gujarat; and
- Corporate Office Navi-Mumbai Maharashtra.

Assurance Methodology

We conducted a review and verification of data collection, collation and calculation methodologies, and a general review of the logic of inclusion/omission of relevant information/data in the Report. Our review process included:

- Verification of the content as well as context and application of the Report content, and principles as mentioned in the Global Reporting Initiative (GRI 2021) Standards, and the quality of information presented in the Report over the reporting period.
- Interacted and Interviewed with the departmental heads and concerned personnel, external stakeholders at selected manufacturing Units and corporate teams at Mumbai to understand the process for collecting, collating, and reporting as per Assurance Engagements (ISAE) 3000 (Revised) and GRI 2021.
- Review of the sustainability initiatives, practices, on ground establishment, implementation, maintenance, and performance described in the Report.
- Review of data collection and management procedures, and related internal controls.
- Assessment of the reporting mechanism and consistency with the reporting criteria.
- Review of appropriateness of various assumptions, estimations and thresholds used by the Company for data analysis.
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation.
- Reviewing & confirming that the calculation criteria have been appropriately applied in line with the procedures outlined in the Criteria and review procedures to support the logicality of the data & information incorporated
- Assessment of the applicability and appropriateness of the data collection, quantification and data management incorporated in the SR Report.
- Verification of the fact that no material distortion has been done at any stage
- Confirmation of the fulfilment Assurance Engagements (ISAE) 3000 (Revised) and fulfilment of the GRI 2021 Standard.

Our Assurance engagement covers the aspects of sustainability performance disclosures demonstrated and presented by the UPL in the SR (as per GRI 2021) report as mentioned below:
The SR scope of assurance covers the select non-financial sustainability disclosures based on reference criteria, as mentioned in the following table Disclosures

Topic	GRI Indicators
Environment	GRI 302- Energy (302-1, 302-3, 302-4)
	GRI 303- Water & Effluent (303-1, 303-2, 303-3, 303-4, 303-5)
	GRI 304- Biodiversity (304-1, 304-2, 304-3, 304-4)
	GRI 305- Emissions (305-1, 305-2, 305-3, 305-4, 305-5, 305-7)
	GRI 306-Waste (306-1, 306-2, 306-3, 306-4, 306-5)
	GRI 307- Environmental Compliance (307-1)
	GRI 308- Supplier Environmental Assessment (308-1, 308-2)

Social	GRI 401- Employment (401-1, 401-2, 401-3)
	GRI 403- Occupational Health & Safety (403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7,403-8, 403-9, 403-10)
	GRI 404 – Training Education (404-1, 404-2, 404-3)
	GRI 405- Diversity and Equal Opportunity (405-1, 405-2)
	GRI 406- Non-Discrimination (406-1)
	GRI 407- Freedom of Association & Collective Bargaining (407-1)
	GRI 408- Child Labour (408-1)
	GRI 409- Forced or Compulsory Labour (409-1)
	GRI 410- Security Practice (410-1)
	GRI 411- Rights of Indigenous People (411-1)
	GRI 413 - Local Communities (413-1, 423-2)
Governance	GRI 2- General Disclosures (2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-7, 2-8, 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-19, 2-20, 2-21, 2-22, 2-23, 2-24, 2-25, 2-26, 2-27, 2-28, 2-29, 2-30)
	GRI 201- Economic Performance (201-1, 201-2, 201-3, 201-4)
	GRI 202- Market Presence (202-1, 202-2)
	GRI 203- Indirect Economic Impacts (203-1, 203-2)
	GRI 204- Procurement Practices (204-1)
	GRI 205- Anti-Corruption - Business Integrity and Codes of Conduct (205-1, 205-2, 205-3)
	GRI 206- Anti-Competitive Behavior (206-1)
	GRI 3- Material Topics, (3-1, 3-2, 3-3)
	GRI 414- Supplier Social Assessment (414-1, 414-2)
	GRI 416- Customer Health & Safety (416-1, 416-2)
	GRI 417- Marketing & Labelling (417-1, 417-2, 417-3)
	GRI 418- Customer Privacy -Data Security (418-1)

Inherent Limitations and Exclusions

There are inherent limitations in assurance engagement, including, for example, the use of judgement and selective testing of data. Accordingly, there are possibilities that material misstatements in the sustainability information of the Report may remain undetected.

TÜV SÜD has relied on the information, documents, records, data, and explanations provided to us by the Company for the purpose of our review.

The Assurance scope excludes the following:

- Data and information fall outside the defined reporting period (April 1, 2024, to March 31, 2025).
- Review of the 'economic and/or financial performance indicators' included in the Report or on which reporting is based; we have been informed of by the Company that these are derived from the Company's audited financial records.
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.
- Any disclosures beyond those specified in the Scope section above.

Our Responsibility

Our responsibility is to express a limited assurance opinion on the Identified SR Information based on the procedures we have performed and the evidence we have obtained on the annual SR Report set out in the subject matter paragraph, as disclosed in the report, as per the principles of the ISAE 3000 (Revised) in accordance with the GRI 2021 requirement and based on the procedures we have performed and the evidence we have obtained.
The procedures we performed were based on our professional judgment and included inquiries, observation of process followed, inspection of documents, analytical procedures, evaluating appropriateness of quantification methods, agreeing, or reconciling with underlying data, etc.
The data is verified on a sample basis, the responsibility for the authenticity of data lies with the reporting organization. Reporting Organization is responsible for archiving the related data for a reasonable period.

Our observations

The sustainability disclosures of the Company, as defined under the scope and boundary of assurance, are reliable, valid and the Company has appropriately consolidated data from different sources at the central level. The Company has made considerable efforts to ensure consistency of data for this Report; however, the Company may continue to improve the robustness of its data collection and collation process.

Our above observations, however, do not affect our conclusion regarding the Report.

Conclusion

Based on the scope of this assurance engagement, the key indicators and leadership indicators, sustainability performance indicators reported in this SR report we conclude that this report provides a fair and factful representation of the material topics, related strategies, and meets the overall content and quality requirements.
TÜV SÜD has evaluated the requirement in context of requirements of the ISAE 3000 (Revised), and in accordance with the GRI 2021 guidelines. Based on the methodology/procedures we have adopted and performed, no deviations have been observed, that causes us to believe that the information subject to the limited assurance engagement was not prepared in line with the requirement. We found that the information and data provided in all the sections and principles are consistent and adequate with regards to the reporting criteria.

Our conclusions are outlined below:

Governance, leadership and supervision: The top management's commitment, business model promoting inclusive growth, action and strategies, focus on services, risk management, protection and restoration of environment, and priorities are represented adequately.

Stakeholder Inclusiveness: We have not identified any discrepancies in this aspect. Internal and external Stakeholder identification and engagement is carried out by the company on a periodic basis to bring out key stakeholder concerns as material aspects of significant stakeholders.

Materiality: The materiality assessment process has been carried out, based on the requirements of Assurance Engagements (ISAE) 3000 (Revised), as per GRI 2021 considering aspects that are internal and external to the Company's context of the organization. The company has conducted double materiality assessments during the reporting period as per GRI, SASB, ESRS and CSRD guidelines.

TÜV SÜD has reviewed Double Materiality Assessment report and interacted with the concerned departments on the responses provided in the report and impacts in broader terms. The Reports fairly bring out the aspects and topics and its respective boundaries of the diverse operations of the Company in our view, the Report meets the requirements.

Responsiveness: We believe that the responses to the material aspects are defined and captured in the Reports, in our view, the Reports meets the requirements.

Completeness: The Reports have fairly disclosed the general and specific standard disclosures including the Disclosure on Management Approach, monitoring systems and sustainability performance indicators as prescribed in the standards in accordance with the Core requirement. In our view the Reports meet the requirements.

Reliability: Most of the data and information was verified by the assurance team and found appropriate. Minor inaccuracies in the data identified during the verification process were found to be attributable to transcription and interpretation errors and these errors were corrected immediately. Therefore, in accordance with the ISAE 3000 (Revised) assurance engagement, TÜV SÜD concludes that the sustainability data, parameters, information, and indicators presented in the Reports are reliable and acceptable.

Impact: We observed and assessed that the Company has well-defined procedures to routinely monitor and measure their sustainability impact, and they have skilled subject matter experts who are driving sustainability effectively and efficiently.

Consistency and comparability: The information in the Report is presented in a consistent and comprehensive method. Thus, the principle of consistency and comparability is satisfactory.

During verification we did not come across any such instances or issues where we found anything which has an impact on the ecosystem and well as the neighboring infrastructure. In our view, the Reports meet the requirements.

Our statements do not extend to any disclosures or assertions relating to future performance plans and/or strategies disclosed in the reports.

Our Independence, Ethical Requirements and Quality Control

Our team comprises subject matter experts of multidisciplinary professionals, have complied with independence policies of TÜV SÜD, which address the requirements of the ISAE 3000 (Revised) in the role as independent Verifier. TÜV SÜD states its independence and impartiality and confirms that there is "no conflict of interest" regarding this assurance engagement. In the reporting year, TÜV SÜD did not work with

statement.

TÜV SÜD maintains complete impartiality towards any individuals interviewed during the assurance engagement. We have complied with the relevant applicable requirements of the International Standard on Quality Control ("ISQC") 1, Quality.

Statement of Independence, Impartiality and Competence

TÜV SÜD South Asia Pvt. Ltd is an independent professional services company that specializes in Health, Safety, Social and Environmental & Sustainability services including assurance with over 150 years history in providing these services.

No member of the assurance team has a business relationship with the Company, its directors or Managers beyond that of verification and assurance of sustainability data and reporting. We have conducted this assurance independently and we believe there has been no conflict of interest.

TÜV SÜD has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

Attestation,

Dr. Ashish Rawat, Technical Reviewer
General Manager -Environment, Social & Sustainability Advisory Services TÜV SÜD South Asia Pvt. Ltd.
374, Udyog Vihar,
Phase II, Sector – 20, Gurugram – 122016 Haryana,
India.

Date: 9th July 2025

About UPL Limited

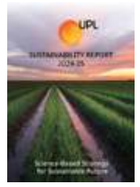
UPL is one of foremost leaders in global food systems aiming to transform agriculture through #OpenAg - an agriculture network that feeds sustainable growth for all. With a diversified and robust portfolio consisting of biologicals and traditional crop protection solutions, we reach more than 90% of the world's food basket. We are a purpose-led company committed to transform global food chains, empower growers, promote sustainable farming practices, provide safe, healthy and nutritious food to consumers.

Our solutions range from seeds and conventional crop protection products to BioSolutions and post-harvest treatments, complemented by a suite of physical and digital services. These offerings are designed to enable farmers to optimize yields, fortify resilience to climate shifts, and enhance grower profitability through innovative solutions.

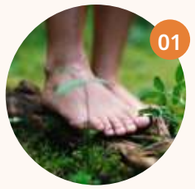
Build to prosper on a strong foundation, at UPL, sustainability is more than a concept, it is a key part of how we operate every day. It shapes our strategy, influences our choices, and is deeply built into the way we run our business. Our efforts go beyond simply meeting rules or regulations; we take a broader view that supports growth, community well-being, and the health of the planet. We believe that real progress comes from combining sustainability with innovation. This commitment helps us deliver long-term value for our partners, customers, and communities, while making a meaningful, positive difference around the world.

Our Sustainability Framework is the guiding compass for our journey for a sustainable future. It describes our goals, offering a plan for our activities and establishing the targets and monitoring. We are resolved to proceed on this journey with intention and resolve, and ensuring our steps are in line with our vision for a better future.

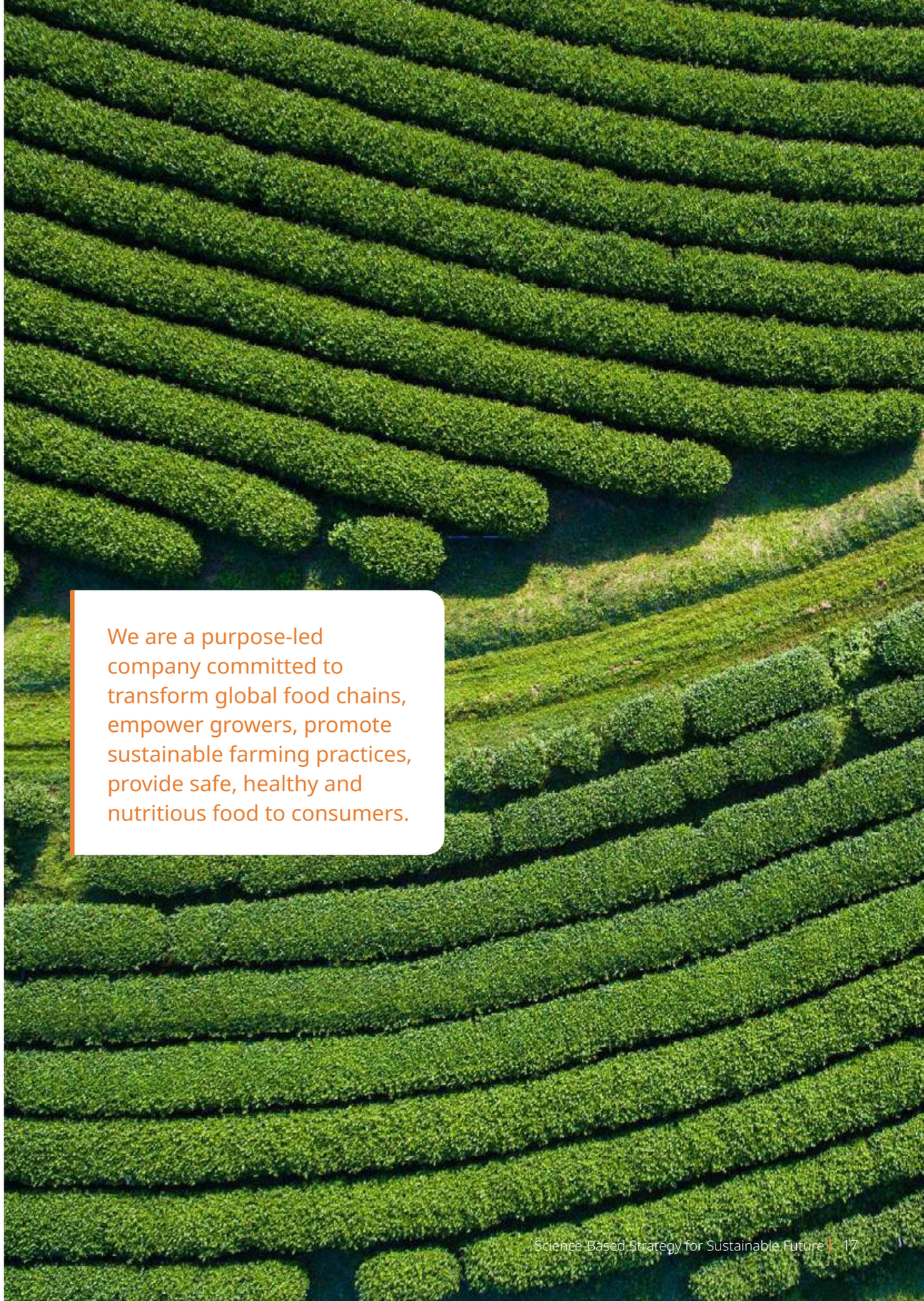
> Our efforts go beyond simply meeting rules or regulations; we take a broader view that supports growth, community well-being, and the health of the planet.

Triple Bottom line Approach	Policies	Sustainability Reporting	Sustainability Certifications	Sustainability Ratings
Environment • Environmental Management • Operational Efficiency • Energy, Water & Waste	• Global Code of Conduct • Sustainability Policy for Responsible Care • Environmental Policy • CSR policy of UPL Group • Human Rights Policy • Enterprise Risk Management Policy • Whistle Blower Policy • Child Labor Policy • Anti Bribery & Corruption Policy. • Information Security policy	Annual Sustainability Reports TCFD Report  GRI EFRAG THE GLOBAL COMPACT	FTSE4Good SCIENCE BASED TARGETS ISO ISO14001 Environmental Management ISO ISO45001 Occupational Health & Safety ISO ISO27001 Information Security Management Responsible Care® OUR COMMITMENT TO SUSTAINABILITY	CDP DRIVING SUSTAINABLE ECONOMIES S&P Global FTSE RUSSELL An LSEG Business Member of Dow Jones Sustainability Indices Powered by the S&P Global CSA
Social • HR • Employee Health & Safety • SDGs				
Governance • Corporate Governance • Financial Results • Customer Care	**Committees** • Sustainability Committee • Stakeholders Relationship Committee • Corporate Social Responsibility Committee			
Embedded triple bottom line approach.	Implemented sustainability policy, goals & targets.	Sustainability report aligned with GRI Standards and assured by 3rd party.	UPL is FTSE4Good & RC logo holders.	UPL has been listed consecutively for 2 years in DJSI World Index.

UPL Group Sustainability Goals & Targets

Goal	Target	Progress	SDG
Reduce environmental footprint 	**Target 2030** Reduce **60%** **water, CO_2 & waste intensity* from baseline FY 2019-20.**	**Progress till FY 24 - 25** ▼ Reduced 49% water consumption intensity* from baseline FY 2020 ▼ Reduced 38% CO_2 emissions intensity* from baseline FY 2020 ▼ Reduced 52% waste disposal intensity* from baseline FY 2020	7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Enhance world food security	**Target 2030** Achieve **55%** **revenues from differentiated and sustainable solutions.**	**Progress till FY 24 - 25** ▲ Achieved 38% revenues from differentiated and sustainable solutions	2 ZERO HUNGER 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Enhance sustainable sourcing	**Target 2030** Achieve **70%** **sustainable sourcing.**	**Progress till FY 24 - 25** ▲ Achieved 60% sustainable sourcing	3 GOOD HEALTH AND WELL-BEING 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Strengthen community wellbeing	**Target 2030** **3 million** **lives to be improved through livelihood, education, health, and sanitation projects.**	**Progress till FY 24 - 25** ▲ Improved 1.75 million lives	2 ZERO HUNGER 3 GOOD HEALTH AND WELL-BEING

**Intensity is measured in unit per MT of production*



We are a purpose-led company committed to transform global food chains, empower growers, promote sustainable farming practices, provide safe, healthy and nutritious food to consumers.

About the Report

At UPL, we are reshaping the future of agriculture. As a global leader in the agrochemical industry, we are working to build a stronger, more connected farming community, one that supports farmers, protects the environment, and feeds the world sustainably. Our wide range of innovative products is powered by advanced research and technology, designed to help farmers improve yields, protect their crops, and adapt to a changing world.

But our mission goes beyond delivering solutions. We are driven by a deeper purpose: To grow food in a way that nurtures the planet and supports future generations. From field to future, we are committed to sustainability, innovation, and lasting partnerships across the agricultural ecosystem. Through our sustainability report for the Financial Year (FY) 2024–2025, we seek to present an engaging account of our sustainability progress and future goals. This report acts as a guiding light, showcasing our strategies and achievements. It tackles the critical concerns of our stakeholders and our businesses, with a particular emphasis on environmental responsibility, social accountability, and governance practices. To learn more about our operations, please refer to our recent annual report for FY 2024-25.

Frameworks and Standards

In line with our commitment to transparency and stakeholder inclusiveness, we have engaged with a broad spectrum of stakeholders to ensure their perspectives are meaningfully represented in this report. Acknowledging the requirements from various stakeholder groups of UPL, we have ensured to consider and comply with the universal standards, frameworks, and disclosures in the preparation of this report, which encompasses the following:

- GRI Universal Standard 2021 (with reference)
- UNGC Principles
- UPL's UN Global Compact Communication on Progress (CoP)
- UN Sustainable Development Goals
- ESRS - EFRAG
- Task Force on Climate-Related Financial Disclosures

Scope & Boundary

In this report, we share the outcomes of UPL's sustainability initiatives during the FY 2024–2025, covering our operations both in India and across global locations, including our Mumbai headquarters and all manufacturing and formulation facilities under our direct control. While subsidiaries, joint ventures, and associate companies operate independently and are not within the reporting scope, their contributions are reflected in our consolidated financial statements available on our corporate website.

This report reflects our continued commitment to transparency, responsibility, and progress, and offers a clear view of how we integrate sustainability into our business operations to create long-term value for all stakeholders.

Our Commitment Towards Sustainable Development

UPL became a member of the United Nations Global Compact (UNGC) initiative in FY 2020-21, committing to uphold its 10 principles that support the broader goals of sustainable development set by the United Nations. We have aligned our corporate vision and initiatives with the Global 2030 Agenda for Sustainable Development, actively supporting all 17 Sustainable Development Goals (SDGs) as part of our ongoing commitment to sustainability and positive global impact.

01 Reduce environmental footprint

Reduce 60% water & CO_2 and waste intensity by FY 2029-30 from baseline FY 2019-20

02 Enhance world food security

Achieve 55% revenues from differentiated and sustainable solutions by FY 2029-30.

03 Enhance sustainable sourcing

Achieve 70% sustainable sourcing by FY 2029-30

04 Strengthen community wellbeing

Improve 3 million lives through livelihood, education, health, and sanitation by FY 2029-30.

> Through our sustainability report for the Financial Year (FY) 2024–2025, we seek to present an engaging account of our sustainability progress and future goals. This report acts as a guiding light, showcasing our strategies and achievements.

Forward Looking Statements

Certain sections of this report include forward-looking statements regarding UPL's anticipated performance. These statements may use terms such as "plans," "expects," "will," "anticipates," "believes," "intends," "projects," "estimates," or similar variations to indicate future expectations. These statements are based on assumptions that support our projections. However, we cannot guarantee the accuracy of these assumptions or that they will materialize as expected. As a result, any forward-looking statements may not accurately reflect our actual results, performance, or achievements. We advise readers to exercise caution when placing undue reliance on such statements. The Company disclaims any obligation to update these forward-looking statements to account for events or circumstances that arise after the publication of this report.

Independent Audit and Assurance

This Sustainability Report has undergone external assurance by an independent third party, TUV SUD South Asia Pvt. Ltd., in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Revised) at a 'Limited Assurance' level. We have established clear guidelines and processes for obtaining external assurance, which involve the active participation of our Global Head of Environment and Sustainability.

Feedback and Suggestions

We look forward to improving our sustainability performance, recognizing that contributions from both internal and external stakeholders play a significant role in advancing our sustainability reporting efforts. We encourage you to share your insights and perspectives with:

Dr. Mritunjay Chaubey

Global Head of Environment and Sustainability
UPL Limited, Aventura Tower D404,
TTC Industrial Area, Turbhe, Navi Mumbai 400705,
India.

Website: www.upl-ltd.com
Phone: +91 22 7152 8840
Email: mritunjay.chaubey@upl-ltd.com

Reflecting on the Past Year

A Message from the Chairman Emeritus

UPL's Approach for Sustainable Future

Dear Shareholders,

UPL's journey began in 1969 with the establishment of a modest red phosphorus plant in Vapi, Gujarat. This was the inception of a company that would evolve into a global leader. Early recognition came with the prestigious President's Gold Seal, and in 1975, UPL made its international debut, setting the stage for expansive growth. Throughout its history, UPL has remained true to its core mission of 'Improving things', a principle that has guided every step of its transformation. From its beginnings as a traditional agrochemical company, UPL has evolved into a dynamic provider of integrated solutions, supporting the broader food and agriculture sectors.

Driven by a deep commitment to strengthening food security, UPL embarked on a strategy based on innovation. These strategies were specifically crafted to meet the distinct needs of farmers, equipping them with innovative solutions that both safeguarded their crops and enhanced the nutritional value of the food they produced. UPL introduced a new era of sustainable agriculture with its extensive range of Plant Stress & Stimulation (PSS) products, which emphasize crop stimulation, improved nutrition, and comprehensive protection.

UPL's vision extends far beyond the fields. With groundbreaking post-harvest solutions, the company ensures that farmers' hard work translates into greater results, reducing waste and maximizing crop yields worldwide. As the company evolved, it recognized the importance of safeguarding the vital resources that sustain agriculture. This led UPL to focus on minimizing soil degradation and conserving water, laying the foundation for a more sustainable agricultural future. From its humble beginnings in a small town to becoming a global advocate for sustainable farming, UPL's journey has been defined by relentless determination, innovation, and an unwavering commitment to progress. This dedication has transformed UPL into a leader in sustainable agriculture.

As a global crop protection leader and agriculture solutions company, we are focusing on growing our platforms whether it be our seed business, specialty chemicals, crop protection, or post-harvest solutions. We are also dedicated to improving cash flows, deleveraging the balance sheet, and unlocking the value of our platforms, each of which is a leader in its respective segment.

> As the company evolved, it recognized the importance of safeguarding the vital resources that sustain agriculture. This led UPL to focus on minimizing soil degradation and conserving water, laying the foundation for a more sustainable agricultural future.

UPL's Commitment to Making a Positive Difference

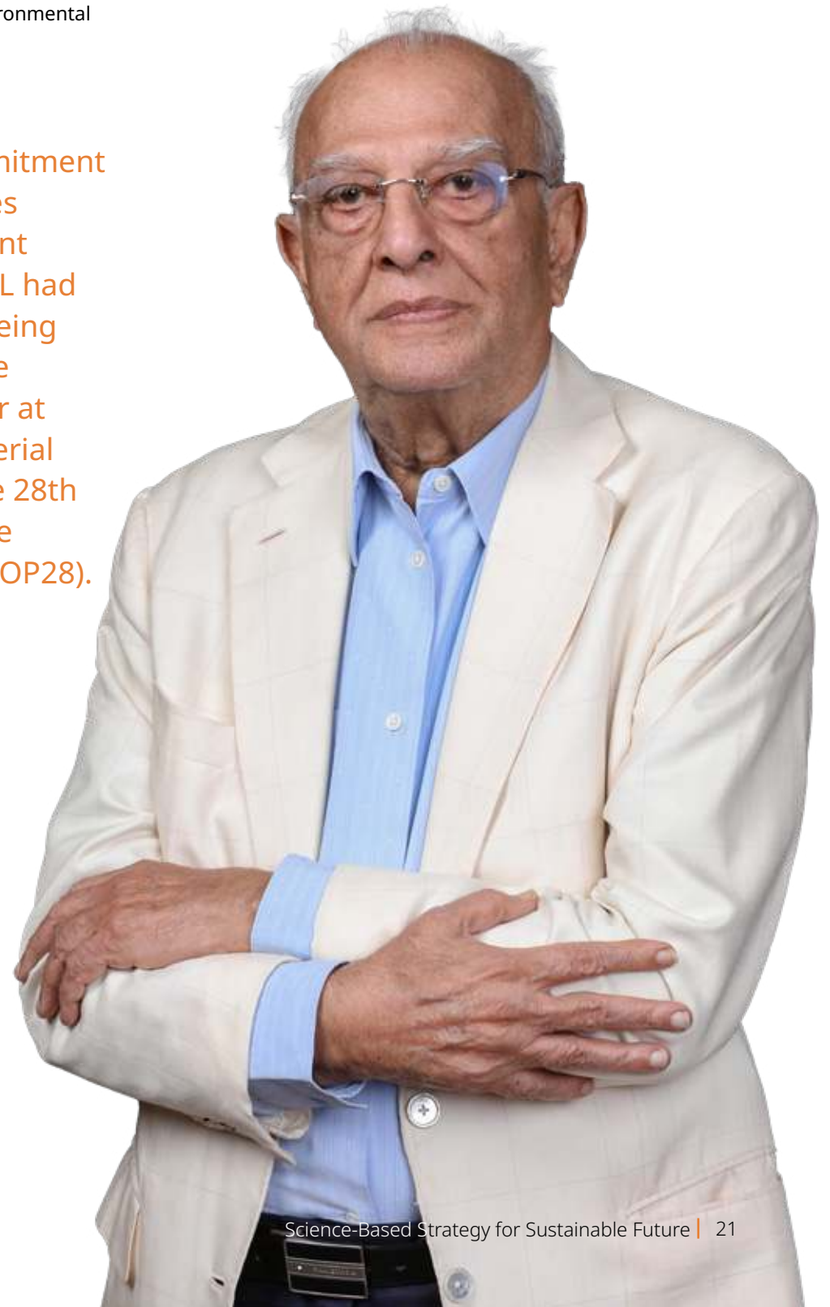
Our continued dedication to Environmental, Social, and Governance (ESG) principles has earned us recognition as an undisputed leader in sustainability among agrochemicals globally. Additionally, we have been honored to be listed in the DJSI World Index for the last 2 consecutive years.

We extend our sincere gratitude to all our stakeholders for their unwavering support, which has been instrumental in the position of UPL as a front runner in sustainability within our industry. With a firm commitment to our social and environmental responsibilities, we remain steadfast in our mission to drive meaningful change and create a lasting, positive impact on a global scale.

Warm Regards,

Rajnikant Shroff
Chairman Emeritus

> Our unwavering commitment to sustainable practices has garnered significant global recognition. UPL had the unique honor of being the sole representative from the private sector at the prestigious Ministerial Roundtable during the 28th United Nations Climate Change Conference (COP28).



Message from Co-Founder

Building a Future for Everyone

Dear Stakeholders,

At UPL, our commitment to sustainability is grounded in the belief that true progress must be inclusive, equitable, and future-oriented. As the world evolves rapidly, the dedication and passion of our people continue to drive our journey toward a more sustainable future. I extend my heartfelt appreciation to every team member whose contributions have been vital to our achievements.

As a global leader in agricultural solutions, UPL integrates Corporate Social Responsibility (CSR) into the very fabric of our operations. We see CSR not as a standalone activity, but as a strategic approach to building a sustainable future for all. Through transparent communication and inclusive engagement, we collaborate with stakeholders to address shared environmental and social challenges. Our science-based solutions are designed to make a meaningful impact beyond the fields, empowering communities, supporting ecosystems, and advancing resilient agriculture.

Driving Innovation with Purpose

One of our flagship initiatives, Project Shashwat Mithaas, launched in 2022, reflects our vision of inclusive and sustainable agricultural transformation. Focused on the sugarcane industry, this project brings together diverse stakeholders across the value chain to promote better farming practices. At its core is UPL's innovative Zeba technology, which has helped increase sugarcane yields by up to 15% over 10,000 acres.

Thanks to the collaboration with our partners at Sreenath Mhaskoba Sugar Mill, the project has achieved an average sugar output of 85,000 metric tons annually and has earned a nomination for Bonsucro Certification, recognizing our strong sustainability performance. These milestones inspire us to scale our impact even further in the years ahead.

> Our science-based solutions are designed to make a meaningful impact beyond the fields, empowering communities, supporting ecosystems, and advancing resilient agriculture.

Shaping a Sustainable Society

Our commitment to education and capacity building led to the establishment of the UPL University of Sustainable Technology. This institution focuses on equipping young minds and professionals with practical knowledge in sustainability. With strong industry connections, cutting-edge teaching, and job placement support, the university stands as a center of excellence. Moreover, our faculty's active involvement in environmental research and consultancy underscores our dedication to innovation and continuous learning.

At UPL, we are focused on empowering farmers, expanding their access to markets, and nurturing resilient communities. We are also committed to creating inclusive, collaborative workplaces where our people are supported in reaching their full potential. Backed by deep expertise and a culture of innovation, we remain steadfast in our mission to be a catalyst for positive global change.

Together, we are not just imagining a sustainable future, we are building it.

Kind Regards,

Mrs. S.R. Shroff
Co-Founder

> One of our flagship initiatives, Project Shashwat Mithaas, launched in 2022, reflects our vision of inclusive and sustainable agricultural transformation. Focused on the sugarcane industry, this project brings together diverse stakeholders across the value chain to promote better farming practices. At its core is UPL's innovative Zeba technology, which has helped increase sugarcane yields by up to 15% over 10,000 acres.

Message from the Chairman & Group CEO

Promoting Sustainable Agriculture for a Robust Food Future

Dear Shareholders,

Sustainability has been central to UPL for over 50 years. Facing global challenges like climate change and resource scarcity, our commitment to sustainable solutions is more vital than ever. The current global environment, with supply chain disruptions and geopolitical tensions, further emphasizes the need for resilience in food systems. UPL is intensifying efforts to promote sustainability across the food supply chain. Despite inflationary pressures, UPL is well positioned for growth, driven by our mission to "Reimagine Sustainability", building a better future for farmers and food systems.

I'm proud to share this year's Sustainability Report, highlighting our progress and leadership in combating climate change. At the heart of these efforts are farmers, key to sustainable development.

Our vision is to drive sustainable agriculture through cutting-edge technology and a deep commitment to the future of farming. As we address the challenges of feeding a growing population, leveraging science and technology for smarter, more efficient farming solutions is crucial. This includes science driven innovations from soil health to crop protection, empowering farmers to make informed decisions, optimize yields, and reduce environmental impact.

Our approach integrates innovation with environmental and social stewardship, resulting in a more sustainable and food secure world.

Making a Lasting Difference

UPL focuses on making a real impact by supporting farmers, protecting food security, and tackling climate challenges. We help farmers adopt sustainable practices through tools like Natural Plant Protection (NNP) to improve crop health and reduce environmental harm. Our unwavering commitment is evident in strategic investments and pioneering research programs designed to enhance farmers' business outcomes.

Farmers are more than just producers; they are stewards of sustainability. UPL is committed to partnering with farmers and communities, ensuring they have the tools and technologies to thrive. Operationally, sustainability is embedded through initiatives like our Green Cell team. Developing new technologies to reduce our environmental footprint and enhance cost effectiveness. Our focus is on positive change in agriculture, creating a strong future for all.

> Our vision is to drive sustainable agriculture through cutting-edge technology and a deep commitment to the future of farming.

Collaborations Driving Enduring Transformation

In a world reshaped by environmental and social change, strong collaboration is critical. Through our OpenAg purpose, UPL recognizes the transformative power of collaboration in achieving shared goals, creating business and social value. We partner to expand our global reach, build relationships, and bring real change to the lives of farmers, consumers, and communities. For instance, our partnership with DECCO, a global leader, is post harvest protection, which helps reduce food waste and preserve quality. We protect over 9.5 million tons of citrus annually, cutting more than 1.5 million tons of waste and boosting yields.

Over the past year, UPL has collaborated with global leaders to enhance food production, storage, and supply chains in developing countries. Our participation in events like COP28 demonstrates that global traction is gained by our sustainability conversation. Our partnership with CleanMax Enviro Energy Solutions Pvt. Ltd. on a wind hybrid power project further exemplifies our commitment to clean energy and long term transparent partnerships.

Our Commitment to a Sustainable Future

Our strong sustainability focus has earned global recognition. In 2024, UPL was listed in the Dow Jones Sustainability Index Emerging Markets and recognized by the CII IP Industrial award for four consecutive years, highlighting our leadership in sustainable innovation and environmental responsibility. We have also taken significant steps in addressing climate change, with our corporate climate goals validated by the Science Based Targets Initiative (SBTi) to stay well below the 2°C global warming trajectory. Small improvements in farming can significantly impact climate outcomes. We continue to promote better practices that protect the environment and support farmers' success.

> UPL remains committed to transforming agriculture through collaboration, product innovation, and initiatives that strengthen farmer resilience and food system security. Together we are working towards a future that is more sustainable, fair, and resilient for all.

Looking ahead to COP30, it is vital to ensure farmers' voices, innovations and traditional knowledge are central to shaping climate and sustainability strategies. Our efforts are grounded in science and collaboration with researchers, experts and technologies to meet evolving environmental standards.

Sincerely,

Jai Shroff
Chairman & Group CEO

Message from Vice-Chairman and Group Co-CEO

Welcoming the Future

Dear Shareholders,

At UPL, we believe sustainability is crucial not only for the sustainable development but also for fostering smarter innovation and driving profitable growth. Our commitment to sustainability is central to our strategy, and we have developed a structured approach to meet our sustainability goals. These goals include reducing our environmental footprint, enhancing global food security, promoting sustainable sourcing, and strengthening community well-being. Our comprehensive approach aims to create long-term progress for people, the planet, and prosperity.

Our core values of innovation, collaboration, and accessibility guide our efforts in leading positive changes across the agricultural sector. By adhering to these principles, UPL has positioned itself as a global leader in sustainable agriculture, adept at managing environmental risks while fulfilling our social and governance responsibilities. We have consistently achieved our sustainability objectives through strategic backward integration, optimizing pricing strategies, and efficiently managing supply chains with a focus on sustainability.

Our ongoing commitment to sustainability has been recognized across the industry. UPL has earned prestigious accolades such as the Asian Sustainability Leadership Award and listed from consecutive 2 years at DJSI World Index. These recognitions highlight our continued progress and reinforce our role as a trusted leader in driving sustainable agricultural practices.

At UPL, we are committed to driving sustainable development that positively impacts both people and the planet. Through our community focused initiatives, we aim to create lasting value by enhancing well-being, promoting environmental stewardship, and giving back to society. By developing green and inclusive public spaces, we hope to improve the quality of life for communities and inspire a deeper appreciation for nature and sustainability.

> At UPL, we are committed to driving sustainable development that positively impacts both people and the planet.

Creating Sustainable Solutions for the Future

UPL aligned its greenhouse gas emission reduction goals with Science Based Targets (SBTi) in 2022, and we are actively working towards achieving carbon neutrality by 2040. By adopting and implementing practices that align with the SBTi guidelines, we are reaffirming our commitment to sustainability and further solidifying our position as a leader in providing sustainable agricultural solutions.

As part of our dedication to a greener future, UPL continues to explore responsible and forward-thinking approaches. We have integrated the Task Force on Climate related Financial Disclosures (TCFD) framework to effectively assess and disclose climate related risks and opportunities. Through transparent climate related reporting, we aim to support sustainable development, improve operational efficiency, reduce costs, and strengthen our resilience in the face of climate related challenges.

Envisioning Innovation and Sustainability

At UPL, we continue to push the boundaries of agricultural innovation through strategic cross-sector collaborations. Our research and development (R&D) efforts focus on leveraging advanced precision technologies to improve soil health, crop yield, nutrition, and resilience. Partnerships with research institutions, AgTech startups, and global organizations are key to driving sustainable, innovative solutions that address the evolving needs of agriculture.

Our commitment to reimagining sustainability and transforming agriculture goes beyond innovation, it lies in the people who bring that vision to life. Through our "NextGen: Fostering Talent for the Future" initiative, we are proud to invest in the next generation of agricultural leaders, scientists, and changemakers. This program reflects our core belief that the future of sustainable agriculture depends on young minds that are bold, passionate, and deeply rooted in purpose.

Our Centre of Excellence in Process Safety provides consultancy services to industries, offering expertise in 3D modeling, risk analysis, process hazard identification, and safety training. Additionally, we offer degree and diploma courses to students and working professionals. Since its inception, UPL University for Sustainable Technology has graduated over 2,000 students in the fields of science and technology, contributing to the growth of skilled professionals in the industry.

We are committed to advancing agricultural practices that focus on enhancing soil health, conserving water, and reducing greenhouse gas emissions. We plan to scale up our farmer education programs to encourage the adoption of sustainable agricultural practices. By fostering a culture of sustainability across all areas of our business, we aim to be recognized as a leader in corporate stewardship within the agriculture sector.

> Through our "NextGen: Fostering Talent for the Future" initiative, we are proud to invest in the next generation of agricultural leaders, scientists, and changemakers.

Through our sustainable solutions, initiatives, and inclusive approach, we are dedicated to creating a positive impact on the environment, ensuring global food security, and supporting the social and economic resilience of farmers and farming communities.

Warm Regards,

Vikram Shroff
Vice-Chairman and Group Co-CEO

About the Company

UPL is a leading global provider of sustainable agricultural products and solutions, with an annual revenue of over INR 430 billion. We are listed on the BSE, NSE, and the London Stock Exchange, reflecting our strong presence and credibility in global markets.

At the heart of our journey is our purpose-driven initiative, OpenAg, which aims to transform the global food system by creating an open network that encourages sustainable practices across the agricultural value chain. This approach helps us bring together partners, innovations, and new thinking to drive real, lasting change.

Our commitment to innovation is central to everything we do.

We continuously explore new ideas and practical solutions to improve the sustainability of food production. As one of the world's top agriculture solution providers, UPL offers a broad portfolio that includes both biological and conventional crop protection solutions, supported by more than 14,000 product registrations.

Operating in over 138 countries, our global presence is backed by a team of more than 12,000 skilled professionals. Beyond crop protection, we offer integrated solutions across the entire food value chain, ranging from seeds and post-harvest treatments to a variety of physical and digital services. Our work supports in improving farm productivity and a more sustainable and secure food future for all.

Our Vision

Is to be an icon for technology growth and innovation.

Our Purpose

Reimagining Sustainability with an open network to create sustainable growth for all - no limits, no borders.

Our Mission

Change the game - to make every single food product more sustainable.

Our Values

Always human
Always strive to do the right thing, prioritize safety, connect people and create opportunities for all.

Nothing's impossible
Be purposeful and challenge convention to create a sustainable future.

Win win win
Work together and with our partners and customers to create solutions where everyone wins.

One team one focus
Work tirelessly as one team to drive growth for all.

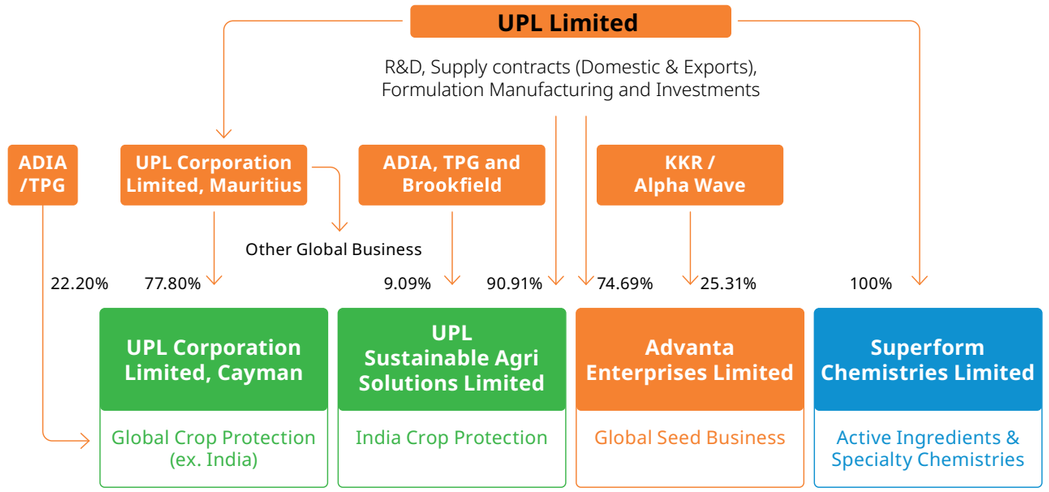
Agile
Adapt quickly and respond proactively to serve grower needs. The world needs our urgency.

Keep it simple make it fun
Create simple, innovative solutions to complex challenges, and keep it fun.

Our Portfolio Segments

Across every stage of the crop cycle, from pre-harvest to post-harvest, UPL develops need-based solutions designed to meet the specific requirements of our farmers and customers, tailored to different crop types and regional conditions. Our formulations are carefully developed using a combination of active ingredients and are ready to use, ensuring high effectiveness and reliable performance in the field. These targeted solutions help us deliver better outcomes and meet the evolving needs of agriculture across diverse geographies.

UPL Organisation Structure



Seeds for Field Crops and Vegetables

Advanta Seeds, our global seed business, plays a vital role in enhancing food security, climate resilience, and farmer prosperity. Recognizing that seeds are the foundation of agricultural productivity, we focus on delivering high-quality, innovative solutions to meet the evolving needs of farmers worldwide. From staple crops to specialty vegetables, we empower farmers to grow more sustainably and profitably helping to build resilient food systems for future generations. To learn more about our solutions, visit: www.advantaseeds.com

BioSolutions

Introduced in 2022, NPP (Natural Plant Protection) is UPL's focused platform for natural and biological agricultural inputs. It brings together a wide range of naturally sourced products aimed at helping farmers strengthen their efforts towards economic, environmental, and social sustainability. NPP's BioSolutions are an essential part of integrated crop management, they help crops to better handle environmental stress by improving pest and disease control, enhancing plant nutrition, and supporting soil health.

Crop Protection

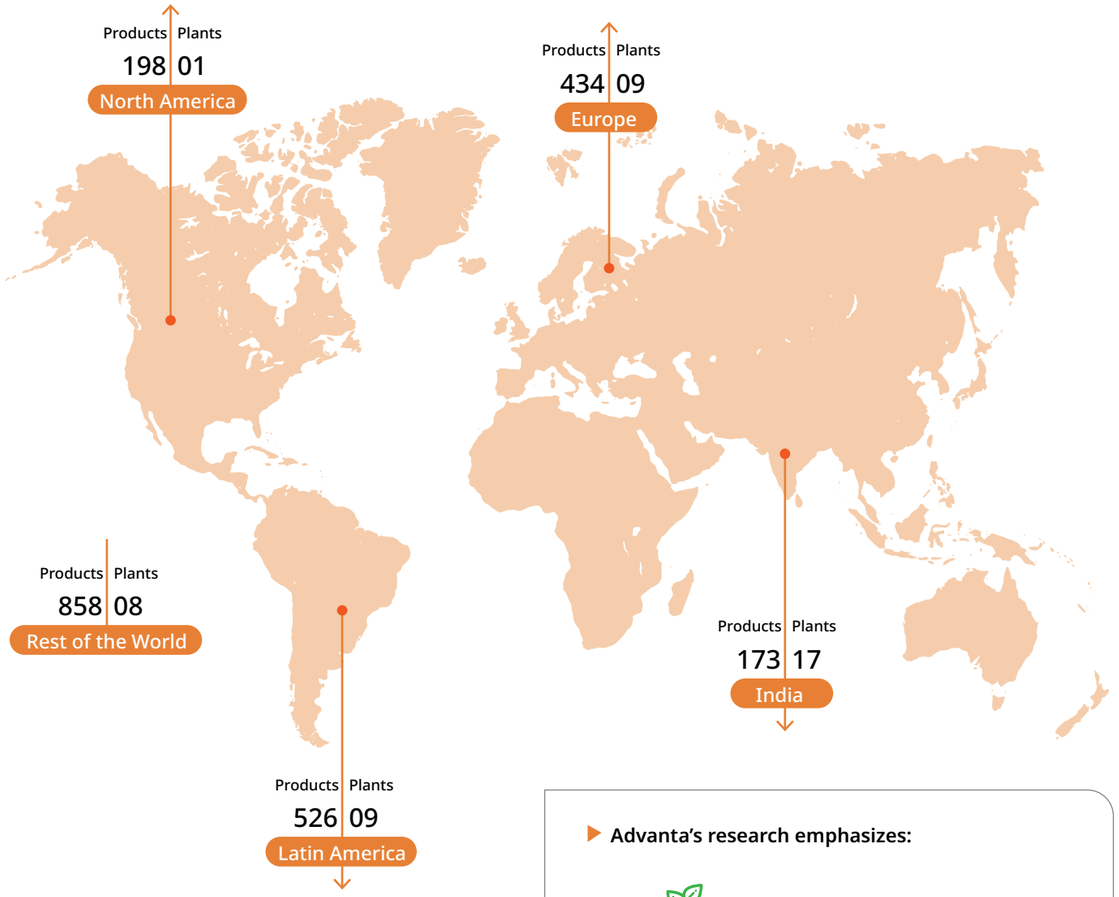
At UPL, we focus on high-growth, high-value, and differentiated segments with the aim of going beyond the traditional crop protection market. We achieve this by introducing innovative products and customized treatment plans designed to meet the evolving needs of farmers. Our diverse portfolio includes targeted fungicides such as specialized Mancozeb formulations, as well as insecticides, herbicides, acaricides, seed treatment products, adjuvants, and non-ionic surfactants. We also offer our exclusive ProNutiva program, which integrates natural BioSolutions with conventional crop protection to deliver holistic and sustainable solutions for modern agriculture.

Post Harvest

To help protect stored grains, UPL offers safe, effective, and user-friendly solutions such as QUICKPHOS, MAGNAPHOS, and QuickPHlo-R. In addition, our portfolio includes a range of fruit-coating products, storage solutions, and Decco services and equipment, all designed to preserve food quality and reduce post-harvest losses across the supply chain.

Product Portfolio and Complete Agricultural Solutions

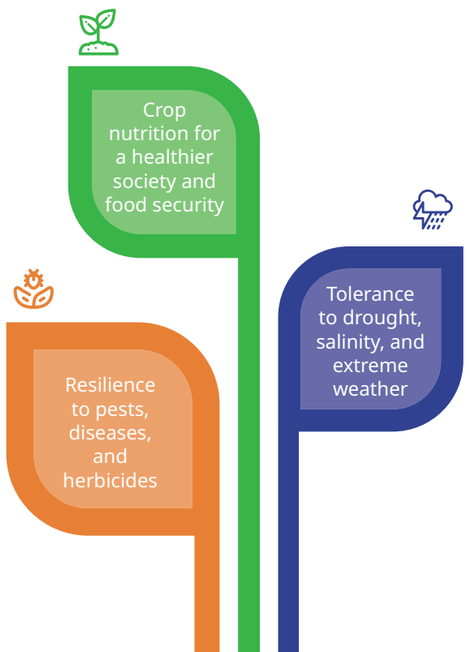
With a diverse product portfolio from seeds to post-harvest solutions, we proudly serve as a comprehensive solution provider to farmers and agricultural stakeholders across Asia, Africa, Latin America, Europe, North America, and Australia.



Sowing the Seeds of Sustainability: Building Resilience for Farmers and Food Systems

Advanta Seeds, a leading global seed company and a proud subsidiary of UPL, is at the forefront of developing next-generation germplasm that meets the urgent need for climate-smart, nutritionally rich crops. Our mission is rooted in innovation and sustainability. We focus on delivering locally adapted, high-performing seed solutions that empower farmers to overcome climate challenges while improving productivity.

Advanta's research emphasizes:



By equipping farmers, especially those in tropical and subtropical regions, with seeds that thrive under changing conditions, we are not only protecting yields, but also safeguarding livelihoods, ensuring food security, and promoting agricultural resilience.

Advanta Seeds

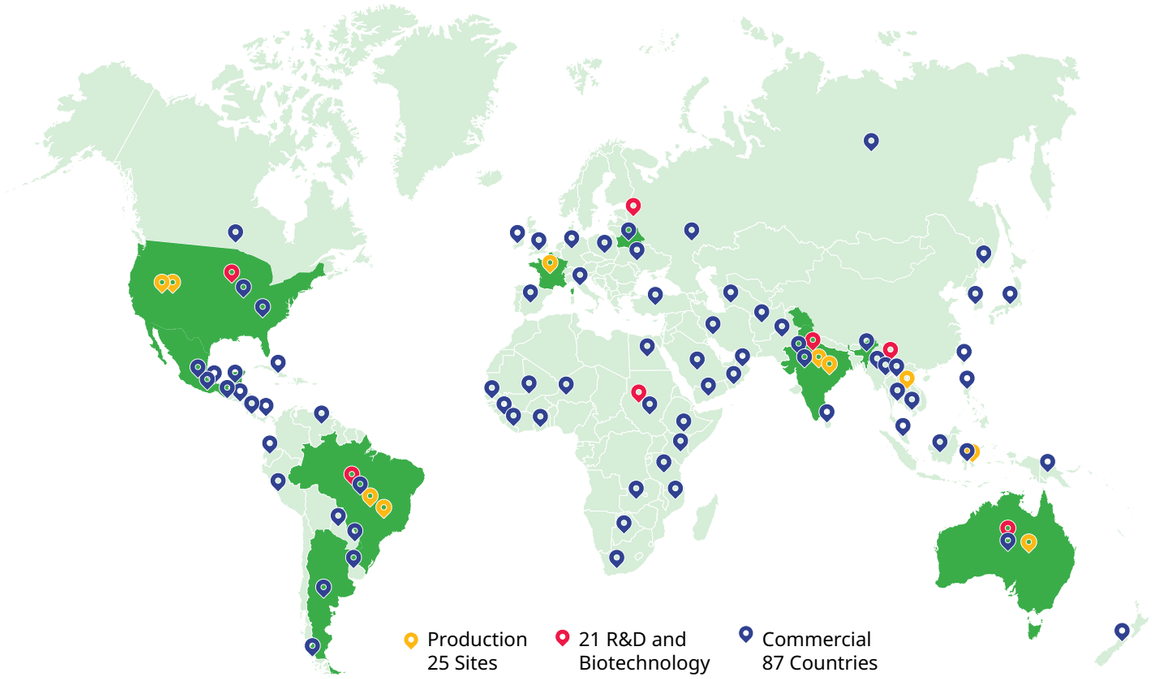
At Advanta, we believe that the future of farming lies in sustainable innovation, where every seed sown is a step toward a more resilient planet and prosperous farming community.

Vision

A single seed holds within itself the power to change the future of this planet. Our aim is to protect the circle of life that begins with a seed. And contribute to the larger good of the world while doing so.

Mission

With sustainable actions create seed technologies that fight climate change, add value to farmer lives and enhance nutrition for the world.



Our Brands

ADVANTA
Modern Science · Traditional Values
Alta seeds
Pacific Seeds
PACIFIC SEEDS

1200
Employees

Representing 25 countries

2nd & 4th
In ASEAN & Africa

In enhancing productivity of smallholder farmers (Access to Seeds Index by WBA)

60+
Years

Research experience in plant genetics

900+
hybrids in 40 crops

in staple crops like maize, rice, sunflower, sorghum, canola, soybeans, vegetables and forage.

21
R&D

Biotechnology, R&D and innovation centers in the Americas, Africa, India, Thailand & Australia.

80+
Countries

with commercial presence & employees in 25 countries.

#1
in sorghum technology

global leader

32
sites

seed production & processing 25 sites across 21 countries.

UPL remains committed to transforming agriculture through collaboration, product innovation, and initiatives that strengthen farmer resilience and food system security. Together we are working towards a future that is more sustainable, fair, and resilient for all.

Sustainability Goals

Aligning with the UN Sustainable Development Goals (SDGs)

At Advanta Seeds, sustainability is not a side initiative, it is embedded in the core of our business strategy. Our operations are guided by a strong commitment to the United Nations Sustainable Development Goals (SDGs), ensuring our efforts contribute meaningfully to global challenges such as climate change, food insecurity, and biodiversity loss.

We actively align our work with key SDGs by focusing on areas where we can create the greatest impact. These include zero hunger (SDG 2), responsible consumption and production (SDG 12), climate action (SDG 13), and life on land (SDG 15).

Our Strategic Priorities

We drive impact through our Sustainability Goals of:

Reducing Environmental Impact

Through innovations such as biodegradable mulch, biomass energy use, and water harvesting systems, we significantly cut emissions and conserve natural resources.

Enhancing Global Food Security

By delivering high-quality seeds and climate-resilient varieties, we support farmers to increase productivity and adapt to changing conditions, helping feed a growing population.

Strengthening Community Wellbeing

We empower farming communities with training, access to technology, and sustainable practices, contributing to rural prosperity and long-term resilience.

Recognition and Global Impact

Our commitment to sustainability has been recognized by the World Benchmarking Alliance, which ranked Advanta Seeds among the global leaders in the Access to Seeds Index:

5th	2nd	4th
Worldwide in 2019	In South and Southeast Asia Index	In Africa Index in 2021

These achievements are a reflection of our ongoing efforts to support smallholder farmers, improve seed accessibility, and contribute to a more sustainable, food-secure future.

Awards FY 2024-25

UN Women Asia-Pacific WEPs Awards 2024

Advanta Thailand was shortlisted for its impactful project on Women's Economic Empowerment in rural areas, highlighting its commitment to gender equality and inclusive development.

CSR Project of the Year 2024 – India CSR Summit & Awards

Advanta Seeds received recognition for its outstanding CSR initiative United Against Child Labor (UACL) at the 15th India CSR Summit.

Best CSR Project of the Year 2025 – Bharat CSR & Sustainability Summit & Awards India

Honoured for the continued excellence of the UACL Project, reinforcing Advanta's dedication to social responsibility.

Platinum Award for CSR and ESG Leadership – Global CSR & ESG Summit & Awards 2025

Advanta Seeds was awarded the Platinum Award, the highest distinction in the CSR and ESG Leadership category, for the UACL initiative, presented at the 17th Annual Global CSR & ESG Summit in Ho Chi Minh City, Vietnam.

01 Goal
Reducing Environmental Impact

As the global population rises and the impacts of climate change intensify, the seed industry faces a critical challenge: how to produce more food with fewer resources while protecting biodiversity. Striking this balance is essential for building a resilient and sustainable food system.

At Advanta Seeds, we are committed to meeting this challenge head-on. We continuously monitor our environmental footprint, focusing on reducing greenhouse gas emissions, optimizing resource use, and adopting innovative, climate-smart technologies. Our goal is to maintain high seed productivity and quality while conserving water, energy, and enhancing soil health.

By integrating sustainability into every aspect of our operations, from seed production to processing, we aim to lead the industry in reducing environmental impact and promoting agricultural practices that are both productive and planet-friendly.

Environmental Performance: Monitoring and Reducing Emissions

At Advanta Seeds, reducing our Greenhouse Gas (GHG) emissions is a cornerstone of our sustainability strategy. We understand that the agricultural sector faces significant challenges due to climate change, and we are committed to leading the way in minimizing our environmental impact. Our efforts are guided by a focus on transparency, accountability, and continuous improvement.

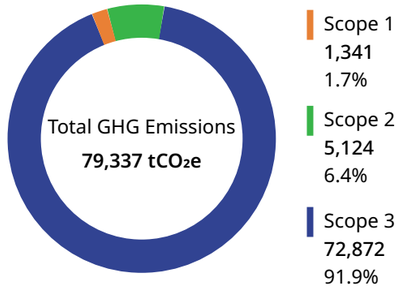
Comprehensive Emissions Monitoring

To drive meaningful reductions, we rigorously capture, measure, and monitor emissions across our operations and supply chain. We disclose data for Scope 1 (direct emissions), Scope 2 (indirect emissions from energy consumption), and Scope 3 (value chain emissions), ensuring that we assess every facet of our environmental footprint.

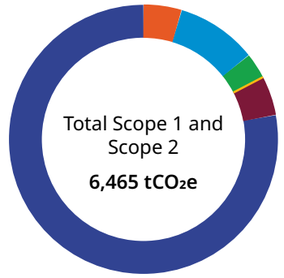
GHG Emissions CY2024

The total Greenhouse Gas (GHG) emissions amount to 79,337 tCO_2e. This includes emissions across all three scopes as defined by the GHG protocol. Scope 1 emissions, which are direct emissions estimate at 1,341 tCO_2e, accounting for 1.7% of the total emissions. Scope 2 emissions, which result from the consumption of purchased electricity, estimated at 5124 tCO_2e making up 6.4% of the overall emissions. Most of the emissions fall under Scope 3, which includes all other indirect emissions that occur throughout the value chain activities, such as purchase of goods and services, upstream and downstream transportation, business travel, employee commute and waste generated in operations. These emissions amount to 72,872 tCO2e representing a significant 91.9% of the total emissions.

Total GHG Emissions (tCO_2e)

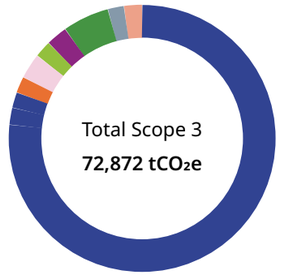


Scope 1 and Scope 2 emissions (tCO_2e)



Category	%
High Speed Diesel	4.9
Natural Gas	10.5
Petrol	1.9
Propane	0.3
Fuel Oil	3.2
Purchased Grid Electricity	79.2

Scope 3 by Category (tCO_2e)



Category	%
Purchased goods and services	82.8
Capital Goods	1.5
Fuel- and Energy-Related Activities	1.7
Upstream Transportation and Distribution	1.8
Waste Generated in Operations	3.2
Business Travel	6.4
Employee Commute	1.2
Downstream Transportation and Distribution	1.4

2024 Emissions Verification

In 2024, Advanta's emissions data was subject to Limited Assurance verification by TÜV, a globally recognized certification body. Our operations at 11 sites worldwide were verified in compliance with ISO 14064-3:2019 and the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. This certification confirms that our emissions data for the period from January 1 to December 31, 2024 is accurate and reliable.

Diversified Portfolio Field & Vegetable Crops

We developed a diversified portfolio of field and vegetable crops to promote food system resilience, sustainability and nutrition.

81% of staple smallholder farmers crops

100% of essential smallholder farmers vegetables

40 crops commercialized in over 80 countries. Constantly renewing and adding new varieties.

02 Goal Enhancing Global Food Security

At Advanta Seeds, we are deeply committed to tackling one of the most pressing global challenges: ensuring food security for a growing population amid the uncertainties of climate change. Our mission is to empower farmers with innovative, climate-resilient seed technologies that drive productivity, strengthen resilience, and safeguard livelihoods.

Through advanced research and development, we create seed varieties tailored to real-world agricultural challenges such as rising temperatures, erratic rainfall, emerging pests and diseases, and soil degradation. Our focus extends beyond yield; we prioritize nutritional enhancement, ensuring that the crops we develop contribute to both food quantity and quality.

By equipping farmers, especially smallholders, with high-performing, resilient seeds, we help build sustainable and secure food systems. This not only improves rural incomes but also supports healthier communities and contributes to global food security.

Strategic Focus: Seed Technologies for a Sustainable Future

We leverage cutting-edge seed technologies to enrich food systems, making them more sustainable, resilient, and nutritious. Our approach integrates agronomic performance with nutritional value, ensuring long-term impact across the value chain.

Progress & Key Achievements

Expanded biofortification programs to enhance the nutritional profile of staple crops.

Broadened geographical reach with highly nutritious vegetable varieties.

Increased engagement with smallholder farmers, delivering high-nutrition crops that support food security and economic stability.

03 Goal Strengthening Community Wellbeing

At Advanta Seeds, we believe thriving communities are the foundation of a resilient food system. That's why we go beyond supplying seeds, we empower rural farmers with knowledge, technology, and sustainable practices that drive long-term prosperity.

One of the greatest challenges to crop diversification is the lack of access to quality seeds. We tackle this head-on by delivering a diverse portfolio of high-performing field crops and vegetables, tailored to local environments. This helps farmers break free from monocropping, enhance food security, and improve their economic resilience.

Through strong partnerships with NGOs, governments, and value chain actors, we ensure smallholders, especially in food insecure regions, receive the full support they need to succeed. Our commitment is clear: to build healthier, more sustainable rural communities by planting the seeds of opportunity.

Human Rights and Responsible Supply Chain Governance

We are committed to upholding human rights across our operations and supply chain. Last year, we launched a new governance framework and updated our policies to address modern ethical sourcing and labor challenges.
Over 1,300 employees and contractors across India, Thailand, Indonesia, and Argentina received human rights training, in partnership with the UN Global Compact and SGS. Today, nearly 100% of our supply chain workforce is trained and certified in key human rights principles.

This initiative strengthens ethical practices, fosters safe and inclusive workplaces, and supports global goals including SDGs 1, 4, 5, 8, 10, and 16.

Governance: Embedding Sustainability in Advanta's DNA

At Advanta Seeds, sustainability is not a side initiative, it is embedded in our company's DNA and overseen at the highest levels of leadership. In 2023, we formalized this commitment by establishing an ESG Committee to advise and guide management on the integration of sustainability into our corporate strategy and operations. The ESG Committee plays a central role in reviewing performance on environmental and social initiatives, ensuring compliance with global and national ESG standards, and driving our long-term sustainability roadmap. This includes oversight of disclosures under the Sustainable Finance Disclosure Regulation (SFDR) and alignment with the Greenhouse Gas Protocol and other leading frameworks.

Health, Safety, and Environment (HSE) at Advanta

At Advanta, ensuring the health and safety of our employees, contractors, and stakeholders is a core priority. Guided by our commitment to a "Zero Harm" workplace, our HSE department implements robust systems and practices to foster a safe and resilient working environment.

We conduct regular reviews and audits to uphold measurable occupational health and safety standards. Our Emergency Response Plans and communication protocols are designed to manage incidents swiftly and effectively. We maintain a structured incident reporting system that captures all types of events, including near misses and observations, to drive continuous improvement.

To proactively manage risks, we have implemented comprehensive Hazard Identification and Risk Assessment (HIRA) processes across all Advanta facilities. These assessments help identify operational strengths and areas for improvement, enabling teams to take timely corrective actions, especially for high-risk issues.

A Culture of Responsibility

At Advanta, sustainability is a shared responsibility embraced across the organization. We empower employees to take meaningful action, individually and in teams, to reduce environmental impact. Initiatives like the "Making an Impact" award celebrate those who champion sustainability and support the UN SDGs.

Highlights From Our Latest Employee Survey

96% believe today's actions shape our future.

87% actively participate in sustainability efforts, including tree planting, recycling, and resource conservation.

Bhupen Dubey, Global CEO of Advanta Seeds, presenting the 'Making an Impact Award

Good governance at Advanta goes beyond compliance, it's about fostering a culture of ethical growth, trust, and positive global impact.

Crop Protection

As a prominent figure in the crop protection industry, our primary objective is to enhance crop resilience and contribute to global food security. We focus on tailoring state-of-the-art formulation technology to meet the specific requirements of our clients. Our broad product range covers every stage of the crop lifecycle, offering integrated solutions designed for maximum effectiveness. By engaging directly with farmers and understanding their unique challenges, we develop tailored solutions that address their concerns and deliver measurable results. Our commitment to excellence drives us to continuously innovate, providing solutions that empower farmers and promote sustainable agricultural practices.

UPL Sustainable Agri Solutions Ltd. (UPL SAS)

UPL SAS is one of the leading crop protection companies in India. Our platform offers comprehensive solutions across the crop growth cycle, including crop protection, crop establishment, and post-harvest services, covering more than 90% of the crop varieties grown in India. In a significant endorsement of our business model and growth potential, we secured a total investment of USD 200 million from globally recognized investors such as Abu Dhabi Investment Authority (ADIA), TPG, and Brookfield, in exchange for a 9.1% equity stake in the company.

Our agtech platform, Nurture, currently supports around 3 million registered farmers and over 100,000 retailers. This digital reach is backed by a robust physical distribution network, which includes 25,000 dealers and 400 "Unimart" experience centers, supported by a team of over 5,000 employees. Together, these assets reinforce our strong presence across India. Aligned with our vision for sustainable agriculture, Nurture enables farmers to access affordable, environmentally friendly farming solutions, helping drive inclusive growth and long-term agricultural resilience.

Superform Chemistries Limited

Superform Chemistries Limited (formerly UPL Specialty Chemicals Limited) is a next-generation specialty chemistries company and a wholly owned subsidiary of UPL Ltd. Built on a strong legacy of over five decades in complex chemical manufacturing, Superform is now a fully independent entity driven by innovation, sustainability, and high-performance solutions. Our specialty chemistries platform features a vertically integrated, strategically located manufacturing infrastructure that provides a competitive edge and a strong foundation for accelerated growth. Over the years, this platform has demonstrated proficiency in developing intricate chemistries that meet the highest global standards, enabling us to respond swiftly to dynamic market needs.

Now operating under the Superform brand, the company serves a wide array of diverse and dynamic sectors including agriculture, lubricants, flame retardants, mining, healthcare, and food & beverages. With deep manufacturing competencies and a focus on solving complex challenges, Superform is differentiated by its ability to co-create sustainable, impactful solutions with customers and partners across geographies. The company is actively expanding its product portfolio, enhancing capacities, venturing into new chemistries, and forging strategic business-to-business collaborations. Superform is also advancing its commitment to green chemistry and sustainable solutions, furthering its relevance in both domestic and international markets.

> "We have strategically placed our platform to rapidly expand by taking advantage of the expected positive growth in the Indian specialty chemicals industry."

UPL Corporation Ltd.

UPL Corp, headquartered in London, United Kingdom, serves as our global crop protection and biological solutions business outside of India. As a leading company we are defining the future through sustainable agriculture and a grower-first mindset. With a robust portfolio of holistic solutions in over 140 countries, UPL Corp aims to create shared growth and prosperity for farming communities, agriculture, and our planet.

The company benefits from advanced research and development capabilities, deep manufacturing expertise, and an expansive distribution network. This integrated approach enables UPL Corp to develop and deliver effective, region-specific solutions that address the diverse challenges farmers face every day. UPL Corp is also backed by strong investor confidence, with Abu Dhabi Investment Authority (ADIA) and TPG jointly holding a 22.2% equity stake in the company, reinforcing its strategic importance and growth potential in global markets.

Year of creation
2022

Countries with sales presence
140

Workforce
3846

Manufacturing sites
26

Research Centers
19

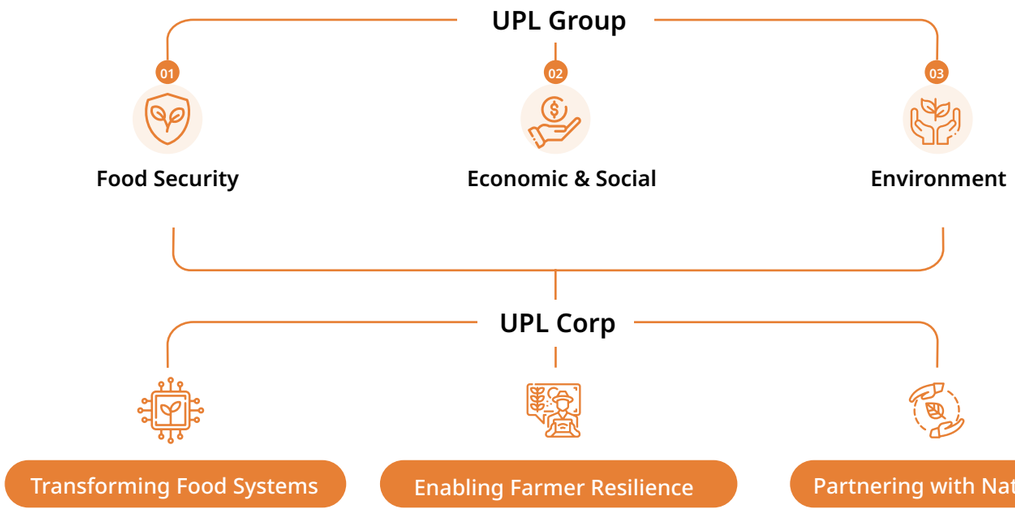
Products registered
13k+

With a robust portfolio of holistic solutions in over 140 countries, UPL Corp aims to create shared growth and prosperity for farming communities, agriculture, and our planet.

UPL Corp Sustainability Pillars

UPL Corp plays a key role in advancing the UPL Group's broader sustainability commitments, contributing meaningfully to goals focused on food security, socio-economic development, and environmental stewardship.

To clearly demonstrate UPL Corp's impact and alignment with these objectives, the company has established three strategic pillars: Transforming Food Systems, Enabling Farmer Resilience, and Partnering with Nature. These pillars serve as a framework to highlight UPL Corp's on-ground contributions and its role in driving positive changes across global agricultural systems.



- ProNutiva
- Food Value Chain
- Sustainability Programs

We are helping build food systems that work better for farmers, communities, and the planet. By creating smarter farming solutions and stronger connections from farm to table, we help farmers grow more while using less. This means better harvests, healthier soil, and nutritious food reaching the people who need it. It's about making farming work for everyone, today and tomorrow.

- Stewardship & Empowerment
- Climate Mitigation & Adaptation
- Crop Diversification

Farmers are at the heart of everything we do. We support them with the tools, knowledge, hands-on support and partnerships they need to thrive, no matter the challenge. Whether it's adapting to climate change, connecting to markets or accessing training, we help both smallholders and commercial farmers build stronger, more resilient crops that can weather uncertainty and grow with confidence.

- Regenerative Agriculture
- Carbon Farming
- Biosolutions Leadership

Nature is our greatest ally. Through our Natural Plant Protection (NPP) biosolutions portfolio and smarter farming practices, we use nature's potential to help farmers grow stronger crops while giving back to the land. Healthier soil, protected biodiversity, and thriving ecosystems aren't just good for the planet, they're good for farming too. We believe sustainable farming is the foundation for long-term success, creating farms that work today and stay strong for generations to come.

Product Categories

UPL Corp delivers a broad and advanced portfolio of crop protection solutions designed to safeguard crop health and enhance agricultural productivity across all stages of growth.

Herbicides

Our herbicides ensure long-lasting weed control by eliminating competition for essential resources such as sunlight, water, and nutrients, supporting both yield and quality. In response to the rising challenge of glyphosate resistance, we have introduced next-generation formulations powered by real-time field data to deliver precise and effective weed management.

Fungicides

Our fungicide range plays a vital role in protecting food, fodder, and industrial crops from a wide spectrum of diseases. Notably, our Mancozeb formulations offer multi-site protective action upon contact, proving highly effective against resistant fungal strains. Ongoing innovation continues to enhance their efficacy through improved solubility, dispersion, and coverage.

Insecticides and Acaricides

With pests causing around 13% of global crop losses, which is valued at nearly USD 2,000 billion annually, our insecticides offer proven control against the most damaging pests. To stay ahead of evolving pest threats, we continue to invest in new chemistries with innovative modes of action and application methods.

Seed Treatment

Seed treatment is a key part of our crop protection strategy. Our solutions help safeguard seeds and young plants from early-stage threats like soil and seed-borne insects and diseases. In addition to protection, they promote better germination and stronger early growth by improving plant health and immunity.

Adjuvants

To further enhance the effectiveness of our crop protection products, UPL Corp has partnered with Evonik to co-market non-ionic surfactants and adjuvants. These products improve the spread and absorption of treatments on plant surfaces, ensuring maximum impact and better field performance

Bio Solutions

NPP Natural Plant Protection by UPL

Our Natural Plant Protection (NPP) biosolutions portfolio offers cutting-edge products that combine the best of science and nature to play a central role in integrated crop management strategies.

Our dedicated teams have developed the broadest portfolio of biosolutions, which helps improve pest and disease control, enhance nutrient efficiency, and support soil health. This strengthens the plant's resilience to both biotic and abiotic stresses, enabling it to reach its full potential.

We provide trusted, science-backed biosolutions that empower growers to meet today's challenges while ensuring long-term sustainability for their farms, communities, and future generations.

Innovative

UPL Corp's NPP portfolio offers growers a range of advanced biological solutions designed to promote sustainable agricultural practices. These solutions help improve yield and quality, enhance soil health, conserve water, support biodiversity, and reduce the overall carbon footprint.

Proven

NPP is supported by a strong global infrastructure, with access to seven laboratories, seven R&D field stations, and ten manufacturing sites ensuring the reliability, consistency, and performance of every product we bring to market.

Experienced

Powered by our OpenAg® philosophy, NPP collaborates not only with nature but also with a wide network of trusted partners. This approach has helped us build the world's most comprehensive portfolio of biosolutions, backed by dedicated teams that work closely with growers and retailers to build confidence in their decisions.

Collaborative

Through our ProNutiva® strategy, we combine the strengths of our synthetic crop protection products with biosolutions to deliver integrated, efficient, and sustainable results on the farm.

Sustainable

By offering nature-derived solutions, NPP helps farmers remain environmentally responsible, economically viable, and socially resilient, ensuring improved productivity and profitability, now and for future generations.

Focusing on differentiation and growth, UPL Corp's Natural Plant Protection (NPP) business continues to strengthen its portfolio of biosolutions through a combination of in-house manufacturing and strategic partnerships with leading research and development laboratories around the world. This approach ensures that our customers benefit from innovative, research-driven solutions that meet the evolving needs of modern agriculture. Through NPP, UPL Corp delivers measurable value and meaningful impact to all stakeholders across the agricultural value chain.

NPP portfolio benefits

Providing growers with natural-derived solutions allows them to stay environmentally, economically and socially sustainable, elevating profitability and productivity today and for future generations.

Nutrition optimization & reduced environmental impacts

Through our commitment to nutrient use efficiency and environmental responsibility, we aim to pave the way towards a more sustainable agricultural future.

Water management

By focusing on water conservation and efficiency, our aim is to address the challenges of water scarcity and contribute to the resilience of agricultural systems in the face of a changing climate.

Soil health & soil degradation management

Through our commitment to soil regeneration, we aim to rejuvenate this foundational resource, ensuring its resilience and productivity for future generations of farmers and ecosystems alike.

Biodiversity

We contribute to the preservation and enhancement of biodiversity, promoting the health and resilience of ecosystems for future generations.

Food safety and residue management

Our commitment to food safety and residue management underscores our dedication to fostering a healthier, more sustainable food supply chain.

Climate change & Carbon pollution mitigation

We aim to empower farmers to become key contributors to the global effort to combat climate change and ensure the sustainability of agriculture in the face of environmental challenges.

Major Initiatives

NPP has introduced new biosolutions with minimal environmental impact, including NIMAXXA® (a bionematicide for soybean in Brazil), BIOBAC® (a bionematicide and soil disease control solution), and HYCOXA® (a new generation algae-based biostimulant)

Biofungicides such as YUKON®, VACCIPLANT®, THIOPRON®, and others have also been developed to replace synthetic fungicides, supporting resistance management and residue reduction in specialty crops.

In addition, NPP has acquired OPTICHOS®, a proprietary biocontrol technology from BioChos, featuring a novel active ingredient and a significantly improved environmental profile.

Radicle Challenge: UPL Corp sponsored the NPP Radicle Challenge, a global venture capital competition focused on identifying and investing in innovative startups that are transforming agricultural technology. This past year, we invested USD1.75 million in funding to selected early-stage companies developing biological solutions that help protect crops from a range of biotic stresses, including bacteria, fungi, nematodes, insects, and arachnids. Through this initiative, UPL Corp reinforced its commitment to advancing sustainable agriculture by supporting breakthrough innovations with strong potential for real-world impact.

NPP Academy: As part of our commitment to advancing knowledge and adoption of biosolutions, we launched the NPP Academy, a dedicated training platform designed to build expertise in the field of natural agricultural solutions for internal teams. We aim to increase awareness and support the wider adoption of biosolutions by farmers. Training modules cover key topics such as maximizing the value of biosolutions, understanding the benefits of natural inputs, and clarifying the role and application of biostimulants, helping participants make informed decisions on when and how to use them effectively.

Gigaton Carbon Goal

Strategic Challenge

By 2050, the world needs to feed 2 billion more people, with 50% more food and feed, all while keeping the planet healthy. Today's farming faces real challenges: soil that's losing its strength, unpredictable water supplies, changing weather that damages harvests, and agriculture's role in global emissions.

At UPL, we've set a clear goal: to reduce 1 gigaton of CO_2 and equivalent emissions by 2040. This ambition reflects our belief that agriculture can be a powerful force for climate action. Working alongside farmers, we're finding ways to help soil capture more carbon while cutting emissions across everything we do. It's about making a real difference - in fields, in the air, and for the farmers who'll be growing food for generations to come.

How We Make It Happen

Our carbon program supports the shift to regenerative agriculture – farming that works with nature, not against it:

- By investing, inventing and transferring better agriculture technologies
- By incentivizing farmers to adopt sustainable and regenerative agricultural practices
- By supporting the generation of carbon credits for the farmers

We provide tools, training and support to help farmers:

- Build healthier soils that lock in carbon and hold onto water
- Boost crop resilience with biosolutions that make nutrients and water work more efficiently
- Earn more value in the short term while protecting the resources we all rely on

We are not just reducing emissions. We're rethinking farming , so it grows stronger, works better for our planet, and helps farmers succeed in the long term.

Our Progress

Over the past year, UPL Corp has advanced its carbon program by implementing regenerative agriculture pilots across 5 countries, directly supporting over 170 farmers over more than 50,000 Ha. Through targeted soil health testing, farmer workshops, or technical training, we have helped growers better understand long-term sustainability risks and adopt practices that improve soil resilience and reduce emissions. Our efforts have also enabled farmers to access carbon certification pathways and participate in food chain decarbonization initiatives, unlocking new value while building a more climate-positive future.

The greatest opportunity to make a real difference for climate happens right on the farm - where real change takes root. To show how our sustainable solutions can make an impact, we are creating a science-backed approach to measure carbon impact in three keyways:

- By increasing crop productivity through the responsible use of our crop protection products, we help farmers avoid emissions tied to land-use change, water, and energy use, delivering more yield with fewer resources.
- Our biosolutions and seed treatments are designed to enhance and protect root biomass, supporting greater soil carbon sequestration by promoting deeper, more resilient root systems.
- By improving nitrogen use efficiency through targeted nutrition and biological inputs, we help reduce the carbon footprint associated with nitrogen fertilizer use.

Together, these strategies form the foundation of our climate-positive approach, empowering farmers to grow more with less, while regenerating the land and reducing greenhouse gas emissions. Through our focused approach at the pilot phase, we were able to sequest more than 64,000 Tonnes of CO_2 in FY 2025.

Food Value Chain Approach

Growing a Better Future, Together

Overview

At UPL Corp, we're helping build better connections across the whole food system bringing together farmers, processors, exporters, retailers, and consumers to create farming that works for everyone. Through our OpenAg® approach, we break down barriers and bring the best ideas to life , helping agriculture thrive from farm to table.

We are committed to building a future where farming uplifts everyone enabling farmers to thrive, strengthening communities, and preserving the planet to nourish humanity for years to come.

How We Make It Happen

We support every link in the food value chain with practical, science-backed solutions:

- Capacity-building via tailored training programs
- ProNutiva®: Integrated crop schedules combining biosolutions and conventional tools
- Residue-compliant production and product analysis for safer food
- Digital Passport: End-to-end traceability for transparency and trust
- Smart services: Crop Service (Poland), NeoFog (France), and Trust++ (Costa Rica)
- Model farms to showcase best practices
- Stewardship training programs like "Applique Bien®"
- Regenerative agriculture and soil health initiatives
- Certification support: Global G.A.P., Bonsucro
- Market linkage to connect farmers with buyers

Our Value to the Food Chain

For Farmers

- Higher yields and better returns on investment
- Growing more with less through integrated solutions
- Market access and comprehensive support

For Food Companies

- Sustainable sourcing that can be tracked from farm to shelf
- Consistent quality and production efficiency
- Compliance with global standards and stronger consumer trust

For Consumers

- Safe, nutritious food at fair prices
- Transparent supply chains from farm to table
- Better value through quality food

For the Planet

- Healthier soils through smarter farming practices
- Smarter water use and biodiversity protection
- Lower greenhouse gas emissions

Our Partnerships

Key Associations, Memberships, Advocacy and Collaborations

- Ankleshwar Industries Association
- ASMECHEM Chamber of Commerce & Industry of India
- Alkali Manufacturers Association of India
- Indian Chemical Council
- Indian Merchant Chambers
- Jhagadia Industries Association
- Pesticides Manufacturers & Formulators Association of India
- Confederation of Indian Industry
- ASSOCHAM India
- Crop Care Federation of India
- The Energy and Resources Institute
- Federation of Indian Chambers of Commerce & Industry
- Vapi Industries Association
- World Business Council for Sustainable Development
- UN Global Compact
- World Economic Forum
- Cocoa & Forests Initiative (CFI)
- The Climate Pledge
- Procultivos ANDI
- AGRITOP
- WCF - World Cocoa Foundation
- ECA - European Cocoa Association
- IFA - International Fertilizer Association
- CROPLIFE LATIN AMERICA
- CropLife AME
- ECOWAS Rice Observatory
- SAMAC-Macadamias South Africa
- Mexican agricultural industry.
- CropLife America
- European Coca Association
- Global Agri-business allaince
- Centigto Environment of Agriculture
- Kazakh Grain Union
- Mediterranean Archeology Association
- Chemexcil
- Bon Sucro
- Safe Seaweed Coalition
- World Benchmarking Alliance
- INNOVAGRO

Awards and Recognitions

UPL SAS received **Best in Supply Chain Sustainability at CHEMCONNECT 2025 - Chemical Supply Chain Excellence Awards, organized by CARGOCONNEC.**

UPL has been recognized as a **"Well-Known Trademark" by the Indian Trademark Registry**.

UPL Jammu won the **Tech & Innovation HR Awards 2024.**

Padma Bhushan Shri Rajnikant Shroff, Chairman Emeritus, UPL Ltd, Received the **Entomological Society of India - Lifetime Achievement Award.**

UPL Ltd distinguished at the **Clarivate South Asia Innovation Award 2024**, winning in the Agribusiness category for the fourth consecutive year.

UPL Shanghai Rancona Dimension got **National CP Market Best-selling Fungicide Brand Award** & Yoloo Saofei got **National CP Market Best-Selling Insecticide Brand Award.**

UPL Brazil has been recognized in the prestigious **"Companies with Better Management" program, conducted by Deloitte.**

Decco Iberica Post Cosecha S.A.U. has been awarded at **Fuente de Oro 2024 Ceremony organized by EGM Asivalco-Fuente del Jarro.**

The Pronutiva Campaign led by UPL Germany has been recognized and nominated among the **3 best projects of the German Agricultural Marketing Award 2023**.

UPL top **PCT patent applicant in Science and Technology Cluster Ranking for Global Innovation Index-2024.**

UPL Corp Iberia and the University of Cordoba awarded the **FIRST PRIZE "Olive Grove Health".**

UPL is the WINNER for the award category **"Innovative Technology Implementation of the Year"** at the **"6th Edition of CIO Conclave & Awards 2024".**

UPL Limited has been awarded the prestigious "**Supplier Engagement Leader" by Carbon Disclosure Project (CDP), a global environmental disclosure system, for our efforts in measuring and reducing environmental risks across its supply chain**.

Unit 5, Jhagadia Bagged **"Winner" Award and Unit 2, Ankleshwar bagged "1st Runner up" Award in National Six Sigma Competition.**

UPL Barranquilla Plant, was **recognized by the Mayor's Office of Barranquilla and the USAID.**

UPL Ltd. Jammu Wins **Platinum Award at HR Distinction Award 2024 for the Most Innovative Learning & Development Program.**

The NPP Pau site has achieved a major milestone: T**he renewal of ISO 9001 for three years and the first-ever ISO 14001 certification.**

UPL Argentina Team was awarded with **Great Place to Work certification.**

UPL has been honoured with the Impact Award for **Special Learning and Development Initiatives at the Skillsoft India Customer Awards 2024.**

UPL team win '**Happay Connect 2024**' in HR Digitization Excellence.

UPL Wins "**Doing Good for Jungle**" Award at Bharat Awards 2024.

Kudos Chemie Ltd site has been recognized with **Two Platinum and One Gold Award in the prestigious HR Excellence Award for Talent Management, Talent Acquisition and Learning and Development in Shardha University in association with by PNGI.**

UPL was awarded the **MOST INNOVATIVE BIOLOGICAL CONTROL METHOD** award with its Pronutiva - Sustainable Greenhouse Tomato Production Project at the 2nd Agri Plus Agriculture Innovation Summit and Award Ceremony held at İzmir Yaşar University

Vikram Shroff, Vice-Chairman & Co-CEO of UPL Group, was cordially invited to the **AIM Summit to lead discussions and participate in dialogues with peers from across the globe**

Shroff Family received the **Barclay-Hurun 2024 Award for Excellence in Innovation and R&D**

Advanta Enterprises Limited has achieved an extraordinary milestone by receiving two prestigious awards for its **impactful Corporate Social Responsibility (CSR) initiatives in January 2025.**

UPL Corp Barranquilla Plant obtains the **5Z excellence seal as a healthy company**

UPL Corp Brazil has been honored as one of the **Forbes Agro100, celebrating its dedication to transforming agribusiness with sustainability and innovation.**

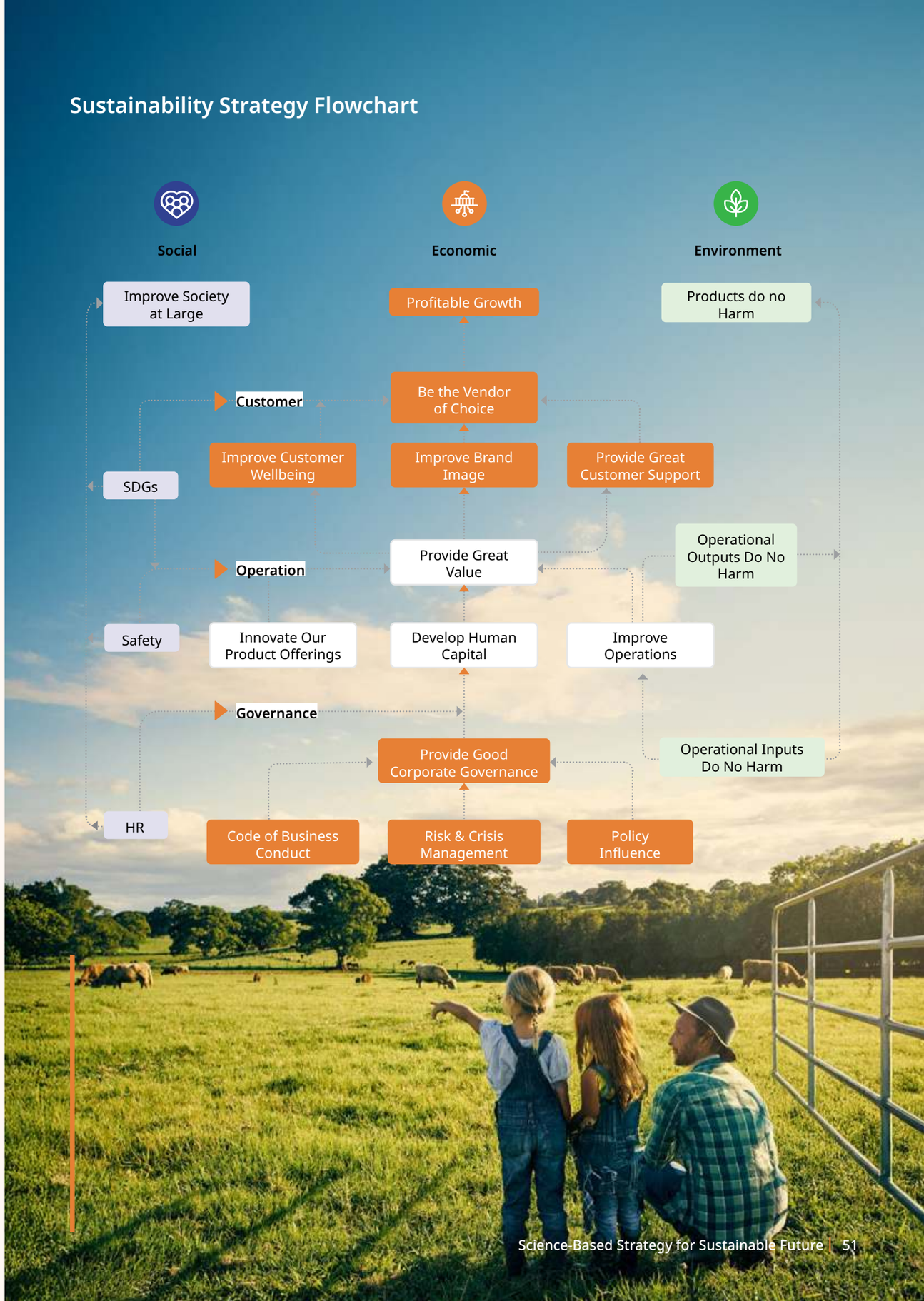
Thiopron® recognized by **PTWP Group as most Innovative Product in 2024**

UPL is proud to announce that it has been awarded the **Best Patents and Trademark Portfolio each in the Life Science and Pharma, Large Enterprises category at the Confederation of Indian Industry (CII) Industrial IP Awards ceremony**

UPL recognized as **Leading Agrochemical Company in DJSI for Second Consecutive Year**

UPL recognized at the **38th National Convention on Quality Concepts (NCQC)**

Sustainability Strategy Flowchart



Financial Highlights

In the FY 2024-25, UPL's strategic decisions and development path consistently adhered to sustainability principles. Our investment plans were carefully designed to generate value in various areas, focusing on long-term growth and ecological responsibility. Driven by a dedication to sustainable practices, our business activities aim to build a legacy that blends economic strength, environmental care, and social well-being.

Economic Value Distribution

Through our global activities, we create benefits for different parties, such as staff, local communities, shareholders, investors, and government agencies.

Direct economic value generated (₹ in crore)	
Revenue from operations	46,637

Economic value distributed (₹ in crore)	
Total expenses	45,414
Employee wages and benefits	5,309
Community investments	4.86

We strategically manage the financial resources given to us by our shareholders, bondholders, banks, and financial markets to create value, while keeping a strong financial position and promoting steady growth.

Profit and Loss Metrics

Financial Year	Revenue (₹ in crore)	Profit after tax* (₹ in crore)	EBITDA (₹ in crore)
FY 24 - 25	46,637	1700	8,124
FY 23 - 24	43,098	-1,383	5,515
FY 22 – 23	53,576	4,427	11,178
FY 21 – 22	46,240	4,627	10,165
FY 20 – 21	38,694	3,692	8,559
FY 19 – 20	35,756	2,798	7,452

*PAT before Associate Income, Non-Controlling Interest and Exceptional Costs

Shareholder Metrics

	Earnings per share (₹ per share)	Return on capital employed (ROCE) (%)
FY 24 - 25	9.9	10.3
FY 23 - 24	-17.5	3.2
FY 22 – 23	45.8	15.3
FY 21 – 22	45.9	15.6
FY 20 – 21	36.4	13.9
FY 19 – 20	23.2	11.2

Notes: EBITDA and EBITDA margin for FY 2020 before adjustment of purchase price allocation impact of Arysta acquisition. Profit after Tax refers to Profit after tax before minority interest, exceptional items and share of profit of associates Net worth for FY 2022 and FY 2023 does not include the amount pertaining to perpetual bonds

Corporate Governance

At UPL, we take immense pride in conducting our business with the highest standards of ethics and integrity, underpinned by a robust and dynamic corporate governance framework. Our commitment extends well beyond regulatory compliance, we strive to set new benchmarks in creating long-term, sustainable value for our shareholders.

Our operations are grounded in the principles of transparency, accountability, and ethical conduct. This strong governance foundation empowers our Board and Management to lead decisively, always prioritizing the interests of our shareholders. It is this steadfast approach that not only reinforces our leadership in the agrochemical sector but also exemplifies our dedication to responsible business practices.

UPL's governance model is thoughtfully structured to incorporate key elements such as board diversity, management ownership, industry experience, and overall board effectiveness. Our One-Tier Board comprises distinguished leaders with deep domain expertise, ensuring strategic oversight and sound decision-making at every level.

The Board plays a pivotal role in shaping and steering our strategic direction. By aligning long-term vision with near-term priorities, it remains focused on delivering consistent, sustainable value. Each year, we undertake a comprehensive performance evaluation based on structured feedback and clearly defined criteria, reinforcing our commitment to excellence in governance.

Led by our Independent Directors, this rigorous assessment process ensures that the Board continues to operate with integrity, competence, and consistency. Throughout FY 2024–25, full compliance with all legal and regulatory requirements stood as a testament to our unwavering dedication to ethical conduct and corporate responsibility.

Our Board Members

MR. JAI SHROFF
Chairman and Group CEO

MR. VIKRAM SHROFF
Vice-Chairman and Co-Group CEO

MR. HARDEEP SINGH
Non-Executive Director

DR. VASANT GANDHI
Independent Director

MS. NAINA LAL KIDWAI
Independent Director

MR. SURESH KUMAR
Lead Independent Director

MR. RAJ TIWARI
Whole-Time Director

MS. USHA MONARI
Independent Director

MS. M.V BHANUMATI
Independent Director

MR. S.K MOHANTY
Independent Director

"For a comprehensive overview of our Board of Director, including their composition, individual expertise, key competencies, and years of service, we invite you to review our Annual Report for 2024-25."

Annual Report FY24-25

Board Diversity

At UPL, we firmly believe that diversity at the Board level is a key driver of insightful decision-making and resilient governance. A diverse Board brings together a wide spectrum of perspectives, enabling us to assess risks and opportunities from multiple dimensions, always with our stakeholders' best interests at the core.

Our Board comprises accomplished professionals from a broad range of disciplines, including chemistry, agri-inputs, finance, economics, food policy, and sustainability.

This rich blend of expertise ensures that our strategic decisions are well-informed, balanced, and aligned with our commitment to responsible growth and long-term value creation.

By fostering diversity in thought, experience, and background, we strengthen our ability to navigate complex challenges and seize emerging opportunities in a rapidly evolving global landscape.

	< 30 years		30 – 50 years		> 50 years	
	Male	Female	Male	Female	Male	Female
Board Composition	-	-	-	-	07	03
Grand Total	-	-	-	-	07	03

Committees at the Board

At UPL, our Board Committees play a pivotal role in ensuring effective oversight and timely communication of key decisions. Each committee is purposefully structured to focus on specific areas of strategic and operational importance.

These committees are instrumental in closely monitoring critical business matters, providing informed recommendations, and supporting the Board in maintaining high standards of governance and accountability.

To uphold the effectiveness of these committees, we conducted an annual review of all Committee Charters. This process ensures that each charter remains clear, relevant, and aligned with evolving best practices in corporate governance. Through this regular review, we reaffirm our commitment to strong oversight, transparency, and open communication across the organization.

01 Audit Committee

Chairperson
Ms. M.V. Bhanumati

Members
Mr. Vasant Gandhi **Mr. Suresh Kumar**
Ms. Usha Monari **Mr. Hardeep Singh**

The Audit Committee of UPL plays a critical role in upholding the integrity and transparency of the Company's financial reporting processes. It is entrusted with the responsibility of ensuring the accuracy, completeness, and reliability of UPL's financial statements and disclosures.

The Committee provides independent oversight of the Company's financial reporting and disclosure practices, internal controls, and audit processes. It also monitors compliance with applicable accounting standards and regulatory requirements.

The Audit Committee is composed entirely of Non-Executive Directors, reflecting UPL's commitment to independent and objective governance. The Committee is chaired by an Independent Director, further reinforcing its role in maintaining high standards of accountability and financial integrity.

02 Nomination and Remuneration Committee

Chairperson
Mr. Suresh Kumar

Members
Mr. Vasant Gandhi **Mr. Hardeep Singh**
Ms. Usha Monari

The Nomination and Remuneration Committee plays a pivotal role in strengthening UPL's governance framework by overseeing the selection and compensation of leadership. It is responsible for establishing clear and objective criteria for evaluating the qualifications, integrity, and independence of Directors.

In addition, the Committee recommends to the Board a comprehensive remuneration policy that governs the compensation structure for Directors, senior management, and other employees. This policy is designed to attract, retain, and motivate talent while aligning with the Company's long-term strategic goals.

The Committee is chaired by an Independent Director and comprises a majority of Independent Directors, ensuring impartiality and transparency in all its deliberations and recommendations.

03

Stakeholder Relationship Committee

Chairperson

Ms. Naina Lal Kidwai

Members

Mr. Vikram Shroff **Mr. Raj Tiwari**

The Stakeholder Relationship Committee is entrusted with the responsibility of overseeing matters related to UPL's securities and ensuring prompt and effective resolution of stakeholder grievances. Its scope includes addressing issues such as share transfers, non-receipt of balance sheets, dividend payments, and other investor-related concerns.

Beyond grievance redressal, the Committee is also focused on enhancing the quality of services provided to investors, thereby strengthening stakeholder trust and engagement.

The Committee is chaired by an Independent Director, ensuring impartial oversight and reinforcing UPL's commitment to transparency, accountability, and stakeholder satisfaction.

04

Risk Management Committee

Chairperson

Mr. Vasant Gandhi

Members*

Mr. Anand Vora **Mr. Raj Tiwari**

Mr. S. K. Mohanty **Mr. Bikash Prasad**

The Risk Management Committee plays a critical role in safeguarding UPL's long-term business resilience by overseeing the development and implementation of comprehensive risk management practices. The Committee is responsible for formulating and monitoring the Company's risk management framework, including the business continuity plan and mitigation strategies for key risks, such as those related to cybersecurity, operational disruptions, and regulatory compliance.

By ensuring that potential risks are identified early and addressed proactively, the Committee supports informed decision-making and enhances the Company's ability to navigate an increasingly complex risk landscape.

The Committee is chaired by an Independent Director, reinforcing its objectivity and commitment to maintaining a robust and forward-looking risk oversight mechanism.

05

Corporate Social Responsibility Committee

Chairperson

Mr. Vikram Shroff

Members

Mr. Suresh Kumar **Mr. Raj Tiwari**

The Corporate Social Responsibility (CSR) Committee provides strategic oversight and guidance on all matters related to UPL's CSR initiatives. Its responsibilities include reviewing and recommending policies on CSR expenditure, evaluating and selecting impactful projects, and ensuring transparent disclosures in line with regulatory requirements.

The Committee also plays a key role in recommending and approving the annual CSR budget, ensuring that UPL's social and environmental initiatives are aligned with its broader commitment to sustainable development and community well-being.

Through its focused efforts, the CSR Committee ensures that UPL's contributions create meaningful and measurable impact while reinforcing the Company's values of responsibility, inclusivity, and long-term value creation for society.

**Mr. Anand Vora ceased to be a member w.e.f May 30, 2025 and Mr. S. K. Mohanty and Mr. Bikash Prasad were inducted in the Committee w.e.f June 1, 2025*

06

Sustainability Committee

Chairperson

Ms. Naina Lal Kidwai

Members

Mr. Vasant Gandhi **Mr. Vikram Shroff**

The Sustainability Committee of Directors, established in FY 2021–22, serves as a dedicated body providing strategic oversight on all sustainability-related matters at UPL. The Committee plays a crucial role in guiding the management team to harness UPL's core strengths in advancing long-term, sustainable agricultural solutions.

Its responsibilities include advising on climate-related risk mitigation, supporting the integration of sustainability into business strategy, and ensuring alignment with global environmental priorities and frameworks. By doing so, the Committee helps position UPL as a leader in responsible and future-ready agribusiness practices.

The Committee is chaired by an Independent Director, reinforcing its objectivity and commitment to transparent, forward-looking governance.

07

Finance and Operations Committee

Chairperson

Mr. Vikram Shroff

Members

Mr. Raj Tiwari **Mr. Vasant Gandhi**

To ensure the timely and efficient handling of routine and operational matters, UPL's Board has constituted a non-statutory Finance and Operations Committee. This Committee is entrusted with overseeing a broad spectrum of functions that support the Company's day-to-day operations and strategic execution.

Its responsibilities include managing financial and treasury-related matters, reviewing property authorizations, facilitating statutory approvals, and overseeing the granting of power of attorney. By streamlining these operational processes, the Committee enhances the Company's agility and responsiveness in a dynamic business environment.

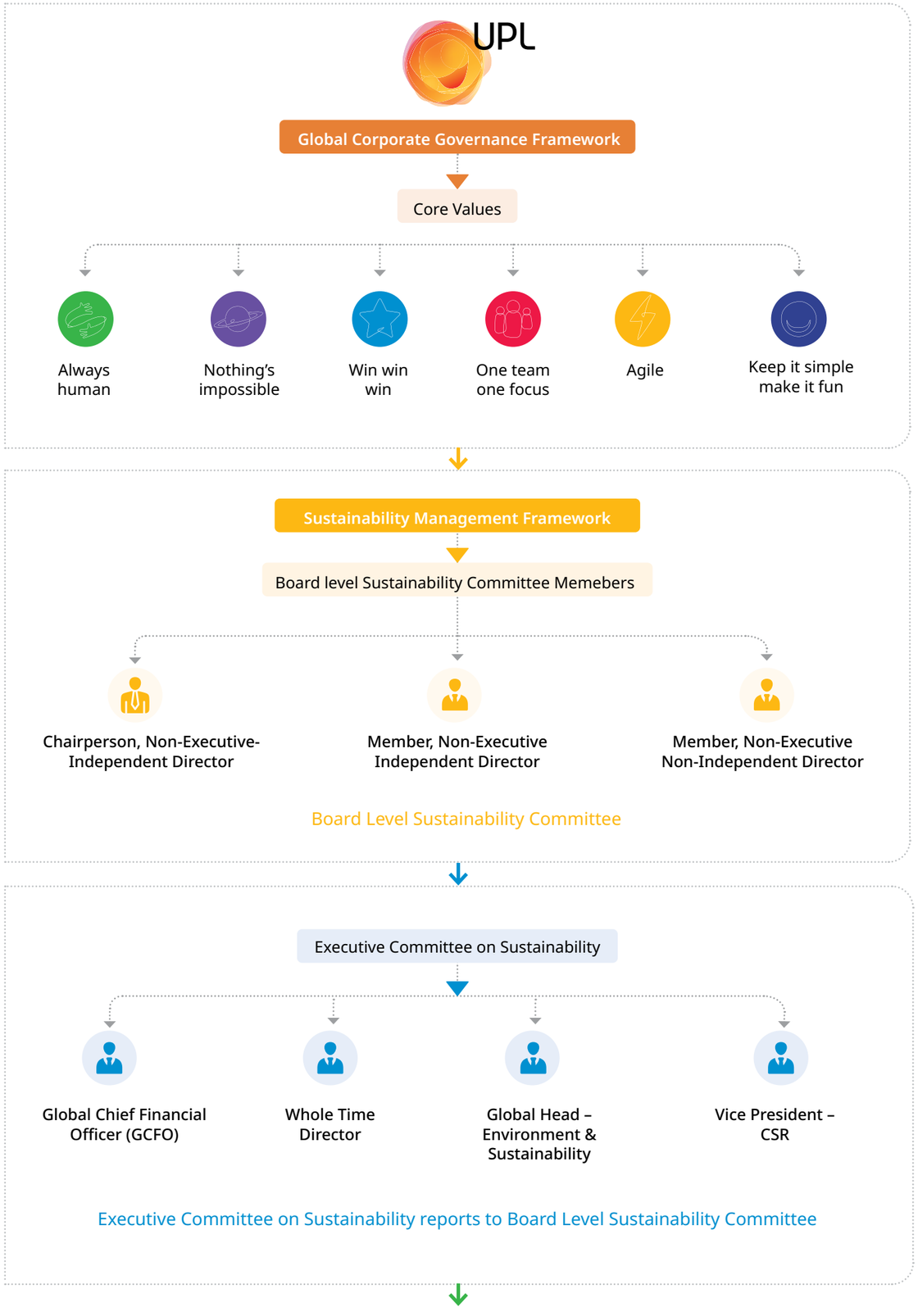
The formation of this Committee reflects the Board's proactive approach to operational excellence and effective governance, ensuring that key decisions are made efficiently while maintaining robust oversight.

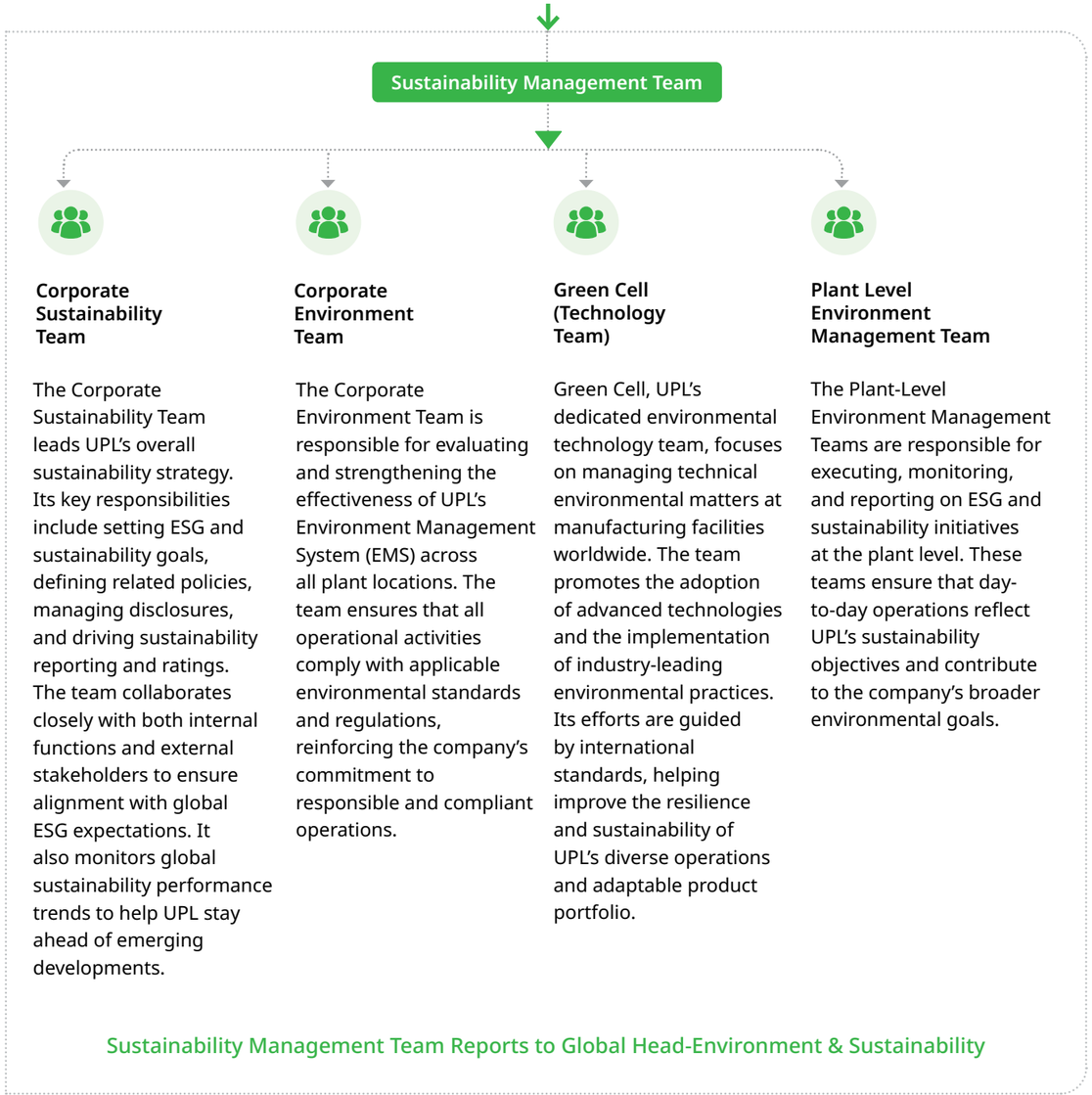
UPL's Sustainability & Environment Governance and Management Framework

At UPL, sustainability is a core pillar of our values and day-to-day operations. Our Board of Directors remains actively engaged and well-informed on emerging ESG trends, evolving global frameworks, and the broader economic, social, and environmental factors shaping responsible business practices.

A culture of ongoing dialogue and knowledge-sharing ensures that the Board stays aligned with the shifting sustainability landscape. This enables the continuous evolution of strategic initiatives that support our long-term vision for a more sustainable future.

Leading these efforts, the Sustainability Committee serves as the highest governance body for ESG matters. Backed by regular training, structured guidance, and internal awareness programs, the Committee is well-positioned to steer the Company's sustainability agenda with clarity and purpose. This approach reinforces our strong commitment to embedding sustainability into every aspect of our business.





At UPL, our Board members are guided by a comprehensive Code of Conduct that upholds the highest standards of personal and professional integrity, ethical behavior, and transparency. This Code is uniformly applicable across all professional settings and official engagements, serving as a cornerstone for responsible leadership and helping to prevent conflicts of interest.

In addition to this, UPL has adopted a dedicated policy on the Code of Conduct for the Board of Directors and Senior Management. This policy offers further guidance to support ethical decision-making and reinforce accountability at the highest levels of governance.

Together, these documents serve as essential references in upholding UPL's core values and commitment to principled leadership. They are readily accessible to stakeholders, reflecting our dedication to openness and trust.

https://www.upl-ltd.com/downloads/policies/compliances/UPL_Global_Code_of_Conduct.pdf

Board Performance Evaluation

In accordance with the Companies Act, 2013 and the SEBI Listing Regulations, UPL conducts a structured annual evaluation of the performance of its Board, Board Committees, individual Directors, and the Chairman. This evaluation is facilitated through a comprehensive questionnaire circulated to each Director, covering key areas such as:

- Board composition and diversity
- Effectiveness of meetings and decision-making
- Strategic oversight and alignment with company goals
- Individual contributions and engagement

Directors are also encouraged to provide open-ended feedback and suggestions to enhance Board effectiveness and strengthen collaboration with management.

Independent Directors play a pivotal role in this process of performance evaluation and their assessments help ensure objectivity and reinforce the integrity of the evaluation process.

The feedback consistently reflects a high level of satisfaction with the functioning of the Board and its Committees. In particular, the leadership and governance approach of the Chairman and Group CEO have been commended for upholding UPL's values, culture, and commitment to excellence.

The findings from the evaluation are formally reviewed and discussed by the Board, serving as a foundation for continuous improvement and the ongoing enhancement of governance practices.

Shareholding Pattern

FPI/FII	34.22
Promoter and Promoter Group	33.50
Mutual Funds/ Insurance Cos./Banks/ Govt./ IEPF	18.43
Indian Public/ HUF	8.28
GDR	3.00
Corporate Bodies/ Trusts	1.32
NRI	0.77
Others	0.48

Business Integrity and Ethics: Our Codes and Policies

Our governance framework is built on a strong foundation of transparency, accountability, and ethical conduct, which strengthens stakeholder confidence and reinforces our credibility in the marketplace. To support this, we have implemented a comprehensive set of codes and policies that clearly define expectations for ethical behaviour across the organization. These guidelines serve not only as a reference but also as a constant reminder of our collective responsibility to uphold the highest standards of conduct. Our goal is to nurture a culture of integrity that is evident in our decisions, actions, and stakeholder relationships. We ensure consistent application and strict adherence to these principles across all levels of the organization. For further details please refer to Section B of our Business Responsibility and Sustainability Report (BRSR).

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> Our goal is to nurture a culture of integrity that is evident in our decisions, actions, and stakeholder relationships. We ensure consistent application and strict adherence to these principles across all levels of the organization.

The Following are UPL's Policies

Global Business Information Protection Policy	Dividend Distribution Policy	Policy on Related Party Transaction
UPL – Executive Compensation Philosophy	Policy on Determination and Disclosure of Materiality of Events and Information	Global Code of Conduct
Code of Conduct for Board of Directors and Senior Management	Corporate Social Responsibility Policy	Risk Management Policy
Policy for Preservation of Documents and Archival Policy	Code of Conduct for Monitoring and Prevention of Insider Trading	Child Labour Policy
Information Security Policy	Nomination and Remuneration Policy	Whistle Blower Policy
Tax Strategy & Policy	Policy on Material Subsidiaries	Anti Bribery & Corruption Policy

UPL's grievance redressal mechanism is embedded across all relevant policies, providing a clear and accessible platform for individuals to seek guidance or raise concerns related to responsible business practices within our operations and across our value chain. This mechanism is designed to be inclusive and is available to all stakeholders, ensuring that issues are addressed promptly, fairly, and transparently. We remain committed to fostering an environment where concerns can be voiced without fear, reinforcing our dedication to accountability and ethical conduct. For detailed information, please refer to our Grievance Redressal Policy:

https://www.upl-ltd.com/images/people/downloads/Grievance-Redressal.pdf

Nomination & Remuneration Process

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The Nomination and Remuneration Committee at UPL has developed a comprehensive and well-structured Remuneration policy that governs the selection, appointment, and removal of Directors, Key Managerial Personnel (KMP), and senior management.

This policy outlines clear and objective criteria for these roles, including:

- Qualifications and experience
- Professional expertise and integrity
- Independence and leadership capability
- Commitment to enhancing board diversity

In addition to defining selection standards, the policy provides guidance on performance evaluation, remuneration structure, and succession planning, thereby supporting the development of a balanced and effective leadership team.

Formulated with input from the Board and key stakeholders, the policy reflects both internal expectations and external market benchmarks. UPL's remuneration framework is designed to reward performance, taking into account:

- Individual achievements
- Company-wide results
- Industry compensation trends

For detailed information on the annual compensation ratio and related disclosures, please refer to 'Annexure 2 to the Board's Report' in our Annual Report FY2024-25.

UPL follows a well-defined and transparent framework for the appointment of its Board of Directors, ensuring continuity, accountability, and orderly leadership transitions.

- Executive Directors are appointed for a fixed tenure of five years, with terms clearly outlined in their employment arrangements. In line with best governance practices, they are subject to a three-month notice period on either side.
- Non-Executive Directors serve on a rotational basis, in accordance with statutory guidelines, ensuring periodic refreshment of the Board.
- Independent Directors may serve for a cumulative period of up to ten years, subject to reappointment after the completion of their initial five-year term, as per applicable regulatory provisions.

This structured approach supports a balanced and effective Board composition, aligned with UPL's long-term strategic vision and commitment to strong corporate governance

For more detailed information on our Board composition and terms of appointment, please refer to our latest Annual Report.

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UPL's Executive Compensation Policy is designed to align the remuneration of the Executive Leadership Team (ELT) with the Company's long-term strategic goals and performance. The ELT includes a select group of senior business and functional leaders, typically comprising the top eight to ten executives across the organization. Their roles are critical in driving UPL's global growth agenda.

Executive contracts are structured with careful consideration of local compensation practices and regulatory requirements in the regions where they operate. Total remuneration for ELT members is benchmarked against standard industry compensation norms, ensuring it reflects the scope, responsibility, and impact of each role.

To maintain fairness, competitiveness, and alignment with global pay standards, UPL engages independent third-party consultants to regularly assess and benchmark executive compensation. This approach ensures our reward systems remain consistent with market expectations while supporting the attraction and retention of top leadership talent.

Grievance and Redressal Mechanisms

At UPL, we recognize that an effective grievance redressal mechanism is essential for building trust, fostering positive stakeholder relationships, and supporting smooth business operations. To reinforce our commitment to sustainability, fairness, and human rights, we have established a strong and responsive system to address concerns related to policy adherence and rights protection in a timely manner.

Environmental and social responsibility are integrated into the very foundation of our operations. From the outset of any new project, we conduct comprehensive Environmental Impact Assessments (EIA) to evaluate potential environmental and social implications. Based on these assessments, we proactively implement mitigation measures to minimize adverse effects and promote long-term sustainability.

For more information on our stakeholder grievance redressal mechanisms and how we ensure transparency and accountability, please refer below:

https://www.upl-ltd.com/images/people/downloads/Grievance-Redressal.pdf

Investors can raise any grievance with the Company, RTA, MCA, IEPF Authority, Stock Exchanges, and SEBI.

The Company and RTA endeavors to resolve grievances within defined timelines.

We update the details of grievances to the Board and Stock Exchanges quarterly and share them on our website.

We provide the details of grievances in our Annual Reports.

Environmental and social responsibility are integrated into the very foundation of our operations.

Data Security

At UPL, the protection of information and confidentiality is a top priority. We fully understand the importance of safeguarding data integrity, security, and privacy, and are committed to protecting the personal and sensitive information of all stakeholders, including our clients and partners. Through well-defined processes and strict protocols, we ensure responsible handling of data across its entire lifecycle, covering collection, storage, usage, transfer, and disposal.

To reinforce our commitment to data privacy, the cyber security team has contributed to the global Data Privacy Policy aligned with ten internationally recognized privacy principles. This framework ensures compliance with various regional and global regulations, including the General Data Protection Regulation (GDPR), Australian Privacy Principles (APPs), and Brazil's Lei Geral de Proteção de Dados (LGPD), among others. Our practices also align with industry-standard frameworks such as the Generally Accepted Privacy Principles (GAPP).

Throughout FY 2024–25, UPL reported zero incidents of data breaches, privacy violations, or information loss. No grievances were filed in relation to customer privacy. Our robust IT infrastructure and Information Security Management System are certified under ISO 27001:2022, underscoring our strong commitment to maintaining the highest standards of information security and compliance.

Our Approach to Data Integrity, Security, and Privacy

To enable effective oversight and monitoring, we have established a centralized Compliance Register hosted on our internal SharePoint portal. This tool supports the tracking and management of compliance status across all UPL entities, helping ensure that our data handling practices meet global regulatory standards.

To proactively mitigate data privacy risks, UPL has implemented a series of preventive measures, including:

- Use of Virtual Private Networks (VPNs) with Multi-Factor Authentication (MFA) for secure remote access
- Over 90% completion of mandatory Information Security training conducted via Learning Management System
- Accelerated vulnerability and patch management practices
- Real-time security monitoring across systems
- Advanced email security protocols
- Remote technical support through phone and Microsoft Teams
- Upgraded antivirus protection with cloud-based software solutions

Assess the gaps in compliance with relevant data privacy laws in all our global operations.

- The data privacy policy of UPL applies to all operational units, support functions, and group companies of UPL globally.
- The policy applies to anyone who receives or has access to personal data collected or processed by or on behalf of UPL or who provides personal data to UPL as part of their relationship with the organization, including employees, workers, contractors/vendors, customers, visitors, and business partners, regardless of their location.

Recognizing the importance of regional compliance, UPL has developed localized data privacy policies tailored to legal requirements and local languages to ensure broad understanding and adherence across all teams.

Our approach to managing data privacy incidents follows a structured escalation and resolution process:

- Any employee who identifies a potential incident reports it via the SNOW portal under the data privacy category. The report is first escalated to the Chief Information Security Officer, followed by the Chief Information Officer if necessary.

- Relevant stakeholders are assigned to resolve the incident, as per our defined Service Level Agreement (SLA).
- Upon resolution, a detailed root cause analysis is conducted. In cases involving widespread data loss or impact, all affected employees are notified.
- Finally, the key learnings and supporting evidence from the incident are documented and shared across the organization to enhance future prevention efforts and improve overall data privacy awareness.

In addition, employees across UPL have been provided with targeted training and awareness programs to enhance understanding of data privacy responsibilities and practices. The effectiveness of implemented controls has been periodically reassessed to ensure continued alignment with global standards and evolving regulatory expectations.

To strengthen our data privacy governance, UPL has designated regional Single Points of Contact (SPOCs) across all key operational areas. These SPOCs play a vital role in overseeing local compliance, supporting implementation of data privacy controls, managing risks and serving as key liaisons between regional teams and the central Cyber Security function.

Business Continuity

Risk Management Framework

At UPL, we have established a robust and integrated risk management framework designed to continuously identify, evaluate, and monitor key risks across our global operations. This framework is closely aligned with our strategic objectives and incorporates insights from emerging global megatrends, stakeholder feedback, and industry-specific analyses, ensuring a comprehensive approach to risk mitigation.

Our risk management practices are grounded in internationally recognized standards, including those defined by the International Organization for Standardization (ISO) and the Committee of Sponsoring Organizations of the Treadway Commission (COSO). This adherence ensures consistency, reliability, and transparency across all risk-related activities. Notably, during FY 2024–25, UPL reported no instances of corruption or anti-competitive behavior, reinforcing the strength and effectiveness of our governance and risk oversight mechanisms.

The Board of Directors retains ultimate accountability for the risk management system. Oversight is entrusted to the Risk Management Committee, which comprises five members, which includes two Executive Directors, one Independent Director, the Global Chief Financial Officer, and the Global Head of Supply Chain. This committee meets regularly and receives input from senior leadership across functions to proactively identify potential risks and formulate timely mitigation strategies.

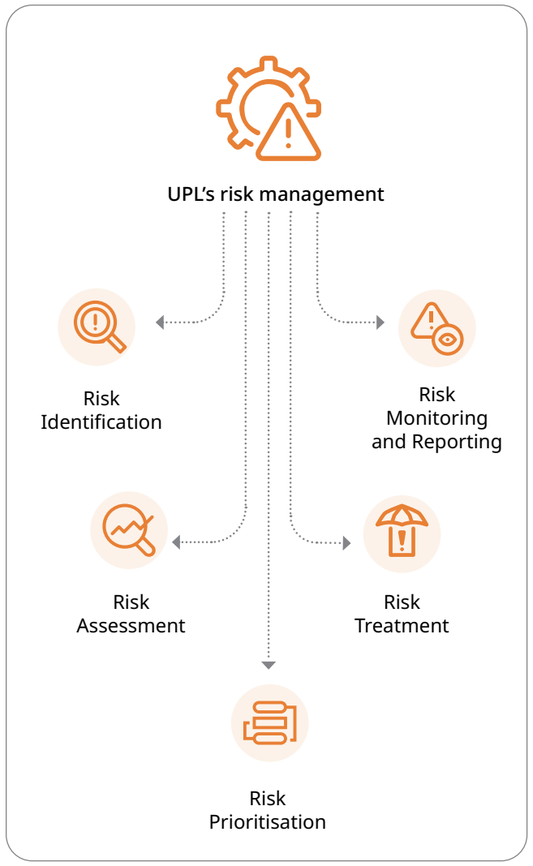
Additionally, the Audit Committee provides independent assurance to the Board on the adequacy and effectiveness of the company's risk management systems. Its recommendations support the continuous refinement of our risk framework, ensuring it evolves with the dynamic business landscape and remains aligned with leading industry practices.

For a more detailed overview of our risk management structure and practices, we invite you to refer to Principle 1 of the Business Responsibility and Sustainability Report (BRSR) in our Annual Report, available at the following link:

UPL_Annual-Report_2024-25.pdf

Alongside our governance framework, UPL has established a well-defined Risk Management Policy that is built on strong internal controls and a proactive outlook. This policy is designed to help the organization anticipate and respond to shifting business conditions with agility and confidence.

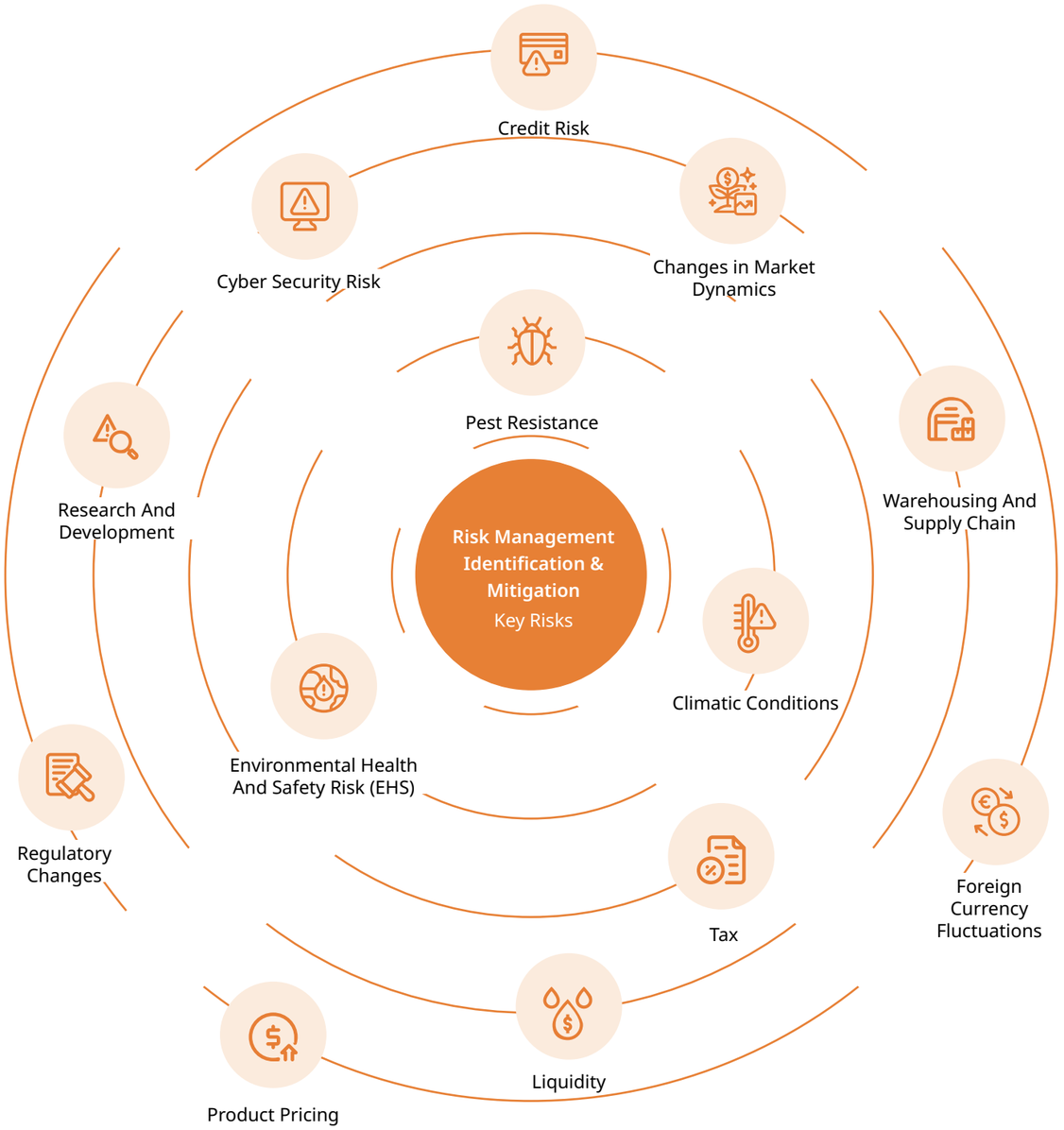
By embedding risk awareness into decision-making processes, we aim to minimize potential disruptions, protect business value, and seize new growth opportunities in a timely and efficient manner.



Risk Management Identification & Mitigation

During the reporting year, UPL has systematically identified and documented key business risks that may influence our operations and strategic objectives. These risks are assessed based on their potential impact and likelihood and are addressed through well-defined mitigation strategies.

For detailed insights into each identified risk, it's possible implications, and the corresponding response measures in place, we invite you to refer to the relevant section of our Annual Report: UPL_Annual-Report_2024-25.pdf



Climate Risk

At UPL, we remain steadfast in our commitment to building a sustainable supply chain and advancing responsible business practices that contribute meaningfully to global food security. In line with our values and long-term vision, we recognize the growing importance of climate-related financial transparency and are committed to aligning our disclosures with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

The TCFD framework serves as a vital tool for integrating climate-related risks and opportunities into core financial statements, such as the income statement, balance sheet, and cash flow statement, helping organizations assess the potential financial impacts of climate change. As stakeholders, including investors, financial institutions, and insurers, increasingly seek this level of transparency, our adoption of the TCFD principles reinforces our commitment to credibility, accountability, and long-term resilience.

UPL's TCFD assessment reflects a proactive approach to identifying climate risks and developing mitigation strategies that strengthen the durability of our business model. Through the establishment of a dedicated Task Force, we aim to improve the clarity and accessibility of climate-related financial information, enabling stakeholders to better understand our exposure to climate risks and our efforts to manage carbon-intensive assets.

The TCFD recommendations are structured around four key pillars; governance, strategy, risk management, and metrics and targets. These components work in harmony to provide a comprehensive foundation for evaluating and managing the impacts of climate change on our operations, ensuring that we remain well-positioned to create long-term value in a changing environment.

To effectively prioritize identified risks and assess both their likelihood and potential impact, UPL developed a structured questionnaire grounded in five key evaluation parameters. This approach ensures a consistent and objective risk assessment process, enabling us to focus on the most significant risks to our business operations and long-term strategy.

Probability of Occurrences

Duration of Event	Area of Influence
Magnitude/ scale of Impact	Preparedness for Mitigation

Following the structured prioritization process, each identified risk was assigned an appropriate ranking based on its potential impact and likelihood. This evaluation enabled UPL to pinpoint key financial risks and opportunities linked to climate-related and operational factors.

As a result, we identified specific risks and opportunities that hold strategic significance for UPL's long-term resilience and performance. These are outlined below to provide stakeholders with a clear understanding of our evolving risk landscape and value-creation potential.

01 New market and potential to develop climate resilient products.

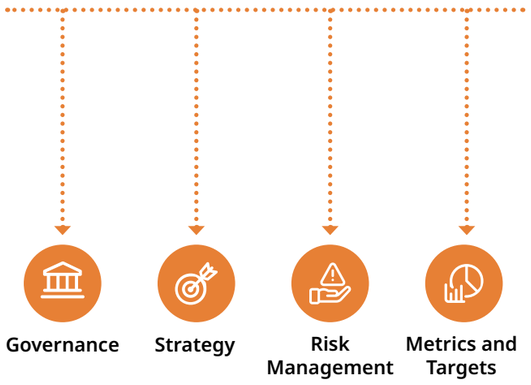
Type of Risk: Market
Type of Opportunity: Products and Services

02 Increased severity of extreme weather events, such as cyclones and floods

Type of Risk: Physical (Acute)
Type of Opportunity: Resilience

03 Changes in precipitation patterns and extreme variability in weather patterns like rising temperatures (global warming)

Type of Risk: Physical (Chronic)
Type of Opportunity: Market



To support a structured assessment of climate-related risks, a group of 25 senior management professionals with diverse corporate functions and global operating locations were engaged to complete a detailed questionnaire. This initiative was designed to capture informed perspectives on climate risk exposure across the organization.

Each participant's response was evaluated against five defined parameters using a standardized scoring framework tailored for climate-related risk identification. The aggregated insights were then thoroughly analyzed to ensure a well-rounded understanding of emerging risks and challenges.

In line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), all identified risks and opportunities were systematically categorized to ensure consistency with global best practices and to enhance the transparency of our climate risk disclosures.

Transition risks
Legal and policy, Technology, Market. Reputational

Climate Related Opportunities
Resource efficiency, Product and services, Market or Energy Source

Physical risks
Chronic physical risk
Acute physical risk

Climate-related opportunities
Markets, Resilience

Our Climate Strategy

At UPL, we recognize the growing risks that climate change poses to global food security, the continuity of our business operations, and the well-being of our stakeholders. These risks span a wide range i.e. from the depletion of vital natural resources to the increasing frequency and severity of extreme weather events such as floods and cyclones. The broader impacts of climate change have placed mounting pressure on global food systems, raising serious concerns about economic stability and long-term sustainability.

Considering these challenges, UPL has undertaken a detailed assessment of climate-related risks and opportunities that could influence our operations and future growth. This exercise forms the foundation for a robust, forward-looking climate action strategy that is fully embedded into our core business planning.

Importantly, we acknowledge that climate risks are not limited to physical disruptions alone, they also include transitional risks linked to regulatory shifts, evolving market expectations, and changes in consumer behavior. Our approach, therefore, balances short-term impacts with long-term consequences, enabling us to adopt a comprehensive and adaptive response to the evolving climate landscape.

Climate Change Mitigation

At UPL, we remain firmly committed to advancing energy conservation and accelerating the decarbonization of our operations as part of our broader effort to reduce our carbon footprint and support global climate goals.

Climate Change Adaptation

We are focused on strengthening the climate resilience of both our operations and the farmers we serve. By proactively addressing the physical impacts of climate change, we aim to ensure long-term sustainability and continuity across the agricultural value chain.

Environment Focus Areas

GHG Emissions

Energy Management

Water Use and Management

Waste Management

At UPL, we recognize the growing risks that climate change poses to global food security, the continuity of our business operations, and the well-being of our stakeholders.

Stakeholder Engagement and Materiality Assessment

Our business places a high priority on stakeholder engagement, recognizing it as the foundation for building trust and ensuring transparency.

By actively involving stakeholders in our decision-making processes, we demonstrate a steadfast commitment to accountability and inclusivity, thereby strengthening our connections with those invested in our success. Leveraging their diverse insights, perspectives, and expertise enriches our strategic planning, optimizes our operations, and improves the quality of our offerings. Furthermore, engaging stakeholders is a proactive approach to risk management, enabling us to identify and address potential challenges before they become problematic. This collaborative strategy not only fortifies relationships but also enhances our reputation and contributes to our sustainable long-term success.

During the year 2025, we conducted our latest materiality assessment. This materiality assessment was based on a dual-pronged approach of double materiality. This thorough process went beyond merely gathering data, delving into the expectations and concerns of our stakeholders. By engaging in structured dialogue and strategic analysis, we acquired invaluable insights that guided the direction of our business.

Our Process for Stakeholder Engagement

Engaging with stakeholders is always considered as prime importance at UPL as this provides us with an opportunity to understand the key challenges and issues which might be focus areas for them. The process was categories in four stages as highlighted below:

Stakeholder Identification and Prioritization

At UPL, we conduct a strategic evaluation of the stakeholder groups that both affect and are affected by our organization. We prioritize these stakeholders according to their level of influence, mutual dependencies, and obligations toward UPL. This approach enables us to focus our efforts on engaging with critical stakeholders who play a significant role in shaping our operations and driving our success.

Stakeholder Engagement

We use tailored engagement strategies for each stakeholder group, employing a variety of platforms for communication and interaction.

Response Analysis

We greatly value the insights provided by our stakeholders and create appropriate action plans to ensure our business activities meet their expectations.

Stakeholder Concerns

Through our strong engagement strategies, we offer our stakeholders channels to voice their concerns about UPL. We are dedicated to responding to each issue swiftly and with the highest level of commitment.

Stakeholder	Key Priorities	Mode of Engagement	Our Response	Frequency
Investors	Enhance disclosures across UPL's asset base	Virtual/ Telephonic	Increase transparency on key milestones and initiatives across the Company. Regular engagement via annual reports, capital markets and investor days, conferences, and investor roadshows.	Quarterly
Regulators	Compliance	One-on-one meetings	Periodic engagement with our regulators, such as State Pollution Control Board (SPCB), Central Pollution Control Board (CPCB), Ministry of Environment, Forests and Climate Change (MoEFCC), among others. Timely submission of regulatory compliances	Quarterly
Suppliers and Vendors	Payments delays Order Cancellation Sustainable growth	Supplier engagement forums Virtual trainings Supplier events	Strengthen integration of sustainability within procurement as per ISO 20400 and United Nations Global Compact (UNGC) guidelines. Enhance sustainability engagement with suppliers and work cohesively on improvement opportunities and risks to ensure sustainable growth and grievance redressal.	Daily Weekly Monthly Need Based
Dealers/ Distributors	Cost efficiencies Shelf life of products	Engagement forums Virtual training Dealer Events	Invest in research and development to create formulations that improve the stability and efficacy of its products over time. Advanced packaging materials and technologies to protect its products from degradation.	Daily Weekly Monthly Need Based
Customers	Sustainable agro - product portfolio of UPL	Virtual/ Telephonic	Improve operational efficiency measures. Annual customer satisfaction survey on four major sections: delivery performance, Quality of UPL products and services, overall COT performance, overall UPL performance	Daily Weekly Monthly Need Based

Stakeholder	Key Priorities	Mode of Engagement	Our Response	Frequency
Industry associations	Regulatory Compliance and Advocacy	Virtual/ Telephonic Events	Regular scheduled engagement to discuss the upcoming challenges and issues for the sector.	Quarterly Need Based
Communities	Focus on community needs like Educational infrastructure On farm & off farm livelihood Local & national area needs and so on	Need Assessment One-on-one Meetings Group meetings Impact assessment	Presence of a structured CSR policy with yearly AOP to support need-based initiative for communities. A streamlined CSR initiative categorized in four thematic areas: 1. Institutions of Excellence 2. Sustainable Livelihood 3. Biodiversity Conservation 4. Inclusive Development & Growth	Monthly Quarterly Need Based
Academia and Research Institutions	Sustainable agro product portfolio of UPL Increased employment of technical experts Enhanced R&D practices in conjunction with learning and development initiatives for students	Virtual/ Telephonic E-mails	Presence of a robust product lifecycle approach across the domains of manufacturing, packaging, transportation, application, and disposal. Strict adherence to UPL's product stewardship policy. Presence of advanced R&D centers to augment innovative technologies and address the needs and challenges of farmers globally.	Monthly Quarterly Annually Need Based
Employees (Permanent and Contractual)	Growth and Opportunities Work-life balance Safety New skills and Training	One – on – One meeting Virtual/ Telephonic E-mails Group meetings Events	Identification and training employees in upcoming and transitional skills Commitment towards providing safe workplace	Daily Weekly Monthly Need Based

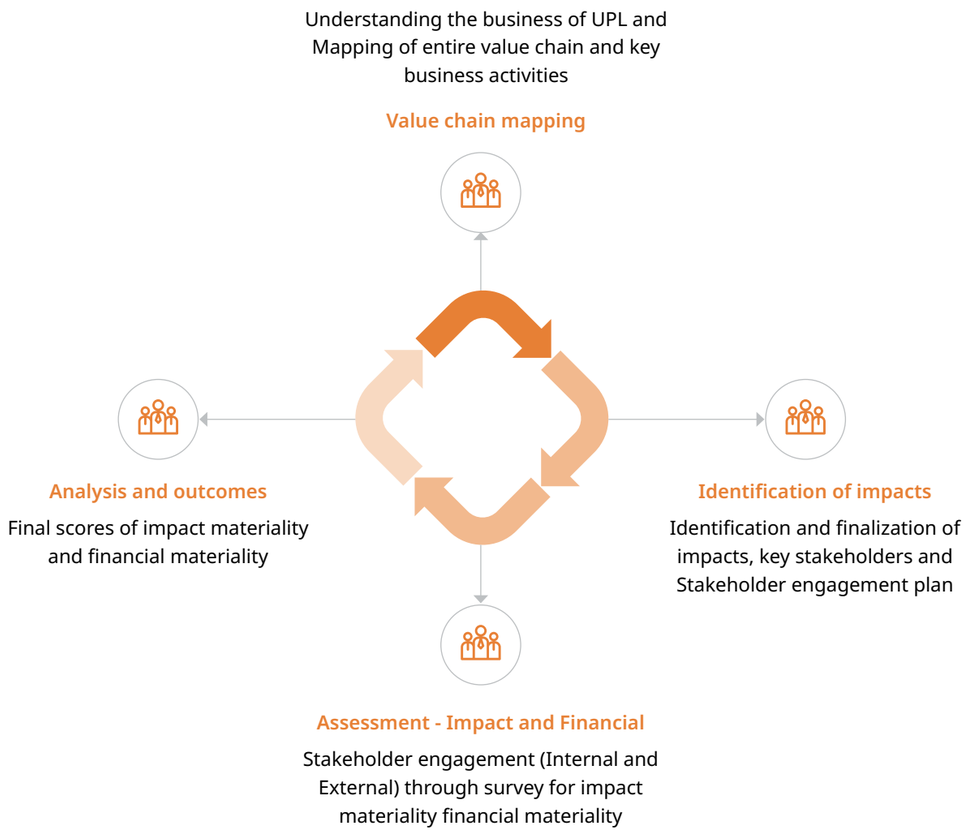
Materiality Assessment

Materiality assessment is pivotal for integrating materiality into the very fabric of our business operations. By employing a systematic approach, we can assess our stakeholders' views on UPL's impact on society and the environment, as well as evaluate how external events might influence our business, including their financial significance and magnitude. This year, UPL focused on conducting a fresh materiality assessment exercise focusing on both the dimension of materiality i.e. Inward impact and Outward impact also known as Double Materiality assessment.

Double Materiality is a concept that has become increasingly important in recent years, especially in corporate sustainability, and financial reporting. It highlights the need to assess both financial impacts and environmental, social, and governance (ESG) impacts. This dual-pronged approach was employed to thoroughly analyze the company's primary ESG focus areas. The material topics were evaluated from both an ESG impact perspective and their potential to affect the organization's financial health. The double materiality assessment was carried out in accordance with the guidelines set forth by the European Financial Reporting Advisory Group (EFRAG) and the Global Reporting Initiative (GRI).

Approach and Methodology

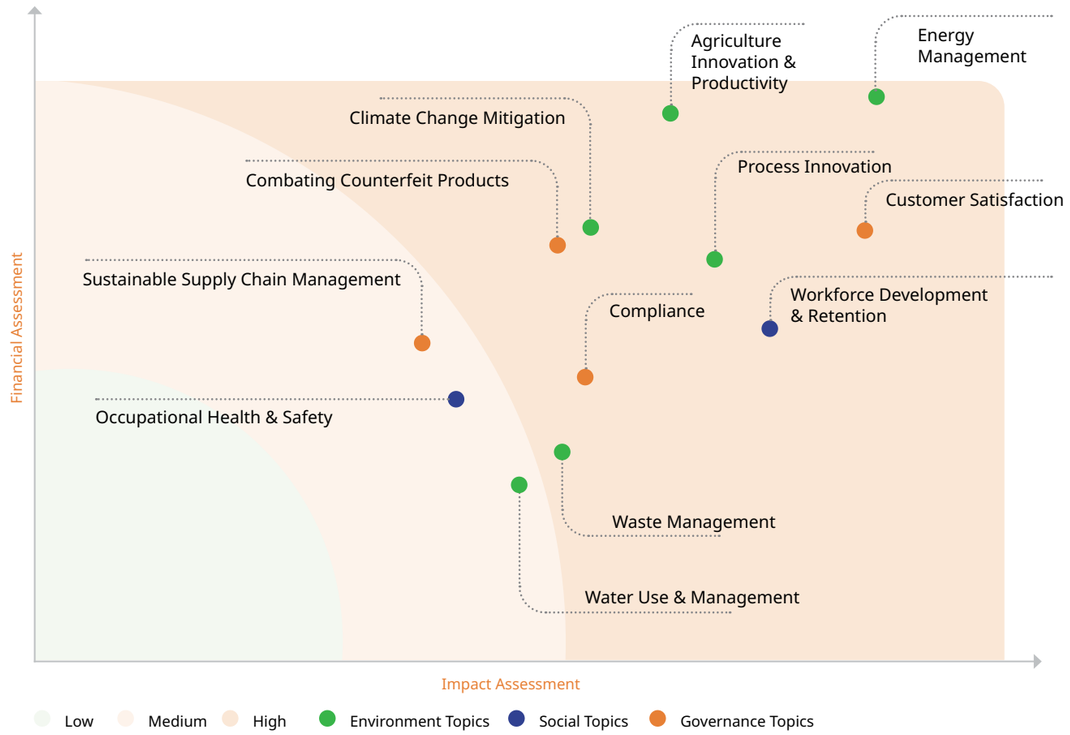
Our approach for double materiality assessment has been in line with EFRAG guidelines. Our detailed approach consisted of four major steps, which are highlighted below:



Materiality Matrix

As per the graph, all topics located in high impact region have been designated as material topics for UPL. Additionally, based on discussions and input from top management, UPL has selected several topics from medium impact region as material topics. Furthermore, certain topics, such as climate change and GHG emissions, have been combined due to the similarity in the actions needed for their mitigation.

Double Materiality Assessment



Based on the final Outward score (impact from business on the environment and society due to the operations of UPL) and the Inward impact score (financial impact on UPL), a graph was developed with the outcomes placed on the X-axis (Outward score) and the Y-axis (Inward score).

As per the above graph, all topics located in medium and high has been designated as material topics for UPL. Furthermore, certain topics, such as climate change and GHG emissions, have been combined due to the similarity in the actions needed for their mitigation. The final list of key material topics for UPL is highlighted in the table further.

> The material topics were evaluated from both an ESG impact perspective and their potential to affect the organization's financial health.

Material Topic	Linkage with GRI and ESRS	Impact Boundary
Energy management	302-1, 302-2, 302-3, 302-4, 302-5 ESRS E1	**Internal:** We provide information on energy consumption and efficiency, by demonstrating our efforts to minimize energy waste and optimize resource utilization. **Positive Impacts:** Cost Savings leading to improved financial performance, Reducing carbon footprint and thereby overall environmental impact. **Negative Impact:** Increased scrutiny, Employee training may require time and resources impacting productivity.
Agriculture Innovation and Productivity	Non-GRI	**Internal:** UPL maintains a leading position in the industry through research and development, strategic investments in technology, and a commitment to ongoing improvement. Our aim is to demonstrate how innovation empowers us to deliver advanced solutions that enhance productivity for farmers worldwide. **Positive Impacts:** Cutting-edge solutions, Industry Leadership **Negative Impacts:** Disruption in traditional farming practices, Accessibility and affordability concerns
Customer Satisfaction	Non GRI ESRS S4	**Internal and External:** Customer satisfaction is a critical aspect of business success, impacting both internal operations and external perceptions. **Positive Impacts:** Drives enhancements in internal processes, resulting in more streamlined and efficient operations.
Process innovation	302-4, 302-5, 305-4, 305-5	**Internal and external:** Our focus on process innovation is essential to ensure our product efficiency resulting in lower environmental footprint including emissions, waste and water. **Positive Impacts:** Encourages to focus on culture that values learning, adaptability, and innovation, making it more resilient to change.

Material Topic	Linkage with GRI and ESRS	Impact Boundary
Workforce Development & Retention	401-1, 401-2, 401-3, 404-1, 404-2, 404-3, 405-1, 405-2 ESRS S1, ESRS S2	**Internal:** We foster an environment where our employees exchange ideas, share progress, and address challenges. This approach facilitates swift adaptability and drives a constant cycle of improvement within our agile workforce. **Positive Impacts:** Fostering of a supportive and cohesive workforce, Increased collaboration and idea exchange Increased job satisfaction and motivation, Attraction of top talent. **Negative Impacts:** Information overload and reduced individual focus on tasks, Scattered efforts and lack of long-term planning. Significant investments in training and resources, Potential resistance and disengagement (employees may not respond positively)
Climate change mitigation	302-1, 302-2, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7 ESRS E1	**Internal and External:** We have shared information about our Scope 1, Scope 2, and Scope 3 emissions, as well as our initiatives to reduce our overall greenhouse gas (GHG) emissions. We have also developed a decarbonization roadmap to guide our efforts in transitioning to a low-carbon future. **Positive Impacts:** Reflection of proactive planning and strategic thinking, Demonstration of transparency and accountability among stakeholders **Negative Impacts:** Adjustment in operation practices and operational costs
Combating Counterfeit Products	Non GRI	**Internal and external:** We outline the supply chain controls, inspections, and advanced authentication technologies implemented to prioritize product integrity and consumer safety, thereby thwarting the spread of counterfeit goods. **Positive Impacts:** Enhanced customer safety, Improved product integrity **Negative Impacts:** Logistical challenges, delays and disruptions, Upfront costs and expenses
Compliance	Non GRI ESRS G1	**Internal and external:** Adherence to compliance standards mitigates the risk of legal penalties and litigation. It also ensures the trust and brand reputation in the market. **Positive Impacts:** Compliance positively impacts by enhancing operational efficiency, risk management, and employee engagement, while externally improving stakeholder trust, regulatory alignment, competitiveness, and social responsibility.

Material Topic	Linkage with GRI and ESRS	Impact Boundary
Waste Management	306-1, 306-2, 306-3, 306-4, 306-5 ESRS E5	**Internal and external:** We offer information on how we generate and handle waste, including recycling and co-processing. Our main goal is to recycle and reuse waste to minimize landfill disposal. **Positive Impact:** Waste minimization, Resource efficiency **Negative Impact:** Operational complexity, Incomplete waste capture (due to inefficiencies or limitations in waste management)
Occupational Health and Safety	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10 ESRS S1, ESRS S2	**Internal:** Most of our Indian sites are ISO45001:2018 certified. We are actively considering additional ISO certifications for all our UPL sites, prioritizing their relevance and significance to our business. Moreover, we ensure regular safety training for both our permanent and contractual staff members. **Positive Impacts:** Safety and Compliance, Employee Well-being **Negative Impacts:** Cost and Resources, Implementation charges (time consuming and challenging)
Sustainable Supply Chain	308-1, 308-2, 414-1, 414-2	**Internal:** At UPL, we make our supply chain reinforcement methods transparent by sharing the details of our dedicated Sustainable Procurement Policy. This policy acts as a guiding document, helping us enhance sustainability throughout our operations. **Positive Impacts:** Enhanced transparency, Improved sustainability **Negative Impacts:** Additional investments, Implementation costs (technology, staff training, and monitoring, etc.)
Water Use & Management	303-1, 303-2, 303-3, 303-4, 303-5 ESRS E3	**Internal and external:** We have disclosed information regarding our water withdrawal, consumption, and discharge practices. Recognizing our responsibility towards the environment and society, we have implemented a robust strategy aimed at minimizing our overall water footprint. **Positive Impacts:** Conserving water resources and reducing environmental impact, Sustainability leadership **Negative Impacts:** Operational complexities, Potential financial costs due to operational changes.

Driving Sustainable Food Systems

As the world's third-largest post-patent agrochemical company, UPL is committed to reimagining sustainability in agriculture. Our mission is to transform global food systems by empowering farmers, enhancing food security, and promoting rural prosperity, all while safeguarding the environment.

UPL offers an integrated portfolio of agricultural solutions that support farmers from pre-planting to post-harvest. Our offerings span herbicides, insecticides, fungicides, miticides, soil and plant health products, rodenticides, grain fumigants, fruit coatings, cleaners, sanitizers, and storage treatments. Each product is designed to address critical challenges in agriculture: such as pest resistance, soil degradation, and post-harvest losses, while promoting responsible usage and resource efficiency.

By enabling more resilient, productive, and environmentally sound farming practices, we help build sustainable food systems that meet the demands of a growing global population without compromising the planet's future.

Material Topics

- Agriculture Innovation and Productivity
- Process Innovation
- Sustainable Supply Chain
- Combating Counterfeit Products
- Customer Satisfaction

SDGs Alignment

- 9 Industry, Innovation, and Infrastructure
- 12 Responsible Consumption and Production

Stakeholders

- Suppliers
- Customers
- Regulatory Bodies
- Investors

2,000+ ▲
Products in our portfolio

15,000+ ▲
Registrations

57 ▲
R&D Facilities (including 1 OpenAg Farm) 1000+ professionals

38%
Revenue from differentiated and sustainable solutions

5th
Largest crop protection company globally

25,000
Dealers

Innovation and Productivity in our Product Portfolio

At UPL, we are committed to delivering positive environmental and social impact through continuous innovation. Our focus is on developing tailored solutions that benefit farmers, protect natural resources, and contribute to the broader goal of sustainable development. By placing sustainability at the heart of our operations, we create long-term value for our stakeholders, from farming communities and global partners to investors.

In response to the rising demand for sustainable agricultural practices, we are actively transforming conventional methods of farming and crop protection. Our localized approach addresses the unique needs of growers across regions, while our global strategy tackles pressing challenges such as food security, climate resilience, and resource efficiency.

We leverage advanced technologies, scientific research, and process optimization to create products and solutions that enhance crop productivity, reduce environmental impact, and support regulatory compliance. By doing so, we aim not only to meet but to exceed expectations, strengthening farmer livelihoods, aligning with global sustainability frameworks, and delivering responsible growth for our investors.

At every step, we prioritize understanding the specific needs of growers, ensuring their satisfaction, and driving the collective progress toward a more sustainable and resilient agricultural future.

Research and Development (R&D)

- We remain committed to creating innovative products and formulations designed to tackle the specific challenges farmers encounter.
- Our OpenAg centre serves as a hub for technology partnerships and research and development in the field of BioSolutions.
- We are continuously enhancing our on-ground research capabilities by expanding our network of field research stations for more robust, location-specific testing and development.

Digital and Technological Innovation

- We partner with stakeholders to develop precision agriculture tools that improve the efficiency and effectiveness of farming operations.
- Our efforts extend to areas such as plant stress management and stimulation, including the use of seaweed extract and ZEBA.
- We explore cross technology solutions like ProNutiva to provide effective agricultural solutions

Farm-to-Farm

- Our collaborations are aimed at advancing sustainable cultivation practices across key crops such as potato, chilli, groundnut, and sugarcane.

Farm Services

- Through our farm advisory services, we equip farmers with the knowledge and guidance needed to make informed decisions and optimize their productivity sustainably.

Through our OpenAg network, we establish global connectivity among all stakeholders, offering enhanced accessibility, transparency, and availability of agricultural solutions

Product Stewardship and Safety

At UPL, our unwavering commitment to product stewardship serves as the cornerstone of our stewardship program. This commitment is reflected in a holistic and integrated approach to managing the entire lifecycle of our products. From the earliest stages of research and development through manufacturing, packaging, transportation, application, and final disposal, we incorporate innovation and best practices to ensure that every step upholds the highest standards of safety, responsibility, and environmental care.

This end-to-end approach allows us to embed sustainable and responsible practices into every aspect of our product portfolio. Our goal is not just to comply with regulations, but to proactively lead with practices that minimize risk and maximize benefits to both people and the planet.

A vital component of this effort is our focus on equipping our workforce with the knowledge and skills required to manage our products responsibly. We conduct regular training programs for employees to ensure that proper handling, application, and disposal procedures are consistently followed. This ensures that the impact of our innovation is realized not just in the lab, but on the ground through safe, effective, and sustainable use.

We are proud to report that there have been no recorded incidents of non-compliance related to product or service information, labelling, or marketing communications during the reporting period. In addition, 100% of our products and services undergo rigorous health and safety evaluations, allowing us to maintain transparency and build trust with customers, partners, and regulators alike.

Research and Development (R&D)	At UPL, our commitment to developing cutting-edge agricultural solutions is driven by a deep sense of environmental responsibility. We prioritize innovation that improves product efficacy while also enhancing consumer trust and ensuring safer toxicological, ecotoxicological, and environmental outcomes. Every stage of our research and product development adheres strictly to approved regulatory frameworks, reinforcing our dedication to sustainability and compliance.
Manufacturing	Our manufacturing processes are built on a foundation of integrity, efficiency, and alignment with UPL's core values. We operate in full compliance with applicable EHS standards, ensuring that ethical and sustainable practices are embedded across all facilities. This disciplined approach strengthens our ability to produce high-quality solutions while minimizing our environmental footprint.
Packaging, Storage, Transportation, and Distribution	Recognizing the critical importance of post-harvest care and secure transportation, we implement robust measures to ensure the proper packaging, storage, and distribution of UPL products and agricultural commodities. All practices are governed by applicable laws and regulatory standards. Our recent collaboration with TeleSense, has added the dimension of artificial intelligence and sensor technology, facilitating a more efficient supply chain when it comes to grain storage, transportation, and food waste reduction through the supply chain
Responsible Use	We are committed to fostering a culture of responsible product management. UPL organizes regular training programs aimed at educating both employees and end users on the safe handling, application, and disposal of our products. These initiatives promote not only safety but also efficiency and reduce environmental impact by encouraging low-waste practices.

Integrated Crop Pest Management	UPL is a strong proponent of Integrated Pest Management (IPM), a holistic approach that combines cultural, biological, and chemical techniques to manage pests effectively. This method supports our mission to offer cost-efficient, environmentally sustainable, and socially responsible pest control solutions that safeguard crop health while protecting natural ecosystems.
Container Management	All used containers are disposed in accordance with safe waste disposal regulations in addition to training on a triple-rise cleaning approach implemented.
Product Disposition	UPL has led the industry in India by taking proactive steps in waste disposal. We have installed dedicated incinerators and landfill facilities designed to safely manage and monitor waste from our operations. All activities are conducted in accordance with national regulations, with designated areas established for compliant and environmentally sound disposal practices.
Exposure to Chemical Weapons	UPL does not deal directly with chemical weapon manufacturers and biological products harmful to nature. We don't generate revenue through chemical weapons and biological products harmful to nature.

From the earliest stages of research and development through manufacturing, packaging, transportation, application, and final disposal, we incorporate innovation and best practices to ensure that every step upholds the highest standards of safety, responsibility, and environmental care.

Prioritizing Quality

At UPL, our success is driven by a steadfast focus on product enhancement and adherence to stringent quality benchmarks. This consistent effort has not only fortified our brand identity but also enabled us to develop a comprehensive quality control and management system. This system functions in a well-integrated manner, combining diverse initiatives, structured procedures, and routine evaluations to uphold excellence at every stage of the product lifecycle.

We place significant emphasis on stakeholder input, actively collecting insights from both farmers and end users to fine-tune our solutions. Based on this feedback, we periodically refine our products to align with shifting agricultural demands. Leveraging cutting-edge technologies, we implement targeted improvements that increase the efficacy and relevance of our offerings in real-world applications.

In parallel, we uphold principles of cost efficiency and optimal resource usage by embedding globally recognized best practices across our operations. Our efforts are further supported by the use of advanced statistical and engineering tools, which help us enhance operational efficiency, minimize waste, and ensure consistent product performance.

Our Quality Management System

ProNutiva® is an exclusive program that integrates natural biosolutions (bioprotection, biostimulants and bionutrition) with conventional crop protection products to meet or exceed the real-world needs of today's growers. The integration of biosolutions with conventional plant protection products answers the latest challenges in agriculture by:

Operational Excellence

Pathway to Drive Operational Excellence

- Understanding the process
- Identifying process hotspots
- Running simulations
- Interventions to enhance operations

Our Operational Reform Monitoring Teams

Maxpro	Facilitates the retention of our strong cost leadership position by formulating effective strategies
Maxpro+	Enables cost optimisation of the manufacturing processes by utilising statistical tools to assess performance gaps and improve overall productivity and efficiency
Green Cell	Addresses environment-linked technical issues across manufacturing sites in India; develops technology-based interventions for aligning our manufacturing practices with remedial activities for air pollution and waste treatment

Restricting Counterfeit Products

Counterfeit products present a significant challenge within the agrochemical sector, impacting not only farmers and crop yields but also the environment and the integrity of the industry. At UPL, we are fully committed to combatting the spread of counterfeit products and safeguarding the credibility of our industry.

Our efforts are focused on increasing awareness among stakeholders and consumers about the risks associated with illegal pesticides. By leveraging support from various global awareness programs, industry associations, and unions, we are actively working to mitigate the proliferation of counterfeit pesticides and products.

In addition, we regularly conduct market inspections to identify and address counterfeit products in circulation. We emphasize the importance of precautionary principles to guide buyers in making informed decisions and taking the necessary steps to protect their health and the environment. We believe that by following these principles and implementing direct actions, we can protect farmers' health and preserve the integrity of soil, water, and biodiversity.

These efforts demonstrate our unwavering commitment to responsible practices and underscore our dedication to the long-term sustainability of the agricultural ecosystem. As we continue to work toward a more transparent and secure supply chain, we invite your continued support in driving this mission forward.

Falsification

Our stewardship program in Colombia, developed in collaboration with the Campo Limpio Corporation, is a cornerstone of UPL's unwavering commitment to responsible and sustainable business practices. This program is built on a foundation of continuous field monitoring, which plays a pivotal role in identifying and combating counterfeit and illegal products. The initiative is further supported by the Asociación Nacional de Empresarios de Colombia (ANDI), which leads the Project Against Counterfeiting and Trademark Usurpation. This collaborative project is a key driver in our efforts to protect the integrity of our products and uphold the highest standards of transparency, ethics, and accountability across all our operations.

The primary objective of this project is to provide specialized training for professionals in relevant sectors, ensuring that they are equipped with the knowledge and tools needed to identify and prevent the sale, marketing, or use of counterfeit agrochemical products. By empowering these professionals to become vigilant agents of change, we foster a proactive and collective approach to combat counterfeiting. This not only protects the market but also reinforces our dedication to maintaining the authenticity and quality of our products.

Through the Campo Limpio initiative, we ensure that all stakeholders, including farmers, regulators, and consumers, can have full confidence in the authenticity, quality, and safety of our offerings. This initiative represents more than just a commitment to fighting counterfeit products; it is a critical step toward ensuring the long-term sustainability of the agricultural ecosystem, protecting our brand reputation, and enhancing consumer trust.

Sustainable Supply Chain

At UPL, we fully recognize the vital role a sustainable supply chain plays in tackling environmental and social challenges, ensuring regulatory compliance, enhancing our corporate reputation, mitigating business continuity risks, optimizing operational costs, and fulfilling the expectations of our diverse stakeholder base. By weaving sustainability into the fabric of our day-to-day operations, we are actively contributing to the emergence of a more responsible, environmentally conscious, and socially sustainable agricultural ecosystem.

Our OpenAg initiative stands as a testament to this commitment, offering a collaborative platform that promotes the free flow of knowledge, champions best-in-class agricultural practices, and encourages the adoption of forward-looking, sustainable innovations. This initiative plays a critical role in enabling transparency, resilience, and inclusivity across the entire agricultural value chain.

As a responsible global organization, UPL is deeply aligned with the Ten Principles of the United Nations Global Compact (UNGC). We strive to infuse sustainable development principles, spanning economic performance, environmental stewardship, and social responsibility, into every facet of our operations. Understanding the supply chain's strategic importance in our overall sustainability journey, we place a high priority on ethical and sustainable sourcing practices, viewing them as foundational to our long-term impact.

Our leadership team is fully committed to safeguarding the interests and well-being of every stakeholder connected to our value chain right from those involved in the production and marketing of our agrochemical products to those relying on our services and project deliverables. As part of our active participation in the global Responsible Care initiative, we are continuously enhancing our practices related to health, safety, and the environment, ensuring a responsible and progressive operational framework.

When it comes to our upstream supply chain, UPL maintains strong and consistent engagement with its supplier base through our Global Procurement Sustainability program. This program operates under the guiding framework of the UPL Supplier Code of Conduct, which is in alignment with the principles outlined by the UNGC and the ISO 20400 international standard for sustainable procurement. These guidelines reinforce our efforts to align procurement decisions with globally accepted ethical and sustainability standards.

At UPL, we view sustainable procurement not just as a policy, but as a shared responsibility that shapes the way we operate. Our Global Policy for Sustainable Procurement lays out a clear and ambitious path, embedding ethical and responsible sourcing at the core of our operations. What makes this approach truly impactful is the collaborative spirit behind it. We bring together insights and expertise from across the board; environmental sustainability leads, procurement teams from every region, trusted external advisors, health and safety specialists, and our innovation and technology units. By harnessing the strength of this diverse community, we ensure that our sustainability efforts aren't siloed but instead flow seamlessly through every stage of our value chain, creating a lasting and meaningful impact.

Global Policy for Sustainable Procurement
https://www.upl-ltd.com/downloads/supplier_portal/Global-Policy-for-Sustainable-procurement.pdf

UPL Supplier code of conduct
https://www.upl-ltd.com/downloads/supplier_portal/UPL_Supplier_Code_of_Conduct.pdf

Procurement Sustainability Evaluation Process

At UPL, sustainability isn't an afterthought in our procurement process. It's woven into the very fabric of how we evaluate and engage with our suppliers. Our approach, thoughtfully aligned with global frameworks like ISO 20400 and the UN Global Compact, begins with a strategic screening process. We look closely at where a supplier is based, the country-specific risks involved, the scale and significance of our business with them, and the potential environmental and social impacts of their sector. This layered approach allows us to focus our attention where it matters most.

Procurement Sustainability Through E-Procurement Tool

Taking our commitment further, we've integrated sustainability deeply into our digital procurement system. This robust e-procurement platform serves as the hub for supplier evaluations, combining self-assessments, independent audits, and, when necessary, action-oriented improvement plans. With automation built in, we streamline performance reviews: capturing insights from both UPL and third-party perspectives. And these evaluations directly influence our decisions on renewing existing contracts or forging new partnerships.

To guide and assess the sustainability performance of our suppliers, we've developed a robust and far-reaching ESG-focused questionnaire that forms the backbone of our evaluation process. This comprehensive tool comprises nearly 90 carefully crafted questions, each designed to probe critical areas of environmental, social, and governance (ESG) performance relevant to our operations and industry.

The questionnaire spans a wide array of parameters, beginning with foundational compliance ensuring that suppliers meet all applicable local, regional, and national regulations. We delve deeper into sector-specific risks and responsibilities, such as process safety protocols, effluent treatment systems, hazardous waste disposal, and broader environmental management practices. These areas are vital for mitigating ecological risks and maintaining operational integrity.

On the social front, the questionnaire addresses core elements of labor welfare and human rights. We examine suppliers' adherence to fair labor practices, including working hours, wages, leave policies, workplace safety, and mechanisms for grievance redressal. Responsible sourcing is another focal point, particularly for high-risk raw materials, where ethical considerations and supply chain transparency are paramount.

Additionally, we assess how incidents, whether environmental, health-related, or safety-driven are managed and reported. Suppliers are expected to have robust incident tracking and corrective action mechanisms in place, ensuring a proactive rather than reactive stance.

> Our Global Policy for Sustainable Procurement lays out a clear and ambitious path, embedding ethical and responsible sourcing at the core of our operations.

Guidance to Suppliers on Improvement Actions

At UPL, we see sustainability not as a checklist, but as an evolving journey and we're committed to walking it hand-in-hand with our partners. To ensure our supply chain reflects the highest global standards, we benchmark our practices against those of industry peers and leaders. This rigorous process helps us stay aligned with global best practices, while also empowering us to develop robust tools and a rich knowledge repository that support suppliers in advancing their environmental and social performance.

However, our approach goes far beyond comparisons and compliance. It's about meaningful engagement and continuous progress. Over the past year, we've had numerous focused conversations with our suppliers, discussing concrete actions in areas like environment, health and safety, labor rights, and anti-corruption. Each engagement was rooted in findings from our evaluation framework, which identifies specific opportunities for improvement.

This process is not merely about ticking boxes; it serves as a dynamic tool for continuous improvement. Based on the evaluation, we pinpoint targeted areas where suppliers can enhance their practices. Post-assessment, we work closely with them, designing improvement plans, conducting follow-ups, and running audits to support their transition toward more sustainable and responsible operations.

We have also gone a step further by sharing our curated knowledge resources with suppliers. These include guidance on critical topics such as process safety, industrial hygiene, safety inspections, and social responsibility. In addition, we've conducted interactive sessions on emerging issues like renewable energy and industrial hygiene, equipping supplier representatives with the tools and insights to innovate and grow sustainably.

Outcome and Recognitions

60% of Sustainable sourcing is assured through external agency.

80% of our global spend is covered under Procurement Sustainability program.

> Our supply chain reflects the highest global standards, we benchmark our practices against those of industry peers and leaders.

Supplier Screening & Assessment

UPL carry out screening process for its suppliers prioritized based on supplier country, scale and significance of our business with suppliers and potential environmental and social impacts from the industry sector.

This is well integrated during annual budgeting process at the start of the year to plan for supplier assessments in upcoming year. It also takes into account factors such as single source, trader vs manufacturer, etc. Since our share of business with supplier may change over the period of time, we keep track of spend and changes in share of business in every month.

As a part of screening process, UPL team request suppliers to respond on its on-line assessment or share valid external ESG ratings.

We had total 142 on-site audits across our key suppliers globally which generated 1795 Critical & Major findings. We had done 62 on-site audits at our India based suppliers. It generated 904 Critical & Major improvement actions across our suppliers in India. Out of these, 480 improvement actions are closed. We had 76 on-site audits at China based suppliers through external experts. It generated 889 Critical & Major improvement actions for China based suppliers. Out of these, 557 improvement actions are closed.

Criteria	FY 2024-25
No. of suppliers with whom we transacted	2,987
No. of Tier-1 Significant* suppliers	914
% of global spend on significant Tier-1 suppliers	80
No. of significant suppliers with valid desk assessments or on-site audits	805
No. of valid on-site audits as performed by UPL	142
No. of suppliers with identified major improvement action for substantial actual/potential negative impacts	139
No. of suppliers with substantial actual/potential negative impacts with agreed corrective action/ improvement plan	123
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/ improvement plan	89
Number of suppliers with substantial actual/potential negative impacts that were terminated	1
% of spend sourced through suppliers classified as "Sustainable at par with Industry"**	60

** Significant suppliers: These are the top spend suppliers and suppliers of business significance considering their environmental and social impacts from operation as well.*
***Sustainable at par with Industry – These are the suppliers considered as Sustainable at par with Industry based on "Supplier Sustainability evaluation process" as depicted in "Flow chart 1"*

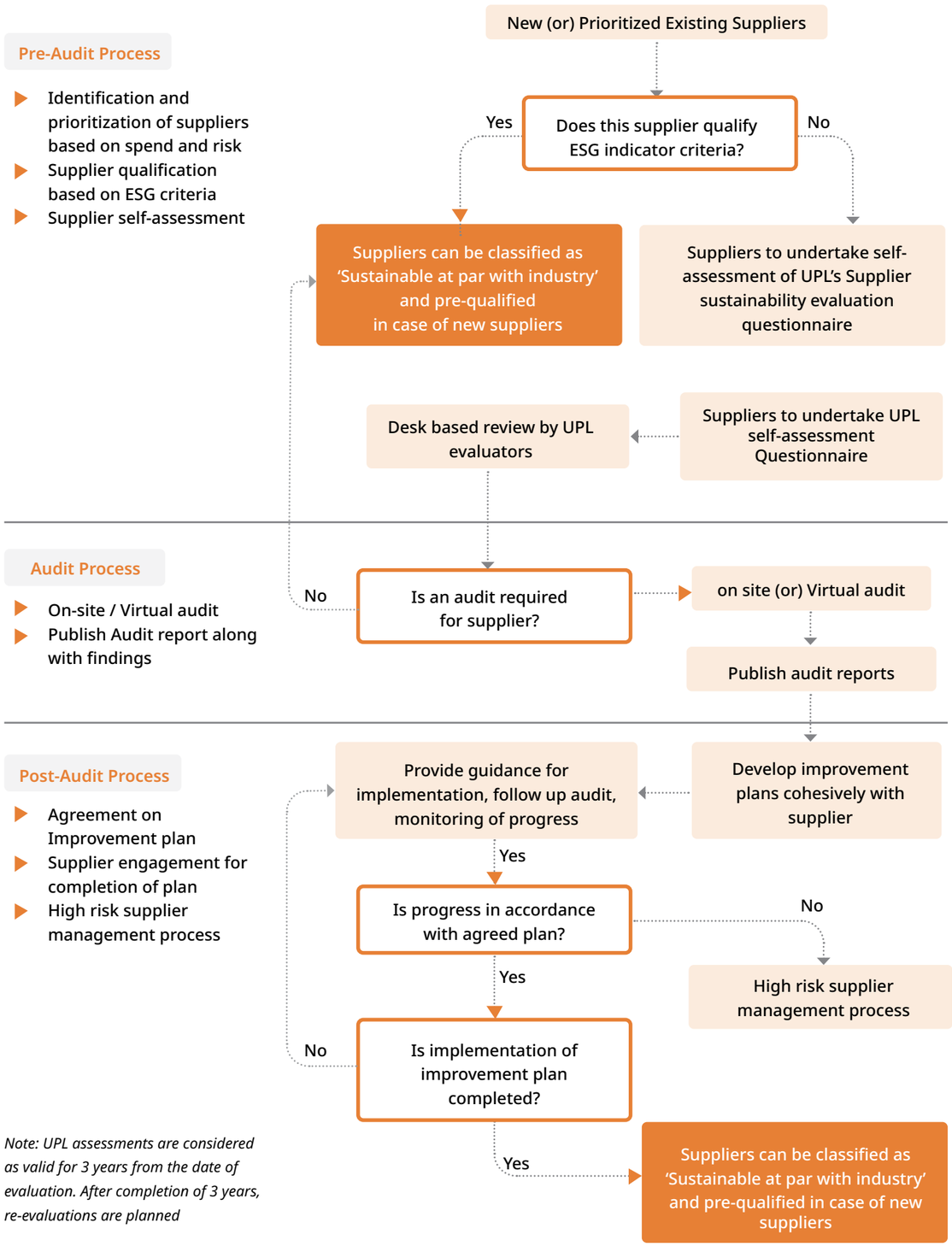
For the remaining open actions, we are actively engaging with suppliers to drive completion in the upcoming period. In certain cases, after mutual consultation and considering practical constraints, we agreed on revised timelines for some of the improvement actions.

Drawing from our sustained engagement with suppliers over the last three years, we made the strategic decision to phase out one supplier due to consistent non-alignment with our sustainability standards, which was replaced with either existing alternate partners or newly developed vendors who meet our expectations.

Our structured and transparent approach to supplier engagement has earned industry recognition once again. UPL was acknowledged by CDP in FY 2023 as a "Supplier Engagement Leader" for our efforts.

Supplier Sustainability Evaluation Process

Flowchart 1



Note: UPL assessments are considered as valid for 3 years from the date of evaluation. After completion of 3 years, re-evaluations are planned

Procurement Sustainability Governance

At UPL, sustainability is a fundamental pillar of our procurement strategy, governed by a structured oversight framework that ensures both accountability and consistent progress toward our sustainability objectives.

The Procurement Sustainability program is supported by a robust governance mechanism that integrates sustainability performance into the core responsibilities of procurement personnel. Key performance indicators related to sustainability are embedded in the balanced scorecards of procurement team members. These indicators include the percentage of spend directed toward sustainable sources, the proportion of procurement from sensitive categories, the number and closure rate of critical and major sustainability-related improvement actions at supplier sites, the share of spend through traders versus direct manufacturers, and the percentage of spend concentrated on single-source suppliers.

Weekly procurement meetings commence with a focused review of sustainability metrics and areas of concern. Furthermore, sustainability forms a critical component of the Monthly Performance Review meetings conducted by Procurement Category Leads and Regional Procurement Teams. These meetings are chaired by the Global Head of Procurement and Strategic Sourcing, in conjunction with Regional Supply Chain Heads.

Outcomes and progress from these reviews are systematically escalated to the Group Management Team and shared with the Board of Directors and senior leadership. This ensures that sustainability considerations are integrated not only at the operational level but also within strategic decision-making across the organization.

> Key performance indicators related to sustainability are embedded in the balanced scorecards of procurement team members.

Integration of Sustainability in Procurement Practices

We tried to integrate Sustainability in every phase of Procurement Practices. It includes visibility of "Sustainability terms and conditions" at RFx stage for suppliers. Standard set of "Sustainability terms and conditions" are inherent part of our Purchase Orders. "Sustainability" is part of Supplier Performance measurement along with other elements such as delivery, pricing and Quality. As part of Procurement Sustainability program, we have set up "High Risk Supplier Management" process for suppliers, being non-responsive on our Sustainability expectations and requests. High Risk Supplier Management process facilitates decision making for supplier non-response on Sustainability requests and our expectations

It includes decisions in terms of

- Close monitoring on Sustainability through frequent engagement with top management of Supplier Organization
- Gradual phase out / Contract Termination.
- Special projects and implementation support.

Emergency Preparedness and Response

UPL maintains a proactive stance toward identifying and mitigating potential emergencies across its global manufacturing operations. Rather than reacting to crises, we focus on building robust systems that anticipate and address risks before they escalate. This approach is underpinned by a skilled emergency response team and reinforced through ongoing, in-depth training provided to all employees.

Our Environmental, Health, and Safety (EHS) policy is a cornerstone of this strategy, emphasizing a culture of safety and preparedness through regular capacity-building workshops and drills. These initiatives equip our workforce with the knowledge and tools needed to manage emergencies with confidence and competence.

Beyond our internal operations, we extend this vigilance to the broader agricultural community, offering support and training to our sales personnel, distribution partners, and farmers. This ensures the safe and responsible use of agrochemical products and helps protect everyone in the value chain.

With ongoing oversight from our management team, we continuously refine our emergency preparedness efforts, aligning them with best practices and evolving risks.

Our Environmental, Health, and Safety (EHS) policy is a cornerstone of this strategy, emphasizing a culture of safety and preparedness through regular capacity-building workshops and drills.

Customer Satisfaction

At UPL, customer satisfaction is considered a material topic and a cornerstone of our sustainability strategy. We believe long-term success is built not only on product performance but also on the strength of our relationships with customers. In FY 2024-25, we conducted our annual global Customer Satisfaction Survey, aligned with Dow Jones Sustainability Index (DJSI) principles, receiving 164 responses out of 260 invitations, a 63% response rate. This survey, spanning direct and subsidiary major customers across across regions such as Africa, APAC, LATAM, Europe, and North America, captured valuable insights across areas like delivery performance, product and service quality, and overall customer service. Notably, UPL scored exceptionally well, with 98% of direct customers and 95% of subsidiary customers rating the quality of our products as excellent or good. Key aspects such as complaint resolution, packaging, responsiveness, and supply chain support also received high satisfaction levels. Customers rated their likelihood of recommending UPL products at an average of 8.26 out of 10 (direct) and 8.0 (subsidiary).

The survey also highlighted opportunities for improvement, particularly in areas such as product code creation timelines, artwork development and proactive communication. In response, UPL initiated targeted action plans including weekly supply chain reviews, better lead-time management, and regional alignment on documentation processes.

Our commitment to continuous feedback extends through our dedicated Customer Connect portal, which enables stakeholders to raise queries, share concerns, and track issue resolution transparently. As we continue to evolve, customer feedback remains a vital driver of improvement, ensuring we deliver not only innovative agricultural solutions but also meaningful, trust-based partnerships worldwide.

98% of direct customers have rated the quality of our products as excellent or good

Flagship Initiatives

01 EthoMax: Advanta's Contribution to Sustainable Ethanol Production in India

Advanta Seeds India has introduced 'EthoMax', a strategic branding initiative designed to enhance the visibility and adoption of its **high-starch hybrid corn seeds** among farmers and ethanol manufacturers. The EthoMax concept, 'ethanol in every kernel' emphasizes the superior starch content of these hybrids, which is critical for maximizing ethanol yield and fermentation efficiency.

This initiative aligns with **India's National Biofuels Policy**, which aims to achieve **20% ethanol blending with petrol by 2025–26**. By promoting EthoMax, Advanta reinforces its commitment to supporting national biofuel targets through innovative, high-performance agricultural solutions.

Superior Ethanol Yield and Economic Value
Advanta's EthoMax hybrids consistently deliver **400–440 liters of ethanol per ton of grain**, significantly outperforming conventional corn varieties commonly grown in India. In addition to ethanol, these hybrids produce valuable co-products such as:

- **Distillers Dried Grains with Solubles (DDGS)**
  – a high-protein feed ingredient
- **Corn oil**
  – a commercially viable by-product

These outputs enhance the **economic sustainability** of grain-based ethanol plants, making EthoMax hybrids a preferred choice for ethanol producers.

Market Acceptance and Sustainability Impact

EthoMax hybrids have gained strong acceptance among **grain ethanol manufacturers, poultry feed producers, and starch processors**, thanks to their reliability and performance. By improving brand recall and demonstrating tangible economic and environmental benefits, EthoMax empowers farmers to make informed choices that contribute to:

- **Sustainable agricultural practices**
- **Reduced water usage**
- **Enhanced biofuel production**
- **Improved rural livelihoods**

Through EthoMax, Advanta Seeds India is not only advancing agricultural innovation but also playing a pivotal role in **India's transition to cleaner energy and sustainable farming systems.**

02 Biofortified Crops: A Sustainable Solution to Malnutrition

Biofortified crops are a powerful tool in the global fight against malnutrition, offering a sustainable way to improve the health and well-being of millions. By increasing the levels of essential vitamins and minerals in staple foods, biofortification enhances dietary quality and supports long-term nutritional security. This can be achieved through agronomic practices, conventional plant breeding, or modern biotechnology.

In partnership with HarvestPlus and CIMMYT, we are developing and distributing nutrient-rich staple crops tailored for smallholder farmers. One of our key initiatives is the introduction of vitamin A-enriched orange maize in Zambia, which is now being expanded to Tanzania and Angola. In Tanzania, three biofortified maize hybrids have been available since 2021, helping to address vitamin A deficiency and improve community health.

These efforts are part of our broader commitment to strengthening food security, enhancing nutrition, and building agricultural resilience in vulnerable regions.

03 Advanta: Leading the Way in Sorghum for Global Food Security

Sorghum is a climate-smart, nutrient-rich crop critical to the future of sustainable agriculture. At Advanta Seeds, we are global leaders in sorghum innovation, delivering high-performing varieties to farmers in over 50 countries.

With one of the world's most advanced sorghum portfolios, we offer cutting-edge solutions like igrowth™, the first herbicide-tolerant grain sorghum, and aphix™, which provides built-in resistance to sugarcane aphids. These technologies help farmers protect yields, reduce chemical use, and adapt to climate stress.

As climate change threatens food systems, sorghum's resilience makes it essential for ensuring food and feed security, especially in arid and semi-arid regions. Through innovation and global reach, Advanta is empowering farmers and advancing a more food-secure, sustainable future.

01 Empowering Mali's Cotton Farmers

Mali's cotton industry has been the backbone of its agricultural economy for decades. Covering an impressive 596,093 hectares and supporting 204,000 farmers, it contributes an estimated 60% to the nation's export revenues and 40% to rural employment. Yet, like many essential sectors, it faces multifaceted sustainability challenges that threaten its future.

UPL Corp, through its local subsidiary Mali Protection des Cultures (MPC), has been a steadfast partner to Mali's cotton sector for over 40 years. Our goal is clear - to empower smallholder farmers with tailored crop protection solutions, technical training, and sustainable agricultural practices, ensuring the resilience of this vital industry.

Mali's cotton farmers face mounting sustainability challenges across economic, environmental, and social dimensions. Farmers face rising pest resistances, such as the 2023–2024 outbreak of *Amrasca biguttula*, which caused catastrophic yield losses of up to 50%. Coupled with price volatility and limited income diversification, these factors jeopardize farmer resilience and threaten livelihoods.

Climate change, increasing droughts, and widespread soil degradation place added strain on the sector. Sustainable farming practices have never been more crucial. Persistent issues like child labor and lack of empowerment opportunities for women remain key obstacles to equitable growth in the industry.

Established in 1974, CMDT (Compagnie Malienne de Développement du Textile) is the public entity responsible for overseeing Mali's cotton production, trade, and export. UPL Corp's longstanding collaboration with CMDT spans 360,000 hectares and impacts more than 200,000 farmers annually. Through game-changing products like ULALA and CALLIFLOR, we combat key threats such as low yields and pest outbreaks, giving farmers the tools they need to secure reliable harvests. Our Applique Bien program provides in-depth training on the safe and effective use of agricultural inputs, while Good Agricultural Practices (GAP) and stewardship programs build capacity to ensure long-term progress. Together, these initiatives enhance productivity, improve farmer safety, and foster a culture of sustainable farming practices.

02 Transforming Cocoa Farming in West and Central Africa

The cocoa sector in West and Central Africa is the backbone of global production, accounting for 74% of the world's cocoa supply. Spanning an expansive 7.1 million hectares and supporting over 3 million farmers, this industry is vital to local economies and global supply chains. However, beneath its impressive scale lie significant challenges that threaten its sustainability.

Cocoa farming in West and Central Africa faces a complex trio of challenges: economically, the average farmer income is just $0.80 per day, illustrating the deep financial struggles farmers endure; environmentally, over the past 50 years, 80% of the region's forests have been lost, a stark reminder of unsustainable practices; and socially, child labor impacts over 2 million children, highlighting a critical need for improved livelihoods and education. These challenges call for actionable, integrated solutions. That's where UPL has stepped in.

Since 2010, UPL has been dedicated to transforming the cocoa sector through a multi-faceted approach. Working with more than 261,000 farmers across 650,000 hectares, UPL has combined training, resources, and innovative strategies to drive meaningful change.

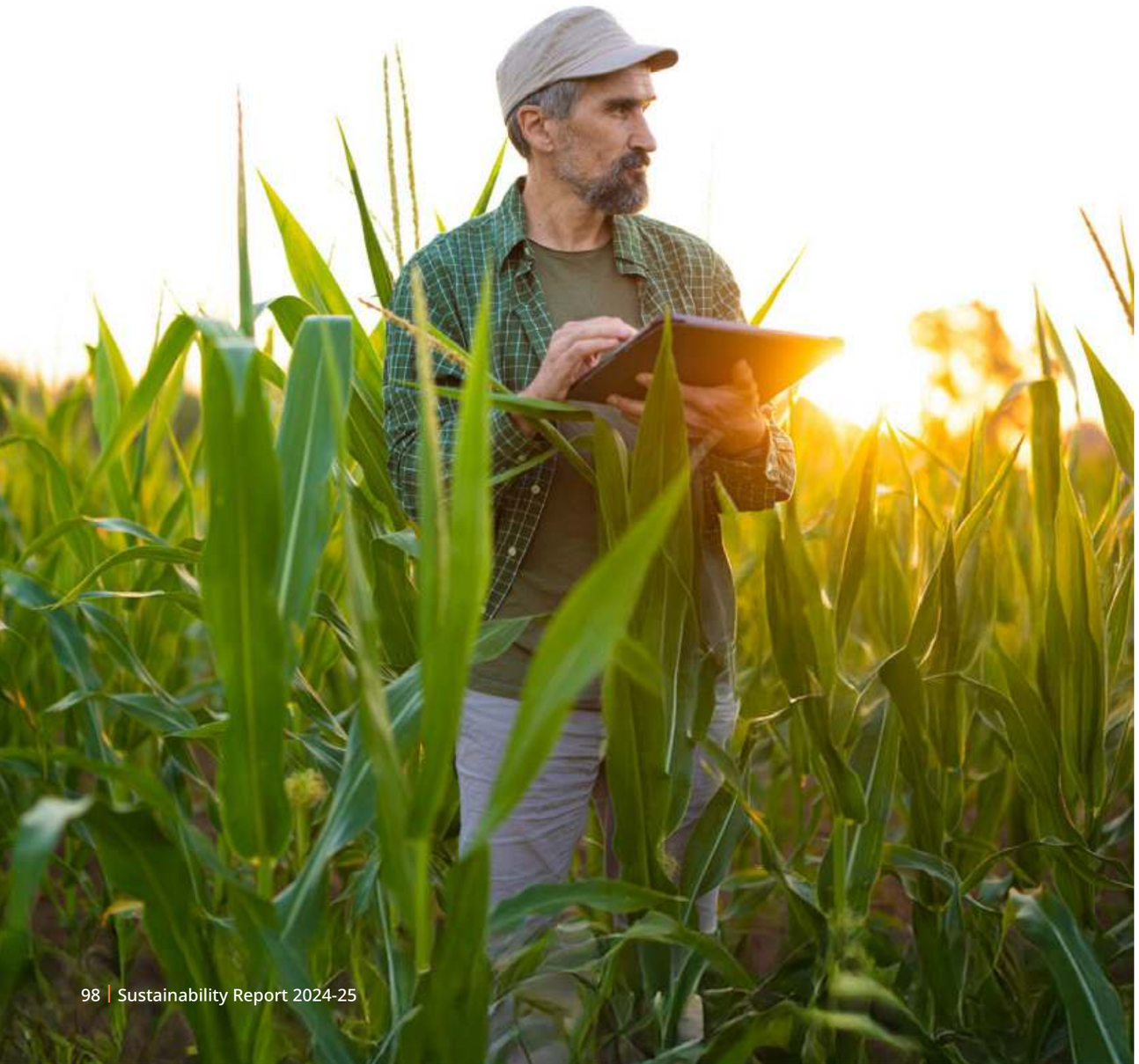
Farmer training empowers farmers with the knowledge and skills to adopt sustainable agricultural practices. Input credits provide access to affordable seeds, fertilizers, and other inputs to improve crop yield. Income diversification encourages alternative income sources to reduce reliance on cocoa alone. Sustainable practices prioritize the conservation of forests, protection of biodiversity, and enhancement of soil health. This integrated approach has not only strengthened the cocoa supply chain but also significantly uplifted farming communities.
UPL's initiatives have yielded remarkable outcomes, including a 40% increase in yields achieved by farmers, directly boosting incomes. Better access to resources and education has improved overall quality of life, while focused efforts have contributed to limiting forest loss in cocoa-growing regions. Additionally, greater access to education and health services has positively impacted communities. These results underscore UPL's commitment to balancing economic growth, social progress, and environmental stewardship.

UPL's work aligns with the sustainability standards of both public and private sectors, reinforcing global cocoa supply chains for some of the world's leading brands. By spearheading innovative farming practices, UPL is ensuring that the cocoa sector is not just profitable, but also sustainable for generations to come. UPL's efforts in West and Central Africa illustrate the power of integrated, action-oriented solutions. By investing in people, planet, and practices, UPL continues to lead the way in transforming the future of cocoa farming.

In FY 2023-24, we conducted our annual global Customer Satisfaction Survey, aligned with Dow Jones Sustainability Index (DJSI) principles, receiving 313 responses out of 450 invitations, a 70% response rate.

Striving for Environmental Sustainability

At UPL, our core philosophy centres around creating shared value for our stakeholders while ensuring the responsible use of natural resources. We remain steadfast in our commitment to reducing our environmental footprint and enhancing our contributions to society. By aligning our business practices with global sustainability goals and benchmarks, we work towards a future that is not only greener but also more resilient and inclusive.



Material Topics

- Climate Change Mitigation
- Process Innovation
- Energy Management
- Waste Management
- Water Use & Management

SDGs Alignment

- 7 Affordable and Clean Energy
- 9 Industry, Innovation and Infrastructure
- 12 Responsible Consumption and Production
- 2 Zero Hunger

Stakeholders

- Investors
- Employees
- Regulatory Bodies
- Suppliers
- Customers

47% ▲
of electricity sourced from solar and wind energy

7,66,214KL ▲
of water recycled

6% ▼
specific CO_2 emissions reduced compared to last year

3% ▼
reduction in specific water withdrawal compared to last year

2,05,244MWh
energy sourced from wind and solar

38,482MT ▲
of hazardous waste disposed through recycling/ Co-processing

Message from Global Head-Sustainability & Environment

At UPL, we remain firmly committed to the goals of the Paris Agreement on Climate Change and to build a sustainable future for generations to come. We are proud to share that we have not only met, but significantly overachieved, our environmental footprint reduction targets.

From our FY2020 baseline, in FY2025 we have successfully reduced environmental footprint:

Reduced waste disposal intensity by **52%** ▼

Reduced water consumption intensity by **49%** ▼

Reduced carbon emission intensity by **38%** ▼

Dear Stakeholders,

At UPL, we believe that sustainability is a powerful driver of innovation, growth, and long-term value creation. This belief has shaped our journey and strengthened our resolve to embed sustainability at the core of our business strategy.

Over the past year, we adopted a structured and holistic approach to sustainability, guided by the principles of the triple bottom line , integrating environmental stewardship, social responsibility, and strong governance into every aspect of our operations. Our commitment to these dimensions has enabled us to deliver meaningful outcomes for all our stakeholders.

> We are proud to share that we have not only met, but significantly overachieved, our environmental footprint reduction targets.

These results have led to significant cost savings, reinforcing our belief that sustainability is for the profitability of our business. We will continue to push forward with even greater ambition, aligning our actions with global climate goals and our vision to transform our company into a 1.5 degree Celsius world.

Our climate action journey gained further momentum with the approval of our science-based targets by the Science Based Targets initiative (SBTi), reaffirming our alignment with global efforts to limit climate change. We also completed our double materiality assessment, ensuring that our priorities reflect both the impact of our operations on the world and the risks and opportunities sustainability presents to our business.

As we look ahead, we remain steadfast in our purpose: to reimagine sustainability as a catalyst for transformation , for agriculture, for communities, and for our planet. Together with our partners and stakeholders, we will continue to lead with responsibility, ambition, and integrity.

With regards,
Dr Mritunjay Chaubey
Global Head-Sustainability & Environment

Our Environmental Footprint

	Specific water footprint m^3/MT	Specific waste footprint kg/MT	Specific CO_2 footprint kg/MT
FY 24 - 25	4.45	1,715.03	831.30
FY 23 - 24	4.62	1,706.25	881.85
FY 22 – 23	5.19	1,511.84	1,055.35
FY 21 – 22	5.8	1,888.57	1,060.55
FY 20 – 21	6.74	2,447.76	1,137.45
FY 19 – 20	8.69	3,537.68	1,337.46

In FY 2019-20 (the baseline year for sustainability targets), considering 33 plants (excluding Rotterdam plant that was closed in July 2020), specific water consumption was 6.93 m^3/MT, specific waste disposal 2,300.11 kg/MT and specific CO_2 emission 1,378.85 kg/MT. On a comparable basis as FY2019-20, in FY 2024-25 the specific water consumption was 4.40 m^3/MT, specific waste disposal was 1606 kg/ MT and specific CO_2 emission was 867 kg/MT.

Process Innovation

Process innovation continues to be the foundation of our operations. We prioritize sustainable and mindful use of resources to ensure long-term viability while minimizing environmental impact. We recognize that the Earth's resources are finite and under increasing pressure, and it is our responsibility to use them efficiently, equitably, and responsibly to support both present and future generations.

Our commitment to innovation spans across every level of our operations right from raw material sourcing and product development to manufacturing, distribution, and disposal. We strive to minimize the ecological impact of our processes while maintaining high standards of operational excellence. This commitment is not just ethical; it is strategic, as it enables long-term resilience, regulatory compliance, and stakeholder trust. The innovation initiatives are detailed in the sections relating to water management, energy management, waste management of this report.

To ensure our approach is holistic and future-ready, we have adopted a multi-tiered governance framework:

Policy-Driven Governance

Our Sustainability Policy for Responsible Care serves as the cornerstone of our environmental agenda. It outlines our guiding principles, operational boundaries, and long-term vision for sustainable development. The policy is reviewed regularly and updated in line with emerging global standards.

Leadership Oversight

A cross-functional sustainability committee comprising members from senior management and the board provides strategic direction, monitors performance, and drives accountability. This top-down approach ensures that sustainability goals are integrated into business strategy and not relegated to compliance alone.

On-ground Execution

Our dedicated Sustainability, Environment and Green cell team plays a pivotal role in translating our sustainability commitments into actionable programs. This team works in close coordination with operational heads across all facilities to implement and monitor best-in-class practices related to energy, water, emissions and waste.

Water Use and Management

Recognizing access to clean water as a fundamental right and aligned with the United Nations Sustainable Development Goal 6, UPL remains committed to ensuring that our operations do not compromise the availability or quality of water resources for communities and ecosystems.

We actively assess water-related risks and enhance the resilience of our operations by managing groundwater, surface water, rainwater, and municipal supplies with a stakeholder-centric approach. We continue to work alongside farmers to reduce the global freshwater footprint in agriculture. In adherence to legal standards, treated effluent is responsibly discharged into rivers, deep seas, and common effluent treatment plants (CETPs).

Operating in water-stressed regions presents both a challenge and a responsibility, one that we at UPL take seriously. With 49% of our facilities located in areas experiencing high water scarcity, we recognize that our operations must be guided by a deep commitment to sustainable water management. This reality compels us to go beyond traditional resource conservation and adopt a proactive, ecosystem-based approach to water stewardship.

Water scarcity is not just an environmental issue, it's a social and economic one as well. In these regions, every drop of water counts, not just for industrial use, but for communities, farmers, and biodiversity.

In terms of water consumption, we have utilized 27,87,321 KL, withdrawn 41,88,587 KL, and discharged 14,01,266 KL from water-stressed regions. These figures demonstrate our commitment to water stewardship in regions grappling with water scarcity issues.

Our Water Management Strategy

Identification of water-related risks

- Conduct periodic verification of water-related risks at our manufacturing locations.
- This exercise is conducted as per a water risk analysis and as per WRI Aqueduct.
- Periodic internal/external audits to find the root cause of excess water demand.

Mapping progress towards established goals

- Reduced water intensity in FY25 by 49% from baseline FY20, target was to reduce by 20%.

UPL's approach to reduce our water footprint

- Rainwater harvesting to reduce abstracted water demand. Recycling and reuse of green effluent stream using Forward Osmosis technology for effluent recycling.
- Scale-Ban technology to reduce cooling tower water demand. Develop controlled discharge facilities for effective surface runoff management. Implementation of effluent segregation practice and stream wise treatment. Waste-water recycling and reuse to achieve zero liquid discharge by using energy & space efficient waste-water treatment technologies.
- Recovery of valuable materials (e.g., product, byproduct) from effluent stream.

At UPL, we recognize that effective water management is central to advancing sustainable development and safeguarding the well-being of future generations. Guided by our deep commitment to environmental responsibility, we continue to lead efforts in pioneering innovative approaches to water stewardship. Through the adoption of advanced technologies and a steadfast focus on sustainability, we have implemented a variety of forward-thinking water solutions across our manufacturing facilities. Here are some of the transformative technological advancements and initiatives that UPL has embraced in recent years, including the FY 25. These innovations have been instrumental in revolutionizing our approach to water management:

Major Initiatives for Improving Water Management

Name of initiatives	Water savings (KL/year)
Domestic water segregation	4,600
Additional HCL Scrubber at TCBACL and POCl3 recovery	1,516
Jacket drain water recycle - DVACL	1,272
Effluent quantity reduction by 8 KLD by HCL ratio optimisation in CDN stage from 0.22 to 0.16.	2,400
Fresh water consumption reduced at PPT stage by 100% recycling of ML	3,466

Water Withdrawal (KL)

Water withdrawal by source	UPL Limited	UPL India Operations & SAS	Superform Chemistries Limited	UPL Corporation Limited	Water Stress Regions
	(A+B+C)	(A)	(B)	(C)	
Surface water	19,571	0	11,728	7,843	11,728
Groundwater	1,14,848	3,430	89,845	21,572	99,025
Supply water (Municipality)	43,57,585	62,205	39,64,851	3,30,529	40,61,908
Rainwater	15,929	0	15,926	3	15,926
Total	45,07,933	65,635	40,82,351	3,59,947	41,88,587

Water Discharge (KL) – Post tertiary treatment

Water discharge by source	UPL Limited	UPL India Operations & SAS	Superform Chemistries Limited	UPL Corporation Limited	Water Stress Regions
	(A+B+C)	(A)	(B)	(C)	
Surface water	1,81,385	-	426	1,80,958	426
Seawater	10,01,232	0	10,01,232	0	10,01,232
Common Effluent Treatment Plant (CETP)	4,17,621	0	3,80,033	37,588	3,99,608
Total	**16,00,237**	**0**	**13,81,692**	**2,18,546**	**14,01,266**

Water Consumption (KL)

Water consumption	UPL Limited	UPL India Operations & SAS	Superform Chemistries Limited	UPL Corporation Limited	Water Stress Regions
	(A+B+C)	(A)	(B)	(C)	
Total	**29,07,696**	**65,635**	**27,00,659**	**1,41,401**	**27,87,321**

Through the adoption of advanced technologies and a steadfast focus on sustainability, we have implemented a variety of forward-thinking water solutions across our manufacturing facilities.

Energy Management

At UPL, energy management is a critical component of our operations, essential not only for controlling costs but also for reducing our environmental impact. Our commitment to innovation has positioned us as leaders in transforming agricultural practices through cutting-edge technologies. By carefully monitoring and optimizing energy usage across our operations, we continually improve our production methods while aligning with our sustainability objectives. This dedication to responsible energy management underscores our efforts to integrate environmental stewardship into every facet of our business.

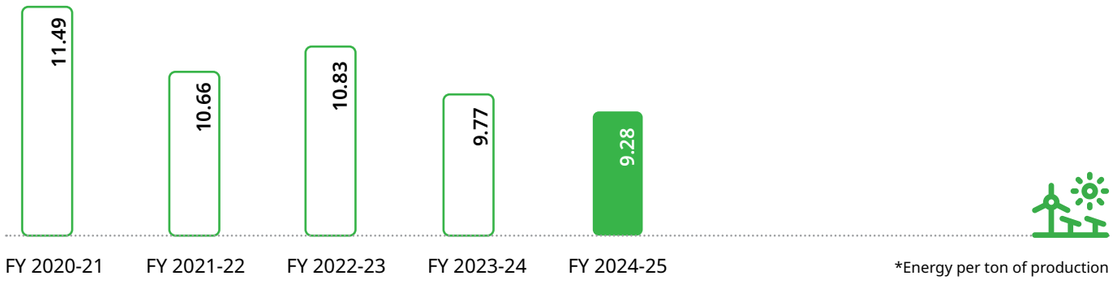
Energy Efficiency

Energy efficiency is at the heart of UPL's sustainability strategy, as we work with farmers in 138 countries to enhance food security and promote a sustainable food supply chain. Our approach prioritizes the development and deployment of innovative solutions that deliver both positive environmental outcomes and lasting economic benefits. To strengthen our commitment to sustainability, we have implemented systems across our global operations to monitor energy consumption in real-time, providing valuable insights that drive improvements in efficiency. This data-driven approach enables us to identify opportunities for conservation and track our progress towards reducing our carbon footprint. By continuously optimizing energy use, we ensure that our operational activities contribute meaningfully to our sustainability goals, supporting UPL's long-term vision of building a more resilient and sustainable future. Through these efforts, we not only meet the growing expectations of investors and rating agencies but also affirm our position as a responsible and forward-thinking leader in the agricultural sector.

Fuel and Energy Consumption

Energy Consumption by Source, GJ	UPL Limited	UPL India Operations & SAS	Superform Chemistries Limited	UPL Corporation Limited
	(A+B+C)	(A)	(B)	(C)
Coal	62,94,141	0	62,94,141	0
Natural Gas	12,20,058	82,141	9,26,869	2,11,048
Furnace Oil	2,641	0	0	2,641
Diesel	74,498	6,291	61,393	6,814
Liquid Petroleum Gas	4,790	0	0	4,790
Gasoline	2	0	0	2
Grid Electricity	8,37,417	72,100	6,27,286	1,38,031
Steam Purchase	1,50,137	15,493	1,19,803	14,841
Electricity from Solar, Wind, Hydro and Others	7,38,878	43,543	6,07,131	88,204
Biomass	33,007	0	33,007	0
Grand Total	**93,55,569**	**2,19,568**	**86,69,630**	**4,66,371**

Energy Intensity GJ/MT*



Major Energy Saving Initiatives

Name of initiative	Energy Saving (GJ)
Increase in 15% renewable power consumption as compared to previous year Nature of Saving	98,174
Capacity Enhancement & changing electroliser version from 2nd to 6th Generation at CCP plant	41,964
GF2 Reflux optimization by SOPT installation (steam operated pumping trap) in place of inadequate old trap.	16,486
GF3: C-113 (which was utilising for Methanol recovery) has been stopped & same has been started in C112 to reduce Steam norms	9,468
AFBC -1 & CFBC Boiler start up vent valve overhuling done	7,029
Nitrogen consumption after optimization of process - GF3	3,110

We have implemented systems across our global operations to monitor energy consumption in real-time, providing valuable insights that drive improvements in efficiency.

GHG Emissions

At UPL, we remain dedicated to creating a climate-resilient future for all stakeholders. A key element of this commitment is the effective management and reduction of our carbon emissions. As we approach the culmination of our sustainability targets for 2025, reducing our carbon footprint has been a central focus of our efforts. By actively managing emissions, we are minimizing the environmental impact of our operations while driving a more sustainable future.

Throughout the past year, we have continued to strengthen our energy efficiency and emissions reduction initiatives. A significant achievement has been the ongoing use of biomass blending in our boiler operations, where we blended 1,951 metric tons of biomass during the 2024-2025 financial year. This effort has greatly reduced our reliance on traditional fossil fuels.

In addition to this, we've made significant progress in shifting toward renewable energy sources. This year, we secured green power purchase agreements, allowing us to increase the share of clean, renewable energy in our operations. By further diversifying our energy mix and reducing dependence on fossil fuels, we are advancing toward the achievement of our sustainability goals. These initiatives not only align with our long-term vision but also meet the growing expectations of investors and rating agencies who prioritize emissions reductions. Through these ongoing efforts, UPL is reinforcing its role as a responsible leader in creating a sustainable future.

Carbon Footprint (tCO_2)

GHG Emission MT	UPL Limited	UPL India Operations & SAS	Superform Chemistries Limited	UPL Corporation Limited
	(A+B+C)	(A)	(B)	(C)
Scope 1	6,70,011	5,074	6,51,972	12,964
Scope 2	1,68,258	16,403	1,39,629	12,226
Total (Scope 1 + Scope 2)	**8,38,269**	**21,477**	**7,91,602**	**25,191**

Specific Carbon Footprint

GHG Emission Intensity (Scope 1+Scope 2): Ton-CO_2/Ton of Production	UPL Limited	UPL India Operations & SAS	Superform Chemistries Limited	UPL Corporation Limited
	(A+B+C)	(A)	(B)	(C)
Total (Scope 1 + Scope 2)	**0.831**	**0.224**	**1.274**	**0.087**

Other Emissions (MT)	
SOx	**116**
NOx	**415**

A significant achievement has been the ongoing use of biomass blending in our boiler operations, where we blended 1,951 metric tons of biomass during the 2024-2025 financial year.

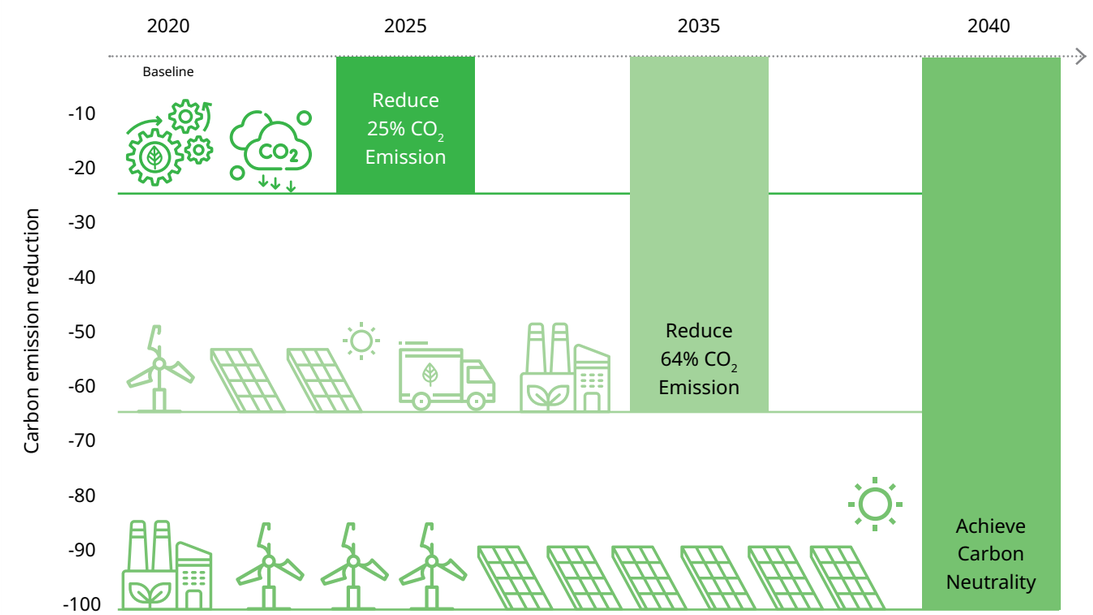
Scope 3 Emissions (Mt-CO_2e)

Our Scope 3 emissions are generated through the following 13 categories

Category Number	Scope-3 Categories	UPL Limited
Category 1	Purchased goods and services	27,28,956
Category 2	Capital goods	26,477
Category 3	Fuel- and energy-related activities	1,60,642
Category 4	Upstream transportation and distribution	1,49,905
Category 5	Waste generated in operations	1,96,738
Category 6	Business travel	1,883
Category 7	Employee commuting	8,304
Category 8	Upstream leased assets	152
Category 9	Downstream transportation and distribution	2,10,518
Category 10	Processing of sold products	27,539
Category 11	Use of sold products	2,102
Category 12	End-of-life treatment of sold products	4,994
Category 15	Investments	9,881
Total		**35,28,092**

Categories not applicable: Downstream leased assets, Franchise

UPL's Decarbonisation Roadmap



Carbon Neutrality by 2040

Major Emission Saving Initiatives

Name of initiative	Emission reduction (tCO_2)
Increase in 15% renewable power consumption as compared to previous year	19,826
Capacity Enhancement & changing electroliser version from 2nd to 6th generation at CCP plant	8,474
GF2 Reflux optimization by SOPT installation (steam operated pumping trap) in place of inadequate old trap.	8,474
GF3: C-113 (which was utilising for Methanol recovery) has been stopped & same has been started in C112 to reduce steam norms	1,521
AFBC -1 & CFBC Boiler start up vent valve overhuling done	664
Nitrogen consumption after optimization of process - GF3	628

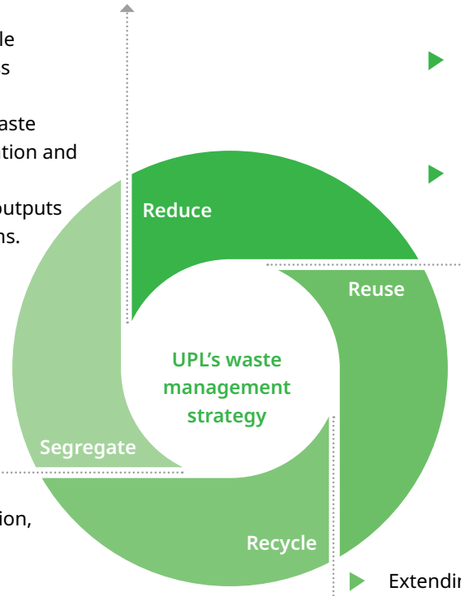
Waste Management

At UPL, we remain steadfast in our commitment to driving a circular economy by promoting sustainable practices and deploying advanced technologies that enhance resource efficiency. In line with our sustainability goals, we continue to minimize waste generation, extend product lifecycles, and integrate circularity principles across all levels of our operations.

In line with our long-standing ambition to foster circularity, we have adopted a structured and integrated approach to waste management, anchored in our strategy –"Reduce, Reuse, Recycle, and Segregate". This strategy has guided our efforts over recent years and played a pivotal role in working toward our waste disposal reduction goal.

As we reach the year 2025, we are actively assessing our progress toward the target of reducing waste disposal by 25%, a milestone we set in earlier sustainability roadmaps.

Our Waste Management Approach



- Continued efforts to recycle packaging materials across operations.
- Reduction of packaging waste through material optimization and design improvement.
- Recovery of value-added outputs from various waste streams.

- Promoting the efficient use of raw materials and instilling a 'waste-to-wealth' mindset within our teams.
- Enhancing process efficiency to limit waste generation during manufacturing.

- Waste stream Identification, characterization and segregation.
- Created task force under green cell guidance to identify and segregate waste stream inside operating plants.

- Extending the functional lifespan of equipment and operational assets.
- Leveraging incinerable hazardous waste as an energy source to promote circularity.

A Structured and Responsible Waste Management System

Our waste management practices cover both hazardous and non-hazardous categories and are governed by a stringent compliance framework. Hazardous waste is handled in accordance with local and national regulatory standards, in close coordination with State Pollution Control Boards and accredited third-party vendors. These partners are entrusted with the safe transportation, recycling, and disposal of waste. Across all facilities, our local teams ensure strict oversight, working only with authorized entities and upholding the highest standards of safety and regulatory alignment.

During the current reporting period, UPL maintained an unblemished compliance record, with no major spills and minimal impact on local ecosystems from effluent discharges. These results reflect our commitment to environmental stewardship and the robustness of our control systems.

In terms of volume, we responsibly handled 129,185 metric tons of hazardous waste and 24,983 metric tons of non-hazardous waste, ensuring end-to-end traceability through government-authorized manifest systems. Of the total waste managed, 38,482 metric tons of hazardous waste and 24,552 metric tons of non-hazardous waste were either recycled or co-processed, effectively diverting significant quantities from landfills.

Continuous Improvement and Capacity Building

We recognize that effective waste management is an evolving challenge that demands innovation, vigilance, and continuous improvement. To this end, we conduct regular waste audits to identify inefficiencies and opportunities for improvement. Based on the audit findings, we develop targeted action plans that are aligned with our overall waste reduction goals.

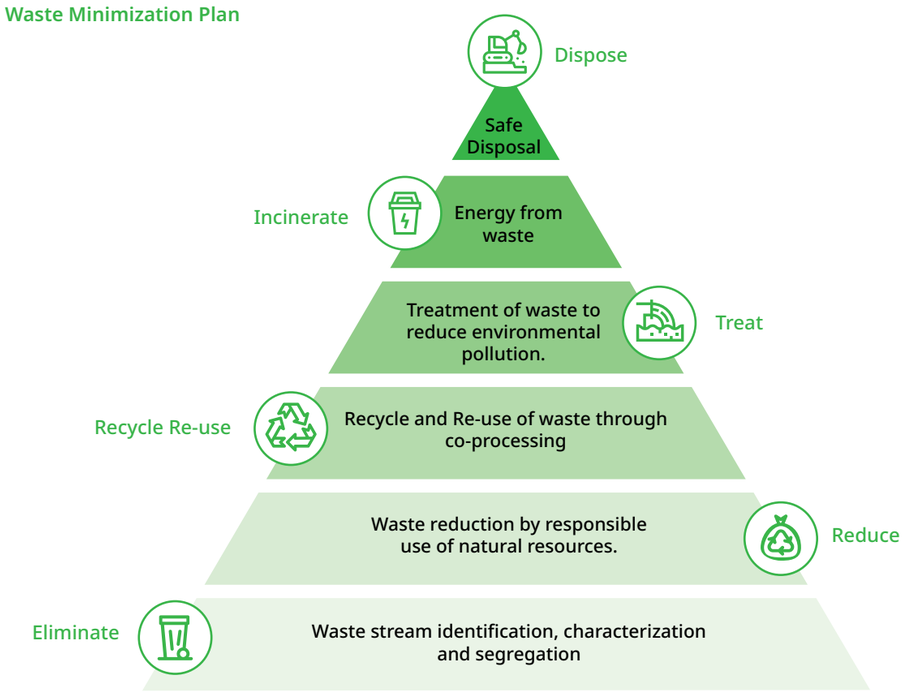
UPL has established quantified performance targets to ensure measurable progress and accountability. We continue to invest in research and development, seeking novel technologies and methods for waste reduction.

Training and capacity building remain an integral part of our waste strategy. Employees across all levels are equipped with the knowledge and skills required to support our vision of responsible production and resource stewardship.

As we look ahead, we remain committed to scaling our recycling and recovery programs and further embedding circularity across our operations. Through sustained action and collaboration, we aim not only to meet our waste reduction targets but also to contribute meaningfully to global sustainability goals.

Waste disposed (MT)	UPL Limited	UPL India Operations & SAS	Superform Chemistries Limited	UPL Corporation Limited
	A+B+C	A	B	C
Hazardous				
Waste disposed through incineration	17,819	3,038	11,181	3600
Waste disposed through landfill	1,11,366	163	1,09,547	1,656
Waste going for recycling/Waste going for co-processing	38,482	3166	32,888	2428
Non-hazardous				
Waste disposed through incineration	154	0	1	153
Waste disposed through landfill	276	0	87	189
Waste going for recycling/Waste going for co-processing	24,552	421	18,072	6,060

Waste Minimization Plan



Major Initiatives for Waste Management

Name of initiative	Waste Disposal reduction MT/year
Recirculation of MEE concentrate	136.6
Caustic Scruber water divert for Biological treatment from MEE	341.1
Jumbo blower scrubber water divert for Biological treatment from MEE	141.5
TEA reactor cleaning effluent divert for Biological treatment from MEE	126.3
2cb second waste water divert for Biological treatment from MEE	212.2
4HPA Low Ammonical aqueous divert to Biological treatment from MEE	170.0
DCP utilization by fertilizer industry under HZW Rule-9	1,715
25% reduction in Incinerable waste till Feb'25 compare to previous FY	263.93
ALE- 4000 Kg per year incineration waste eliminated	4,000

Green Cell: Embedding Sustainability Through Innovation

Green Cell is a part of Improvement Cell of UPL which endeavours to improve environmental footprints through innovation and embracing state-of-the-art cost-effective technologies for the treatment of solid, liquid and gaseous wastes across our manufacturing sites globally for a sustainable & greener environment. A multidisciplinary team of Chemists, Microbiologists, Chemical, Bio-chemical & environmental engineers explore the possibilities of developing and identifying commercially available technologies which can be adopted on sustainable basis for overall environmental improvement.

Recently green cell has indigenously developed a few technologies for treatment of some of difficult wastewater streams and piloted three technologies for establishing the techno-economic feasibility for implementation. Green Cell has also filed two number of Indian patents in the area of wastewater treatment. The gist of Green Cell's technological advancement is given below.

01 Capability development for conducting Life Cycle Assessment (LCA) of products

Green Cell has in-house developed the capability for conducting LCAs of the manufactured products using globally accepted standard methodology. In FY 2024-25 4 products Life Cycle Assessment (LCA) were done.

02 Innovation through Digitization

Green Cell has developed and implemented in-house designed Substitutability Data Tracker to track the sustainability data from all manufacturing plants world wide. In this Sustainability Data Tracker, a Sustainability Bot is also embedded powered by Artificial Intelligence and Data Science. Sustainability Bot is able to answer any query related to UPL sustainability reports, annual reports and environment related data base.

03 Other cost & environment related projects

In the FY24-25, Green Cell has successfully implemented several environment related projects in various technical units which resulted in cost, energy and CO_2 emission savings. Apart from that Green Cell also provides technical supports to Effluent Treatment Plants (ETPs) for operational troubleshooting.

04 New Technologies Piloting for wastewater treatment

Green Cell has identified and piloted three no. of commercially available Electro-coagulation/ oxidation-based pilot testing for treating specific pollutants such as refractory COD, ammoniacal Nitrogen in some of wastewaters. The techno-economic feasibility of these technologies is yet to be established. The main advantages of this technology over other conventional treatments are as follows:

- Non-selective degradation of organic pollutants.
- Efficient for treatment of refractory COD.
- The process is carried out at room temperature and atmospheric pressure.
- Less foot-print area requirement for implementation.

05 Patent applications

- Title: "A process of reducing ammoniacal nitrogen in an aqueous effluent". (Indian Patent Application No-202421053099).
- Title: "A process and system for treatment of pesticide effluent". (Indian Patent Application No-202521030491)

Biodiversity

As the pace of urbanization and industrialization continues to rise, the preservation of biodiversity has become more urgent than ever. At UPL, we recognize that the accelerating decline in plant and animal species presents a critical global challenge, one that businesses must address with accountability and foresight. In alignment with our broader sustainability vision, we are steadfast in our commitment to conserving biodiversity and integrating ecological stewardship throughout our operations and value chain.

Our efforts are anchored in the belief that enhancing agricultural biodiversity is essential for building resilient food systems. By supporting biodiversity in agricultural landscapes, we enable farmers to cultivate diverse and essential food crops that nourish growing populations and sustain rural livelihoods.

Before the commencement of any technical production facility, UPL undertakes a thorough Environmental Impact Assessment (EIA) to evaluate and mitigate potential effects on surrounding ecosystems. This critical process plays a foundational role in safeguarding biodiversity by enabling informed decision-making rooted in scientific and community inputs. As part of the assessment, we develop an Environmental Management Plan (EMP) that outlines targeted mitigation measures to minimize ecological disruption, conduct detailed risk assessments to anticipate environmental hazards, and, where applicable, facilitate public hearings to ensure that the voices of local communities are heard and integrated into the planning process.

Upon receiving environmental clearance, we remain fully aligned with regulatory expectations by rigorously adhering to post-approval compliance requirements. This includes submitting bi-annual reports, implementing continuous environmental monitoring protocols, and executing the EMP in a timely and effective manner across project sites. Together, these measures strengthen UPL's ability to proactively manage biodiversity risks, reinforce regulatory transparency, and uphold our broader commitment to ecological stewardship.

As part of our ongoing conservation initiatives, we actively support the protection of Schedule 1 species as outlined in The Wildlife (Protection) Act, 1972. In collaboration with the Government of Gujarat and the state forest department, UPL has developed and implemented wildlife conservation plans that are both science-driven and community-conscious. These plans include defined conservation activities, dedicated budgets, and a governance framework for implementation. The Chief Wildlife Warden of the state forest department has formally approved these plans, reinforcing their legitimacy and impact.

Implementation is closely monitored through on-ground inspections, stakeholder consultations, and periodic reviews by the state forest department. We are proud to report that our conservation activities have consistently received endorsement in the form of No Objection Certificates (NOCs) and letters of appreciation from regulatory authorities.

Engaging local communities remains a cornerstone of our biodiversity strategy. We recognize that lasting ecological outcomes can only be achieved when conservation is inclusive and community-driven. In this spirit, we have scaled our outreach programs to raise biodiversity awareness and build local capacity. We conduct training sessions with farmers on the responsible use of agrochemicals, helping them adopt practices that minimize ecological disruption. We also partner with local NGOs and grassroots organizations to co-create and execute biodiversity initiatives that reflect the unique ecological and cultural contexts of the regions in which we operate.

Biodiversity Assessment

In continuation of our commitment to understanding and mitigating biodiversity-related risks, UPL advanced its biodiversity risk assessment efforts in 2025 by building upon the comprehensive evaluation conducted last year across all 41 operational sites. Our assessment, which leverages the WWF Biodiversity Risk Filter, remains a cornerstone of our biodiversity strategy, helping us identify, prioritize, and respond to nature-related risks in a targeted and data-driven manner.

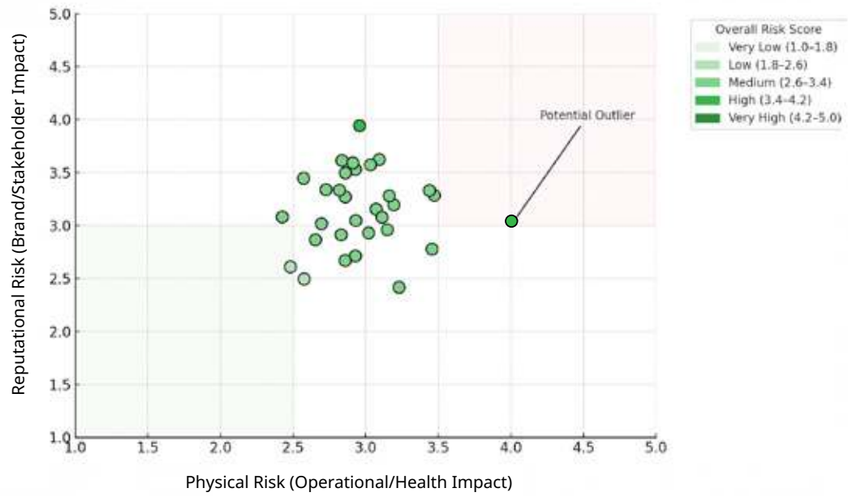
This year, we transitioned from assessment to action by initiating focused mitigation strategies across the 14 critical biodiversity risk areas identified in the initial analysis. These areas which include vulnerabilities such as landslides, tropical cyclones, tree cover loss, freshwater stress, fire hazards, and pollution, among others were mapped to over 20 UPL sites falling under medium to high-risk categories. By integrating these risk indicators into our enterprise-wide risk management framework, we ensure that biodiversity is not treated in isolation but is evaluated in conjunction with operational, financial, and reputational performance. Our work in 2025 also included revalidating risk scores in the context of evolving environmental and socio-economic dynamics, especially at high-priority sites. This enabled us to track changes in physical and reputational risks over time and validate the relevance of the initial findings. Where risk trends intensified, we accelerated the development of site-specific action plans in consultation with cross-functional teams and local communities.

The scope of the assessment continued to capture two principal dimensions:

Physical Risks, which arise from a site's direct and indirect dependencies on nature, covering factors such as provisioning services (e.g., water, soil, raw materials), regulating and supporting services, cultural values, and anthropogenic pressures.

Reputational Risks, stemming from stakeholder perceptions, including those of local communities, regulators, and media related to UPL's biodiversity footprint, transparency, and accountability.
This dual-lens approach enabled us to maintain a balanced view of both ecological and societal expectations. Each of the 41 sites was assessed across 33 parameters under eight subcategories of risk, with updated insights informing the prioritization of investment and intervention.

Risk Exposure Map - Physical vs Reputational



In alignment with our sustainability strategy, UPL remains committed to avoiding, minimizing, and restoring biodiversity impacts across its value chain. The outputs of this ongoing assessment are instrumental not only for compliance but also for enhancing resilience, guiding land-use planning, and strengthening community engagement through transparent risk communication and collaborative mitigation.

Flagship Initiatives

01 Powering Sustainability: Biomass-Fuelled Seed Dryers in Thailand

At Advanta Seeds Thailand, we have replaced diesel-powered seed dryers with a biomass-fueled system that uses corn cobs and husks, turning agricultural waste into renewable energy. This shift eliminated $200,000 in annual diesel costs and cut greenhouse gas emissions by over 95%, from 166.23 to just 5.29 tCO_2e. It's a clear step toward circular economy practices, reducing waste while advancing climate action and sustainable seed production.

02 Efficient Water Use

At Advanta Seeds, we prioritize smart, sustainable water management. Through precision irrigation, soil health practices, and natural water retention methods, we reduce waste and enhance crop resilience. Across our farms and facilities, every drop counts, because protecting water is key to growing a sustainable future.

03 Rainwater Harvesting at Kallakal R&D Center

Advanta's Kallakal R&D facility in India implemented a gravity-fed rainwater harvesting system, expanding capacity by 81%, from 6.31 to 11.42 million liters. This system supports irrigation during dry seasons, reduces groundwater use, and enhances greenhouse efficiency with clean, low-TDS water, advancing both sustainability and research excellence.

04 Reducing Plastic Use in Agriculture

Advanta Seeds is cutting down single-use plastics across operations and in the field. We've replaced plastic mulch with biodegradable alternatives in vegetable seed production, reducing waste and supporting soil health. Through farmer awareness campaigns and in-house recycling initiatives, we're driving sustainable change and lowering agriculture's plastic footprint.

05 Biodegradable Mulch for Sustainable Farming

Advanta India is replacing plastic mulch with biodegradable alternatives in vegetable seed production, eliminating 15 MT of plastic waste. This eco-friendly shift reduces labor, enhances soil health, and supports biodiversity, marking a key step toward sustainable agriculture.

06 Promoting Biodiversity in Agriculture

Advanta Seeds supports resilient and sustainable farming through crop diversity. With over 900 hybrids across 40 crops, we empower farmers to adopt multi-cropping and rotation practices that enhance soil health, climate resilience, and food security. Biodiversity is central to our mission, driving productivity while protecting ecosystems.

UPL

01 The Barranquilla Synthesis Plant

The Barranquilla synthesis plant, known for its high consumption of water and energy and generation of discharges, launched a sustainability route aimed at reducing its environmental footprint. Implemented in 2024, the initiative focused on two key areas: the supply of 100% renewable electricity, sourced from hydroelectric and solar energy, which eliminated CO2 emissions related to energy use and resulted in a certified reduction of 2,270 tonnes of CO2 through IREC (International Renewable Energy Certificates); and the reuse of water from the filtration process, which was previously treated and discharged. This treated water is now repurposed as make-up water for gas scrubbers in the formulation process, reducing both water consumption and liquid discharges by 7,502 cubic meters over six months. The project emerged from the need to cut aqueduct water use and effluents, with the main challenge being the adaptation of systems, including new piping, meters, and controls, to ensure safe reuse without disrupting operations. In addition to technical changes, the initiative involved adjustments to operational routines and promoted a culture of environmental responsibility to ensure long-term impact.

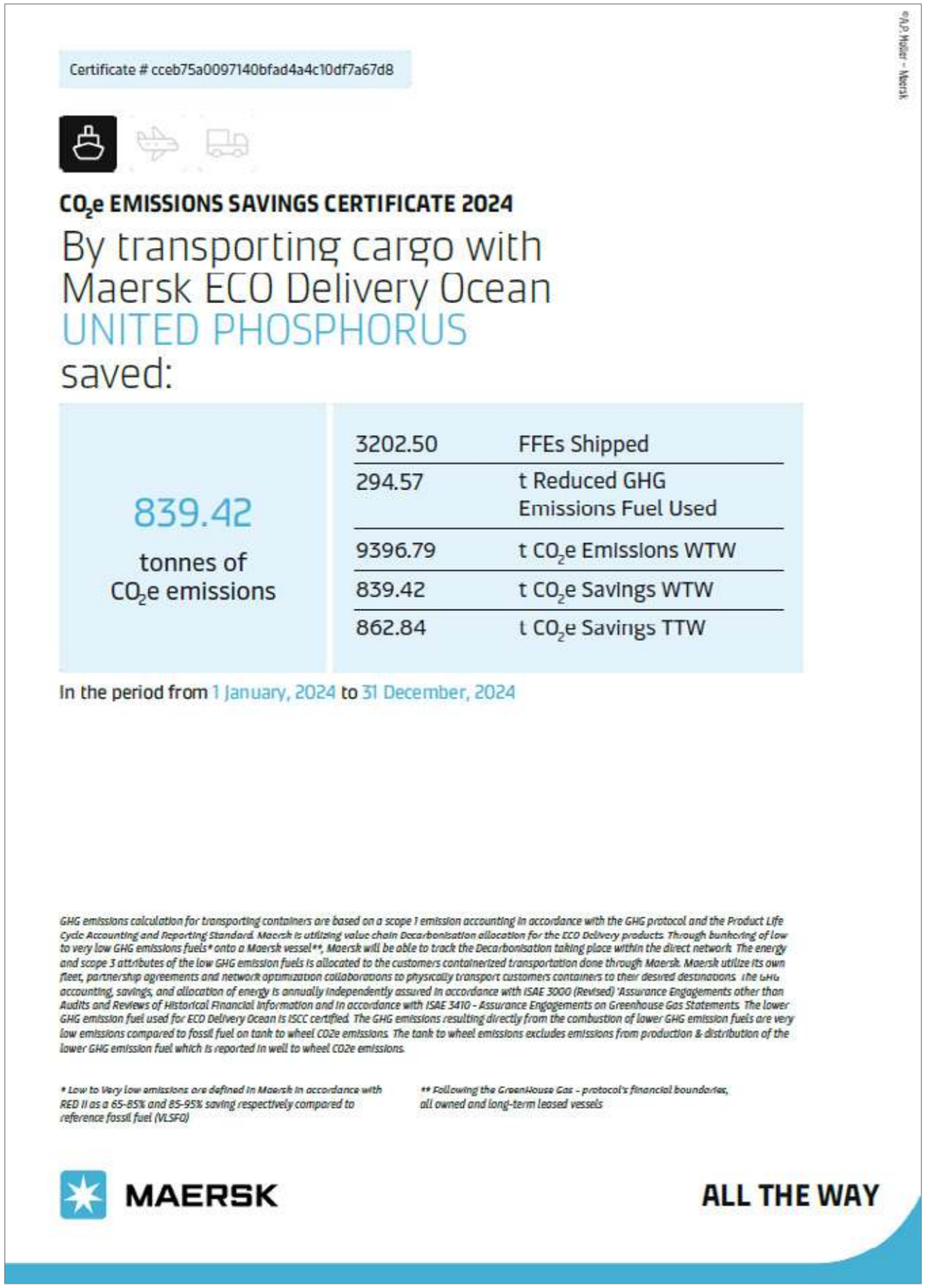
02 The ProNutiva Greenhouse Pepper Project

The ProNutiva Greenhouse Pepper Project, launched by UPL Corp on April 18, 2025, in Mersin, Türkiye, showcases sustainable, export-ready agriculture. In partnership with a local distributor and farmer, UPL replaced synthetic chemicals with biosolutions to grow zero-residue peppers without compromising yield. The project met international market demands, reduced input costs, and improved product marketability. On-site support and trials built trust and confidence among farmers, culminating in a field day that sparked regional interest. The initiative proved that sustainable farming delivers environmental, economic, and social benefits. It reflects UPL's commitment to empowering farmers to innovate and thrive, positioning agriculture as a force for good.

03 UPL Carbon Program

Continued 3rd year with farmers in UPL carbon program.

- Delivered a carbon workshop for farmers in the program, focused on bio-solutions and regenerative practices.
- Finalized Embrapa Low Carbon Soybean 3-years Project to define a certification of soybean produced with low GHG emissions, establishing carbon baselines in 67 farms from 5 different regions.
- Partnered with Future Climate Group to create a new Methodology for Sustainable Agriculture and Carbon Measurement linked to Bio-Solutions. Through the Smart Carbon Farm program, we combine technological innovation with our mission to protect the environment, to enable the regeneration of degraded lands, introducing biosolutions capable of increasing productivity without harming the environment.



Certificate # cceb75a0097140bfad4a4c10df7a67d8

CO_2e EMISSIONS SAVINGS CERTIFICATE 2024

By transporting cargo with Maersk ECO Delivery Ocean
UNITED PHOSPHORUS
saved:

839.42
tonnes of CO_2e emissions

3202.50	FFEs Shipped
294.57	t Reduced GHG Emissions Fuel Used
9396.79	t CO_2e Emissions WTW
839.42	t CO_2e Savings WTW
862.84	t CO_2e Savings TTW

In the period from 1 January, 2024 to 31 December, 2024

GHG emissions calculation for transporting containers are based on a scope 1 emission accounting in accordance with the GHG protocol and the Product Life Cycle Accounting and Reporting Standard. Maersk is utilizing value chain Decarbonisation allocation for the ECO Delivery products. Through bunkering of low to very low GHG emissions fuels onto a Maersk vessel**, Maersk will be able to track the Decarbonisation taking place within the direct network. The energy and scope 3 attributes of the low GHG emission fuels is allocated to the customers containerized transportation done through Maersk. Maersk utilize its own fleet, partnership agreements and network optimization collaborations to physically transport customers containers to their desired destinations. The GHG accounting, savings, and allocation of energy is annually independently assured in accordance with ISAE 3000 (Revised) 'Assurance Engagements other than Audits and Reviews of Historical Financial Information and in accordance with ISAE 3410 - Assurance Engagements on Greenhouse Gas Statements. The lower GHG emission fuel used for ECO Delivery Ocean is ISCC certified. The GHG emissions resulting directly from the combustion of lower GHG emission fuels are very low emissions compared to fossil fuel on tank to wheel CO2e emissions. The tank to wheel emissions excludes emissions from production & distribution of the lower GHG emission fuel which is reported in well to wheel CO2e emissions.*

** Low to Very Low emissions are defined in Maersk in accordance with RED II as a 65-85% and 85-95% saving respectively compared to reference fossil fuel (VLSFO)*

*** Following the GreenHouse Gas - protocol's financial boundaries, all owned and long-term leased vessels*

MAERSK

ALL THE WAY

At UPL, our dedication to decarbonization is at the core of our business operations. We are proud to share our recent achievements in reducing our greenhouse gas (GHG) emissions footprint through strategic partnerships and innovative solutions. This initiative highlights our collaborative efforts with A.P. Moller - Maersk, leveraging their ECO Delivery Ocean service, which has resulted in a significant reduction in Scope 3 emissions.

By choosing Maersk ECO Delivery, UPL has received a GHG emissions saving certificate from Maersk. This certificate is a testament to our commitment to reducing GHG emissions in our logistics operations.

By opting for Maersk ECO Delivery Ocean for our cargo shipments between January 2024 and December 2024, we successfully saved 840 tonnes of CO_2e (WTW) through the use of biofuel and bio-methanol in Maersk's network.

UPL's partnership with Maersk is part of our broader commitment to decarbonization and climate action. We continue to explore opportunities to enhance performance across our supply chain. Our efforts are aligned with global decarbonization goals and demonstrate our resolve to drive meaningful change.

Empowering Resilient and Sustainable Society

At UPL, our commitment to building a better world is guided by a deep sense of purpose and optimism. We believe that our actions, whether within the organization or out in the communities we serve, contribute to a broader, more meaningful impact. This belief drives our OpenAg mission, which centres on creating resilient agricultural ecosystems, prioritizing the well-being of our people, and engaging meaningfully with society to foster inclusive growth.

Material Topics

- Occupational Health and Safety
- Workforce Development & Retention

SDGs Alignment

- Responsible Consumption and Production

Stakeholders

- Investors
- Employees
- Suppliers
- Local Communities
- Regulatory Bodies

2,66,905 ▲
Trees have been planted across 715 acres

12,000+ ▲
Employees

4.86Cr
CSR Spend

1.75 Million
CSR Beneficiaries

Zero
Cases of recordable work-related ill health

1,54,282 ▲
Learning Hours

Our Workforce

In today's rapidly evolving agrochemical landscape, having a workforce that is agile, skilled, and future ready is vital. Our people remain at the core of everything we do, and we are unwavering in our focus on their well-being, development, and empowerment. At UPL, we go beyond individual capabilities. We strive to build a culture that values collaboration, trust, diversity, and continuous learning.

We understand that embracing change, leveraging innovation, and staying responsive are essential for staying ahead in an increasingly digital and interconnected world. As technology transforms the agri-value chain, we are investing in upskilling, digital readiness, and leadership development to ensure our teams can thrive and drive sustainable solutions. By cultivating a globally agile and entrepreneurial workforce, we are reinforcing our position as leaders in innovation within the sector. Our people exemplify the resilience, adaptability, and growth mindset needed to navigate change. With these qualities, and a shared belief in our mission, we continue to empower a workforce that not only meets the demands of today but is also shaping the sustainable food systems of tomorrow.

Inclusivity at UPL

At UPL, we recognize that a truly agile and forward-looking workforce is one that celebrates diversity in all its forms. As we work toward our vision of sustainable food systems, we continue to strengthen our global workforce by embedding inclusivity at every step of the employee journey. We are committed to fostering a workplace where individuals, regardless of age, gender, or background are felt valued, empowered, and supported.

Diversity and inclusion are not just ideals we aspire to, but they are principles we actively integrate into our daily operations. Our employment practices are built on a foundation of fairness, equal opportunity, and accessibility. We take pride in creating a culture where diverse perspectives are welcomed and respected, enhancing our collective ability to innovate and lead.

As part of our commitment to human rights, 100% of our employees are covered under collective bargaining agreements, ensuring their voices are heard and respected in the decision making process.

Beyond our operations in India, our partnership with disabled employees at the "Cerexagri Mourenx" facility in France continues to flourish. Focused primarily on our bag labelling processes, this longstanding collaboration reflects our belief that true inclusion means creating meaningful and sustainable opportunities for everyone. Over the past few years, this partnership has become a powerful example of our global inclusivity efforts in action.

We also recognize that a truly inclusive organization must prioritize holistic employee well-being. Our policies are thoughtfully designed to support the physical, emotional, and financial health of our people. We offer comprehensive benefits, including life insurance, health coverage, disability and invalidity protection, parental leave, and retirement plans for both management and non-management employees. These essential protections are extended to our contractual workforce as well, underscoring our belief that care, and security should be accessible to all members of the UPL family.

Total Employees Hired by Region	No. of Employees Hired from 1 Apr 2024 - 31 Mar 2025					
	Age Group					
	<30		30-50		>50	
Permanent Workforce						
	Male	Female	Male	Female	Male	Female
India	554	66	3	0	516	47
Central America & South America	42	17	9	1	113	46
Europe	12	11	13	8	26	25
Middle East and Africa	8	7	3	0	23	4
ASEAN	26	10	12	3	141	32
North America	32	17	16	7	56	30
Total	674	128	56	19	875	184
Total Employees Hired: 1,936			**New Hire Rate: 15.91%**			

Total Employees Turnover by Region	No. of Employees Turnover from 1 Apr 2024 - 31 Mar 2025					
	Age Group					
	<30		30-50		>50	
Permanent Workforce						
	Male	Female	Male	Female	Male	Female
India	343	31	616	41	69	3
Central America & South America	25	13	182	63	31	4
Europe	12	11	63	31	31	13
Middle East and Africa	3	2	53	17	31	4
ASEAN	25	14	137	38	34	7
North America	25	11	73	53	34	17
Total	433	82	1,124	243	230	48
Total Employees Turnover: 2,160			**Turnover Rate: 17.75%**			

Employee Category	No. of Employee in each category from 1 April 2024 - 31 March 2025					
	Age Group					
	<30		30-50		>50	
Permanent Workforce						
	Male	Female	Male	Female	Male	Female
Senior management	0	0	73	9	72	9
Middle management	11	9	886	303	459	85
Junior management	846	299	3,551	944	633	186
Non-Management workers	863	18	2,302	72	510	26
Other category (Non employment associates)	0	0	0	0	0	0
Non-permanent Employees						
Contractual Workers/ Temporary workers	2,082	4	1,893	31	281	3
Total	3,802	330	8,705	1,359	1,955	309

We offer comprehensive benefits, including life insurance, health coverage, disability and invalidity protection, parental leave, and retirement plans for both management and non-management employees.

Employee Training and Development

At UPL, we are committed to providing a supportive environment that fosters continuous learning, skill enhancement, and career advancement, enabling our employees to achieve their full potential and realize their aspirations. Our OpenAg mission is not just about connecting system; it's also about connecting people and unlocking opportunities that enable personal and professional growth, at every level. Through performance evaluations and one-on-one conversations, employees and managers co-create Individual Development Plans that reflect personal ambitions and professional goals, ensuring that learning stays relevant, intentional, and impactful.

Our Learning and Development Focus

Enabling Business Success

Aligns training with organizational goals to enhance employee performance and drive measurable business impact.

PROGRAMS ▶

- Summit Academy • NPP • Sales Programs
- Health and Safety
- Finance for Non-Finance

Building Managerial Excellence

Develops managerial skills like communication, coaching, and decision-making to empower managers to lead teams effectively.

PROGRAMS ▶

- UPLift Leaders Program
- UPLift Managers Program
- UPLift First Time Managers Program

Committed to Organization Building and Transformation

Building Tomorrow's Leaders

Prepares high-potential employees for future leadership roles through programs focused on strategy, innovation, and leadership.

PROGRAMS ▶

- Job enhancements & rotations
- ALDP • Stand Tall • Executive Coaching
- Mentoring

Enabling On-Demand Learning

Offers flexible, self-paced learning through digital platforms, fostering continuous skill development and adaptability.

PROGRAMS ▶

- Skill Assessments • Live Learnings
- Leadercamps • AI Role Plays

Our development initiatives focus on equipping our employees with the capabilities required to enhance their in-role performance and drive measurable business impact. We have supported the growth of our NPP business and strengthened supply chain processes through initiatives like the NPP Academy and Summit Academy, respectively. Additionally, we use a combination of sales training, product training, and sales coaching to enhance the effectiveness of our sales and commercial teams. Programs like Finance for Non-Finance help employees understand the business impact of their decisions, while our health and safety programs reinforce our commitment to providing a physically and psychologically safe work environment.

We believe that our managers and leaders are key to translating strategy into execution and ensuring alignment and engagement across teams. We invest in developing their managerial and leadership skills through curated programs like UPLift and PowerUp, tailored to each stage of their leadership journey. 72 leaders and 284 managers went through 30 hours of training each as part of UPLift Programs; which was powered by research of MIT Sloan Business Review and supplemented by masterclasses by our leaders. Additionally, 209 first time managers were trained for 17 hours each on core skills to succeed in their roles.

Understanding that our global workforce has evolving development needs and learning preferences, we have enabled ongoing learning through an AI-powered, on-demand ecosystem called OpenIntel, powered by Skillsoft. This is further supplemented by region-specific, in-person learning interventions focused on key competencies and capabilities, as identified by our HR Teams, looking into development needs identified during performance appraisals or through discussions with local leadership. Curated learning paths are created on our OpenIntel, AI powered learning platform, to meet these requirements, in addition to the curated journeys that are rolled out like UPLift programs or Finance for Non-Finance professionals. Monthly learning calendars showcase the most relevant training sessions, both virtual and in-person, Leader camps and Bootcamps, enabling employees to take ownership of their development in a structured and focused manner. **In FY25, UPL employees collectively invested over 154,282 hours in learning.**

> To meet evolving workforce needs and learning preferences, we offer ongoing learning via **OpenIntel** - an AI-powered, on-demand ecosystem by **Skillsoft.**

By investing in our people, we aim to build a high-performing, agile, and adaptable workforce capable of navigating a rapidly changing business environment, while also developing a robust leadership pipeline for the future.

We continue to prioritize awareness and adherence to compliance and information security standards. Through focused training modules, we have achieved over 80% coverage on these critical areas, reinforcing our culture of responsibility and accountability.

Our Talent Attraction and Seeding initiative has successfully enhanced our talent pool through the Apprentice Development Programme. This program achieved a 95%+ joining ratio, expanded campus outreach to over 50 campuses, and completed 80% of the planned campus drives, significantly optimizing recruitment efficiency and strengthening employee retention.

Building Internal Talent Pipeline

At UPL, we view talent development not just as a priority, but as a strategic imperative. Building a strong internal leadership pipeline is essential to sustaining our growth, driving innovation, and delivering on our purpose of reimagining sustainability in agriculture.

Our approach to talent development is structured and future focused. Through our annual Talent Review Process, conducted across Q2 and Q3, we bring together senior leaders and HR teams to evaluate talent holistically and build actionable development pathways. In FY25, this robust review process covered over 86.5% of employees at mid and senior career levels, reinforcing our deep commitment to investing in internal capability.

These reviews help us recognize individuals with strong leadership potential. We implement targeted talent actions and broader learning interventions to ensure that we have a strong bench of ready and capable leaders as the succession pipeline for our key roles.

To nurture tomorrow's leaders, identified through our talent review process, we invest in mentoring, coaching, and job rotations, in addition to high potential training programs, enabling high-potential employees to learn from senior leaders, experienced coaches, and hands-on experiences.

Our flagship Advanced Leadership Development Program (ALDP) had 30 participants from across platforms and regions. The program followed a multi-modal learning approach, including online and classroom sessions, masterclasses, and an action learning project, to build UPL-specific competencies and deeper internal networks. This immersive experience equips leaders with the skills and mindset required to drive innovation, lead high-performing teams, and deliver business impact. Many of our program participants have already taken on expanded roles in the business, reinforcing our investment in them.

Our program for emerging women talent, Stand Tall, saw the participation of 28 women in early-mid level leadership roles, across platforms and regions. The 9-month development journey, focused on enabling mental models to enable personal growth, providing them with an enterprise lens and learning through peer mentoring. The program has an exciting sponsorship component where our senior leaders acted as sponsors and advocates for these participants, enabling them to access their internal and external networks and closely partnering with them and their managers to help the participants achieve their career goals. Some of our program participants have advanced their careers over the last few months, reinforcing the impact of this program.

> In FY25, our robust evaluation process covered over 86.5% of employees at mid and senior career levels, reinforcing our deep commitment to investing in internal capability.

Employee Engagement

At UPL, diversity, equity, and inclusion (DE&I) remain integral to our global operations. We recognize that empowering diverse voices not only sparks innovation but also builds stronger communities and drives sustainable business growth. To foster a sense of belonging, we continue to invest in leadership capability-building, self-paced learning on unconscious bias, and inclusive workplace practices that reach across all levels of the organization. These efforts are complemented by a strong culture of listening and engagement, reflected in our 94% participation and 89% engagement scores from the January 2025 Annual Engagement Survey. This year, we also placed greater emphasis on employee wellbeing, career orientation and digital transformation for a future ready organization.

The UPL Women's Network continues to be a catalyst for gender equity, delivering impact across Africa, Asia, Europe, and Latin America through events, mentoring, and capability development.

> Achieved an impressive 94% employee participation rate and 89% engagement score in our Annual Engagement Survey conducted in January 2025.

In FY25, we proudly relaunched Stand Tall, our signature Women in Leadership program, enrolling 26 high-potential women into a transformative nine-month journey focused on enterprise thinking, peer mentorship, and mindset shifts, all backed by senior leadership sponsorship. In Africa, the Network earned global recognition through the UPL OpenAg Award and hosted powerful forums such as "Women in Agriculture" in South Africa. In Brazil, our ESG Voices platform shaped inclusive initiatives across gender, race, generation, LGBTI+ equity, and disability inclusion.

Women leaders in Myanmar, Indonesia, and Latin America continue to lead by example, driving operational excellence and team engagement. Across Europe, International Women's Week was marked with leadership learning sessions and webinars, while Central Asia and Eastern Europe celebrated with inclusive wellness and sporting activities.

We also promote transparency and alignment through regular Global and Regional Townhalls and a weekly employee newsletter. Our recognition efforts, anchored by local appreciation programs and the OpenAg Awards, culminated in the celebration of 30+ outstanding teams in May 2025. These ongoing initiatives are helping shape a culture at UPL that is inclusive, people-first, and deeply aligned with our purpose, where every employee has the opportunity to grow and thrive.

Occupational Health and Safety

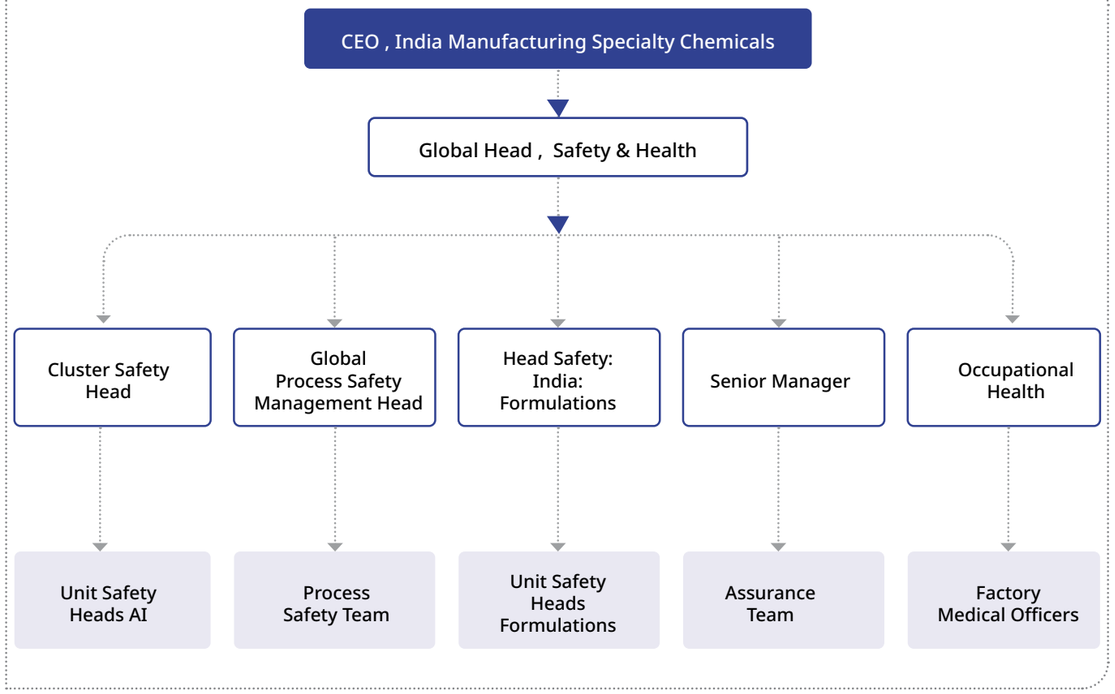
Our guiding principle, "Safety First – Always & Every Time," reflects our deep-rooted commitment to sustainability by embedding safety at the core of our operations. We remain steadfast in our pursuit of Zero Harm for all employees-permanent and contractual, while promoting a culture of safe practices across every site and community we operate in. This unwavering focus is integral to building a sustainable future and safeguarding the well-being of our people and the planet.

All our India sites are certified to ISO 45001:2018 by Bureau Veritas, affirming our dedication to creating a safe and inclusive work environment for all. Our Occupational Health and Safety (OHS) systems undergo continuous improvement through regular internal reviews and third-party audits. In addition, our certification under the Responsible Care program at all India locations further reinforces our enduring commitment to health, safety, and sustainability.

Occupational Health and Safety (OHS) Governance at UPL

To strengthen our safety framework and drive consistent standards across operations, UPL has implemented a comprehensive Health, Safety, and Environment Management System. This system reinforces our safety initiatives, builds awareness among employees, and plays a key role in reducing the likelihood of workplace incidents. We have also established a global Occupational Health and Safety (OHS) Policy that complies with all relevant occupational health, safety, and environmental regulations. This policy applies to all employee, both permanent and contractual, as well as suppliers and partners across our global operations.

UPL evaluates OHS performance at an individual level using a structured framework that incorporates lagging, behavioural, and leading indicators related to workplace and process safety. Performance is reviewed monthly by senior leadership, supporting a culture of continuous improvement. In addition, ongoing enhancements are driven by internal and external assurance programs, such as ISO 14489:2018 and Process Safety Management (PSM) audits, which further reinforces our commitment to a resilient safety culture.



Occupational Health and Safety Management System

UPL has established a robust and comprehensive Occupational Health and Safety (OHS) Management System that covers both direct employees and contractual workforce. This system operates under an integrated framework aligned with global standards such as ISO 45001, Responsible Care, Process Safety Management (PSM), and OSHA requirements.

As part of our ongoing commitment to "Zero Harm", UPL continues to advance its "Culture Transformation Initiative" in collaboration with an external expert agency. This partnership involved conducting diagnostic studies, including Safety Climate Surveys and stakeholder interactions, to benchmark our safety culture against industry peers. Based on the findings, we embarked on a comprehensive Safety Culture Transformation journey to address identified areas of improvement. We are pleased to inform that UPL has achieved a significant step up in cultural ladder in past 2 years and now stands at 'calculative' status. All efforts are led by cross functional teams for the next 'proactive' stage.

All employees, including contract workers, are thoroughly oriented, trained, and engaged in safety practices. This includes training on risk management, UPL-specific OHS protocols, and the processes relevant to their roles.

We have also adopted a strategic approach to continuously improve our safety performance by integrating our IT-enabled abnormality reporting system. This ensures transparency, consistency, and operational efficiency. Alongside periodic evaluations by third-party specialists, we leverage digital tools (software application) to expedite the review and implementation of corrective action plans. We emphasize detailed incident investigations and ensure that root causes are addressed comprehensively through well-defined action plans. All the incidents are classified, actioned upon and Corrective Action and Preventive Action (CAPA) are ensured. We have a robust system of reviewing LFI (learning from incidents) which we share for our internal incidents and external incidents.

Incident Investigation Process

Investigation

A team of supervisors and senior management use a 9 step investigation process 'WHY WHY' analysis to investigate & identify the root cause of the incident.

Post Identification of Root Cause

Once the root cause of the incident is identified, Corrective Action and Preventive Actions (CAPA) are determined and circulated across the UPL sites for its effective deployment. This is achieved through "Learning from Incidents" initiative within UPL.

Post CAPA, digitisation and yearly assessment

1. Periodic tracking of the CAPA using our digital medium for effective and timely management of any escalations if required.
2. Storing the CAPA in our IT based portal for applying it at design stage of similar projects in future
3. Yearly analysis of incidents. Wherever applicable, we hire third party experts for further analysis.
4. Activity-based risk assessment is applied for any change in system technology, people, or facility in addition to Management of Change protocol for smooth transitioning

Hazard Identification

We adopt a holistic approach to hazard identification, employing various tools to develop appropriate strategies and mitigation plans. We also ensure the effectiveness of these plans by validating their implementation. This comprehensive process, including hazard identification and mitigation, is overseen by a cross-functional team, highlighting our expertise in safety management.

Tools used to identify risks and hazards:

- Activity-based hazard identification and risk analysis (HIRA)
- Human-chemical interface analysis
- Human-machine interface analysis
- Three-stage Process Hazard Analysis (PHA), including HAZOP
- Advanced methodologies such as LOPA and Bow-Tie
- Job Safety Analysis (JSA)

Implementation and verification of mitigation plans:

Mitigation plans are implemented to address identified root causes.

Implementation is verified through Pre-Start-up Safety Review (PSSR), safety audits, and Gemba walks.

Implementation of mitigation plans for identified root causes

Activity-based hazard identification and risk analysis (HIRA)

This is followed by the verification of the implementation of mitigation plans through Pre-Start up Safety Review (PSSR) safety audits, Gemba walks.

Safety Capability Building

To foster a safety conscious culture among both permanent and contract staff, we have introduced a three-phase training model. This initiative enhances employee capabilities by customizing training modules according to specific roles, thereby improving the overall effectiveness of training programs. In addition, we offer specialized training in key safety domains such as Process Safety Management, pivotal safety roles, Safety Leadership, Hazard Recognition, Construction Safety, Electrical Safety, and Emergency Response Management. These assessment driven programs are designed to address any existing training gaps, ensuring our workforce is well equipped to manage safety-related challenges.

Our Safety Capability Building Strategy

Level O and 1: Induction training programs

1. Induction training program that covers 8 detailed modules, field exercises, and practical demonstrations for specific hazards.
2. A pre and Post training assessment is conducted to test the understating level of each employee and the program made by them.

Safety Trainings Tailored for Employee-Specific Roles

1. Emphasis on training linked to function-specific roles of employees.
2. A tailored safety program is designed based on individual employee roles.
3. Continuous capacity-building exercises through blended learning interventions.

Daily Plant-Level Safety Initiatives

1. Daily safety talks conducted on predefined topics.
2. Trainings based on individual development goals created by employees in coordination with their respective supervisors.

Process Safety Management

UPL in the last 2 years has embarked on Process Safety Management (PSM) in a very structured manner as Process Safety Management addresses the key aspects for prevention of Catastrophic Incidents like Fires, explosions and Loss of Containment.

We follow PSM in lines of US OSHA CFR 1910.119. UPL works on various systems like 3 stage Process Hazards Analysis, Pre-Startup Safety Review, Management of Change, Cyclic PHAs, Incident Investigation, and advance tools & techniques LOPA, Bow-Tie etc. We also embarked upon asset integrity and reliability program, like Permit to Work, Contractor Safety Management etc. to ensure implementation on the lines of US OSHA CFR 1910.119.

> We follow PSM in line with US OSHA CFR 1910.119.

- UPL has now started reporting of process safety incidents and follows the protocols laid by Center for Chemical Process Safety, AIChE.
- Process Safety Performance indicators are now part of the performance evaluation of every employee. We have now introduced a first of its kind course on "Advance diploma in Process Safety" at our UPL university for developing both inhouse capability as well as building capability within industrial chemical manufacturer's fraternity including MSMEs.
- In last 2 years, we have dedicated PSM team and we have developed 50 inhouse PSM practitioners as part of our capability building program.

Emergency Preparedness

At UPL, our unwavering commitment to sustainable growth is deeply rooted in our core values, which place the highest priority on human life, safety, and environmental stewardship. Understanding the critical importance of protecting our people, assets, and the environment, we proactively implement robust emergency response measures to mitigate risks and ensure business continuity.

To strengthen our preparedness, we have established a dedicated Emergency Response Team (ERT) composed of trained experts skilled in emergency management techniques. These teams are supported by comprehensive training programs designed to equip employees with the necessary skills and confidence to respond effectively to unforeseen situations. In India alone, more than 800 employees have been trained as ERT members, including trained First Aider for medical procedures and trained firefighting teams, enabling swift and efficient mitigation of potential emergencies.

Every year we conduct a centralised ERT competition for all our site, which is best in class of exercise. Our ERT team enjoys the reputation of being best in the geographical zones supporting response to authorities, and nearby industries.

Health and Wellbeing

We place the health and wellbeing of our permanent and contractual employees at the forefront of our operations. Our approach is holistic, covering a wide range of proactive health initiatives.

Pre-employment health assessments are conducted for all new hires, and annual medical check-ups are provided to ensure continued wellness. Our medical evaluations include specialized tests such as Blood Cholinesterase Activity (BCA) and vertigo screenings, tailored to the unique risks associated with each role.

Our fully equipped Occupational Health Centers (OHCs) offer onsite medical care, medications, and antidotes, ensuring immediate response to workplace health issues. We place special emphasis on managing chemical exposure and fire hazards, which are key occupational health concerns in our industry. For instance, annual health check-ups are specifically arranged for employees in workshops and those handling hazardous products, such as those at our Yilong Plant in China.

Additionally, we carry out occupational disease screenings to proactively safeguard the long-term health and safety of our workforce.

Work-Related Injuries and Work-Related Ill Health

Employees: Safety

2024-25				
Particulars	Total (Incidents)	Male (Incidents)	Female (Incidents)	Rate
The number and rate of fatalities as a result of work-related injury	0	0	0	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	4	4	0	0.29
The number and rate of recordable work-related injuries	4	4	0	0.29
The main types of work-related injury	2	2	0	NA
The number of hours worked	1,35,99,622	NA	NA	NA

2024-25			
Particulars	Total (fatalities)	Male (fatalities)	Female (fatalities)
Fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	0	0	0
The main types of work-related ill health	NA	NA	NA

Workers: Safety

2024-25				
Particulars	Total (Incidents)	Male (Incidents)	Female (Incidents)	Rate
The number and rate of fatalities as a result of work-related injury	0	0	0	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	4	4	0	0.15
The number and rate of recordable work-related injuries	4	4	0	0.14
The main types of work related injury	2	2	0	NA
The number of hours worked	2,87,15,843	NA	NA	NA

2024-25			
Particulars	Total (fatalities)	Male (fatalities)	Female (fatalities)
Fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	0	0	0
The main types of work-related ill health	NA	NA	NA

	Employees	Contractors
Lost Time Injury Frequency Rate (LTIFR) (per one million hours worked)	0.29	0.14
Data Coverage (% of employees/ contractors, operations, or revenues)	100	100

Process Safety Incident Rates: India Manufacturing

Particulars	2023-24	2024-25
Tier 1 Process Safety Incident	0	0.02
Tier 2 Process Safety Incident	0.02	0.01

Safety Culture at UPL

At UPL, cultivating a strong and participative safety culture is a shared responsibility embraced at every level of the organization. Our Life Safety Rules Standards empower all employees with the authority and accountability, to intervene or pause operations whenever they identify unsafe conditions or potential hazards. This reinforces a workplace environment where safety is non-negotiable and proactive risk mitigation is encouraged.

To drive consistency in safety practices across our manufacturing sites, we have designated Plant Safety Representatives (PSRs) who function as on-ground safety champions. These representatives, embedded within individual plant teams, play a crucial role in ensuring adherence to protocols and fostering a safety-first mindset among colleagues.

Our commitment to safety extends to both permanent and contractual staff, reflected in the formation of dedicated Safety Committees at each location. These committees consist of employee representatives from all categories of the workforce and are instrumental in steering the continuous evolution of our Occupational Health and Safety Management System. They also facilitate timely and effective communication of safety-related information, ensuring awareness reaches every corner of the organization.

Throughout the year, we organize targeted events and awareness campaigns designed to embed safety deeper into our workplace culture. At our Cerexagri Mourenx facility in France, for example, we have adopted innovative approaches to employee engagement in safety practices. Initiatives such as monthly "Safety Moment" themes encourage open discussions on key safety topics while reinforcing behavioral expectations. Additional efforts include the distribution of antipollution kits and training modules focused on chemical splash prevention, practical tools to enhance frontline preparedness.

We continuously seek feedback from our employees to strengthen our safety systems. Their insights play a vital role in identifying improvement opportunities and informing action plans. Concrete steps, such as the installation of blowers and vent collection systems on centrifuge tanks, have been undertaken as a result of this feedback, reflecting our ongoing commitment to providing a safer and more resilient work environment.

Community Engagement

UPL is committed to building a sustainable future for all stakeholders, prioritizing people and the planet alongside business growth, with Corporate Social Responsibility (CSR) initiatives deeply ingrained in its values, driven by the principles of "Open Hearts" and "Always Human."

The company's holistic approach focuses on creating a more equitable and inclusive society, making a positive impact beyond business operations, through sustainable solutions addressing community needs, collaboration, knowledge transfer, and shared value creation, aligning with United Nations Sustainable Development Goals (UN SDGs) and national development needs.

UPL is working with a vision to catalyse sustainable transformation and social integration, promoting equality, social inclusion, economic growth, and environmental stewardship, empowering communities to lead dignified lives, enhancing livelihoods, and fostering resilience, embodying the belief that "Nothing is Impossible" and demonstrating a commitment to leaving a lasting, positive legacy for future generations.

UPL's CSR values are consistently embraced and implemented across all its global subsidiaries, reflecting a unified commitment to social responsibility. Through our collective efforts, we have positively impacted the lives of approximately 1.75 million individuals worldwide, reinforcing our dedication to inclusive and sustainable development.

Key thematic focus areas.

Institutions of Excellence

Supporting, Managing and working with institutions of excellence to help needy individuals shape their careers and lives.

Sustainable Livelihood

Focusing on creating opportunities for work and economic growth, particularly for small and marginal farmers, youth, and women, while actively reducing inequalities.

Biodiversity Conservation

Addressing critical environmental issues like species conservation, afforestation, water conservation and environmental education. Creating an ecosystem where humans and nature coexist in harmony.

Inclusive Development & Growth

Delivering inclusive growth positively impacts social infrastructure, improves living standards, and boosts the economy. Fostering sustainable development for a brighter future.

Highlights for 2024-2025

A Institutions of Excellence

At UPL, expanding access to quality education is a cornerstone of our social development efforts. Our institutions embody excellence, inclusivity, and a forward-thinking approach, cultivating skilled and empowered individuals who contribute to nation-building. With a focus on academic excellence, holistic development, and life skills, we provide students from diverse backgrounds with opportunities to thrive.

01 Smt. Sandraben Shroff Gnyan Dham School, Vapi, Gujarat

Established over five decades ago, Gnyan Dham is a reputable institution offering education from Nursery to Grade 12. With dynamic teaching methods, the school consistently achieves outstanding board results, with a majority of students securing distinctions. Over 1,800 students annually benefit from its high-quality academic environment, fostering a culture of excellence.

02 UPL University of Sustainable Technology, Ankleshwar, Gujarat

The journey of UPL University of Sustainable Technologies (UUST) started in 2011 with the establishment of the Shroff S.R. Rotary Institute of Chemical Technology (SRICT). Today, SRICT, under UUST, is a leading engineering institution in Gujarat. Notably, SRICT-ISR is also a prominent postgraduate center for M.Sc. programs in South Gujarat. With a remarkable 100% placement record for eligible students, UUST has graduated over 2,000 students in science and technology disciplines.

03 Sandra Shroff College of Nursing, Vapi, Gujarat

Established in 2003 with the motto “Service to Mankind,” this prestigious college is a premier institution in South Gujarat for nursing education. It is widely recognized for producing compassionate and skilled healthcare professionals.

04 Gnyan Dham Eklavya Model Residential School, Ahwa, Gujarat

Founded in 2011 under a Public-Private Partnership with the Gujarat State Tribal Education Institutions Society, this residential school is operated by the Gnyan Dham Vapi Charitable Trust. It exclusively serves students from tribal communities, with an intake capacity of 430 students, providing access to high-quality education aimed at the holistic development of tribal youth.

05 UPL Centre for Agriculture Excellence, Nahuli, Gujarat

Established in 2002, this center provides hands-on training in sustainable farming practices. It includes residential facilities with free food and accommodation for farmers attending exposure visits and training sessions. To date, over 26,000 farmers have been trained in practical agricultural techniques, promoting sustainable livelihood practices.

B Sustainable Livelihoods

UPL is committed to strengthening the capabilities and assets of communities through a people-centric, multi-level, participative, and sustainable approach, addressing both farm-based and non-farm-based livelihoods. Our integrated strategy specifically focuses on empowering women, school dropout youth, and marginal farmers, creating pathways for economic resilience and inclusive development.

01 Agriculture Development with Small and Marginal Farmers

UPL is transforming agriculture in Gujarat by empowering 11,000+ small and medium farmers across 8 clusters. Through a holistic approach, farmers receive sustainable inputs, advanced technologies, financial support, market access, and post-harvest facilities. This 360-degree model makes farming more profitable and resilient to climate change, enhancing food security, nutrition, and prosperity for rural communities.

02 Entrepreneurship Development for Women

This initiative empowers rural women by fostering economic, social, and cultural growth through entrepreneurship. Key components include:

- Mobilizing women into Self-Help Groups (SHGs) to promote collective action
- Establishing Credit and Savings Cooperative Societies for access to finance
- Supporting micro-enterprise development to generate additional household income
- Building self-confidence and risk-taking abilities among women

The initiative has improved living standards, community well-being, and women’s empowerment, creating a positive impact on rural households.

To date, we have reached over 2,000 rural women, working closely with 141 SHGs spread across 35 villages in our project areas.

03 Skilling School Dropout Youth

In partnership with CED and GIDC, and managed by S.R. Shroff Aajivika Trust, UPL's skill development centers provide industry-relevant training to school-dropout youth, enhancing their employability. With industry-driven curriculum and pedagogy, the centers facilitate placements in neighbouring industries, promoting holistic growth and creating a win-win scenario for individuals and employers.

So far, over 2,500 youth have been trained, with more than 1,800 successfully placed in various industries, improving livelihoods and contributing to the financial stability of their families.

C Biodiversity Conservation

At UPL, we are committed to fostering an environmentally conscious community by integrating nature conservation into every facet of development and advocating for the judicious use of natural resources. Our approach places strong emphasis on protecting local ecosystems while actively engaging communities in sustainable environmental stewardship.

01 Species Conservation

The Sarus Conservation Project, initiated by UPL in 2015, protects Gujarat's iconic Sarus Crane population in Kheda and Anand districts. By engaging local communities, the project has documented increased nesting success and identified new sites.

Collaborating with villagers, "Rural Sarus Protection Groups" were formed to combat egg theft, nest destruction, and poaching, promoting effective conservation efforts.

By 2024–25, 1,431 Sarus cranes were documented across 400 sq. km, marking a 186% increase from the initial count of 500 in 2015–16.

UPL Ltd has launched the "Vulture Conservation Project" in Khambat taluka of Anand district, Gujarat, to protect critically endangered vulture species. With seven of India's nine vulture species found in Gujarat, the project aims to document populations, breeding habits, and threats. Collaborating with local communities, UPL will create awareness, form community groups, and build capacity to safeguard vulture habitats and reduce threats.

In 2024-25, 125 vultures have been recorded as compared to 86 in the year 2022-23. The initiative is community-driven, with the formation of Jatayu Mitras, local volunteer groups made up of farmers and youth dedicated to vulture conservation efforts.

02 Project GREENS

UPL's social forestry initiative, launched in 2016, rehabilitates degraded forests and common lands through community engagement. Spanning 9 plantation sites across Gujarat, the project has planted 2.66 lakh trees, creating a 715-acre green cover. With active involvement from Gram Panchayats, schools, and the forest department, the initiative boasts an 80% sapling survival rate, promising a thriving forest ecosystem.

Gujarat's vast intertidal area boasts rich biodiversity, including mangroves and marine life. To protect this fragile ecosystem, UPL has undertaken mangrove plantation activities in Bharuch district's Vagra Taluka. The initiative aims to create a green wall, educate local students, and provide livelihood opportunities to tribal communities, promoting sustainable development and conservation.

So far, over 4.95 lakh mangrove saplings have been planted across 250 acres, supporting biodiversity and climate resilience.

03 Water Conservation

UPL Ltd's water conservation initiatives aim to tackle India's water challenges through sustainable practices. Key efforts include constructing check dams and water harvesting structures in Gujarat to enhance water availability and groundwater levels. The initiative encompasses:

- Water conservation through pond deepening, rainwater harvesting, and river desilting
- Training farmers and forming community groups for sustainable water management
- Constructing and rejuvenating over 23 water conservation structures, such as ponds, lakes, and check dams, in the last five years

These efforts have contributed significantly to water conservation, groundwater recharge, and improved water availability for agriculture and domestic use, ultimately benefiting local communities.

04 Eco-Clubs

Eco-clubs empower school students to become environmental stewards, promoting sustainability in their communities. For over a decade, these clubs have thrived, engaging members in activities like tree plantations, eco-friendly initiatives, awareness programs, and nature-themed events. By celebrating key environmental days, club members spread awareness and inspire action among families and community members.

To date, 131 Eco-Clubs have been established with 5,590 student members, and more than 17,000 students have been sensitized on environmental issues.

D Inclusive Development and Growth

UPL is dedicated to formulating strategies and implementing actions that promote holistic development in surrounding communities. Our efforts are rooted in inclusive planning, continuous dialogue, and active community participation, ensuring sustainable outcomes that directly enhance quality of life.

01 Gram Pragati – Village Infrastructure Development

Under the Gram Pragati initiative, UPL undertakes comprehensive infrastructure development projects in rural neighborhoods. In 2024–2025, key interventions included:

- School renovations to create conducive learning environments
- Installation of drinking water facilities in schools
- Playground development to support physical wellbeing
- Village pond renovations and river embankments for improved water management
- Construction of low-cost housing and crematoriums for tribal families

These projects are executed in close collaboration with local communities, ensuring their relevance and sustainability.

02 Sanitation – Construction of Toilets

UPL's initiative to drive behavioral change in hygiene and sanitation has led to the construction of 58 toilet blocks across 6 Indian states. By empowering school children as change agents, the project promotes household hygiene awareness, fosters long-term sanitation practices, and enhances access to quality sanitation facilities. This effort has significantly contributed to creating healthier communities, improving overall well-being, and instilling sustainable hygiene habits among future generations.

03 Safety Training Programs

UPL's decade-long commitment to safety and preparedness has empowered communities through targeted training programs. Key initiatives include:

- **Self-defence training** for adolescent girls to boost confidence and security
- **Home safety workshops** for women, promoting risk awareness and prevention
- **Road safety awareness** campaigns to reduce accidents and promote responsible commuting
- **Industrial safety training** for local workers, enhancing workplace safety and compliance

These programs demonstrate UPL's dedication to protecting and empowering vulnerable populations.

04 Narmada Cluster Development

Under Narmada Development Project we are working with 5,000+ small and marginal tribal farmers to enhance their livelihoods through interventions in the "Agriculture development" by developing sustainable "Value Chains" for sustained incomes.

05 Tinkerer's Lab – IIT Jammu

In partnership with Maker Bhavan Foundation (MBF) and IIT Jammu, UPL has helped establish a Tinkerer's Lab that fosters a culture of innovation and design thinking. It empowers students through hands-on learning, collaborative problem-solving, and ethical leadership development.

06 Adarsh Krishi Niyojaniya

Aiming to bridge the skill gap among rural youth, this initiative provides education in farm mechanization and agri-technology. In 2024–25, over 1,430 youth were trained through 70 sessions across 8 states, enhancing their employability and entrepreneurial potential.

07 Mobile Medical Van – Hamirpur

Delivering essential healthcare services across 9 districts, this mobile health initiative has:

- Reached **32 assembly constituencies** and **1,450+ panchayats**
- Covered **6,400+ villages**
- Conducted over **100,000 OPDs**, improving healthcare access in remote locations

08 Sports Complex Development – Palitana.

To promote sports culture in rural India, UPL supported the construction of a state-of-the-art sports facility in Palitana, encouraging youth participation and fostering community well-being.

09 Digital Education Infrastructure – Samastipur, Bihar

To enhance digital literacy, UPL upgraded a rural school's computer lab, benefitting **1,200+ students**, including **60% girls**.

- **12 advanced desktops** were installed
- **A solar-powered backup system** ensures uninterrupted learning, supporting **over 25 desktops**

10 Project FALI – Maharashtra

The FALI (Future Agriculture Leaders of India) program empowers high school students from both rural and urban backgrounds to view agriculture as a progressive career.

- **Offers technical training, mentorship, and networking**

Equips youth with the tools to drive innovation and sustainability in Indian agriculture.

E Flagship Initiatives

01 UPL Corp Initiatives

Empowering Cocoa Farmers Through Sustainable Practices and Crop Diversification

Cotton Stewardship: Helping Farmers Apply Crop Protection Effectively

02 Advanta

Empowering Tanzania's Youth Through Seeds and Sustainability

Advanta Seeds Tanzania partnered with Farm Africa on the Vijana Kilimo Biashara (VKB) project to spark youth-led agribusiness in Tanzania's Dodoma and Singida regions. Targeting 60,000 young farmers across 556 villages, the initiative focused on boosting self-employment through improved agriculture, with sorghum, sunflower, maize, and vegetables as core crops.
Advanta contributed over 400 kg of high-yielding hybrid seeds, establishing 49 demo plots, live training farms that demonstrated modern seed technologies and climate-smart practices. These plots became catalysts for change, training 29,000 farmers in sustainable farming methods and strengthening the role of youth, particularly women, in agribusiness.

> The Sarus Conservation Project, initiated by UPL in 2015, protects Gujarat's iconic Sarus Crane population in Kheda and Anand districts.

03 Training of farmers/technicians in Resource Management and Good Practices.

Since 2007, the Aplique Bem program,developed in partnership with the Agronomic Institute (IAC), has delivered hands-on training in safe and efficient agricultural spraying across Brazil. Leveraging five mobile "Techmovel" laboratories, the initiative brings tailored education directly to rural properties, increasing participation and impact among applicators and farmers. In FY 2025 alone, 415 sessions were held, reaching 5,437 farmers. Cumulatively, the program has impacted over 89,000 farmers across 1,200 municipalities in 22 states, delivering more than 4,900 training sessions. Benefits include improved applicator safety, optimized pesticide use, better resistance management, and minimized environmental contamination, supporting more sustainable food chains. In parallel, the UPspray mobile application, launched in 2020, complements in-person efforts by guiding farmers on sprayer calibration, nozzle selection, PPE use, and spray history tracking. In FY 2025, the app saw a 27% growth, reaching 8,920 active users. Both programs have strengthened UPL's reputation, supported customer loyalty, and enhanced stewardship in the field. As IAC researcher Hamilton Ramos noted, "Training is not just about providing information but about transmitting knowledge and changing behavior", a goal clearly reflected in the nationwide adoption and positive feedback these initiatives continue to receive.

04 Uganda Cropping Season 2024

In 2024, UPL, in partnership with the African Fertilizer and Agribusiness Partnership (AFAP) and Advanta, implemented a robust sales development initiative across Uganda's Central, Western, Northern, and Eastern regions. Running from April to December, the project aimed to boost smallholder farmer productivity, strengthen agro-input systems, and expand UPL's market presence. It established 18 demonstration plots showcasing key crops, maize, sorghum, sunflower, tomatoes, and watermelon, and hosted 18 farmer field days, reaching 1,263 farmers (126% of target) with hands-on training on crop management and safe input use. Capacity-building efforts extended to 46 agrodealers (153% of target) and 6 community-based agents (100%), equipping them with technical knowledge and advisory skills. Through 950 radio spots and 5 talk shows, the project broadcast messages on food security and input best practices, significantly expanding outreach, especially in remote areas. Commercially, 48 agrodealers were actively selling UPL products (126% of target), with 7 SKUs, including USTAAD, Glory, Tridex, Uthane, and QUICKPHOS, driving total sales of $318,810 and a gross profit of $74,489. Despite challenges like drought, farmers reported increased yields and confidence in product use, while agrodealers experienced stronger customer demand and business growth. The initiative not only improved farmer livelihoods and food security but also strengthened local supply chains, reinforced brand trust, and laid a foundation for long-term agricultural transformation in Uganda.

GRI Index

Statement of use	UPL Limited has reported the information cited in this GRI content index for the period April 2024 to March 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Page No.	Comments/Reason for omission
	GRI 2: General Disclosures 2021		
	Organizational Profile		
2-1	Organizational details	15,29-30	
2-6	Activities, value chain and other business relationships	29-30	
2-7	Employees	30, 31, 122-124	
2-28	Membership associations	47	
	Strategy		
2-22	Statement on sustainable development strategy	51, 20-21	
	Business Integrity		
2-23	Policy Commitments	60-61	
2-26	Mechanisms for seeking advice and raising concerns	62	
2-27	Compliance with laws and regulations		We comply with all the applicable, national and international, laws and regulations
	Governance		
2-9	Governance structure and composition	54-57	
2-10	Nomination and selection of the highest governance body	61-62	
2-11	Chair of the highest governance body	54	
2-12	Role of the highest governance body in overseeing the management of impacts	57	
2-13	Delegation of responsibility for managing impacts	58-59	
2-14	Role of the highest governance body in sustainability reporting	58-59	
2-15	Conflicts of interest	59	
2-16	Communication of critical concerns	54-57, 65-69	

GRI Standard	Disclosure	Page No.	Comments/Reason for omission
2-17	Collective knowledge of highest governance body	54	
2-18	Evaluation of the performance of the highest governance body	60	
2-19	Remuneration policies	61-62	
2-20	Process to determine remuneration	61-62	
2-21	Annual total compensation ratio		Please refer our latest annual report FY 2024-25
	Stakeholder Engagement		
2-29	Approach to stakeholder engagement	70-73	
2-30	Collective bargaining agreements	122	17% of UPL employees are represented by an independent trade unions.
	Reporting Practices		
1	Requirement 7: Publish a GRI content index	145	
1	Requirement 8: Provide a statement of use	145	
2-2	Entities included in the organization's sustainability reporting	18-19	
2-3	Reporting period, frequency and contact point	18-19	
2-4	Restatements of information		No restatements
2-5	External Assurance	8	
3-1	Process to determine material topics	73-74	
3-2	List of material topics	75-77	
	Material Topics		
	Governance and Economics		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	80-81	
204 – 1 (2016)	Proportion of spending on local suppliers	88	
205	Anti-corruption	15, 61, 65	
206 – 1 (2016)	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	62-63	

GRI Standard	Disclosure	Page No.	Comments/Reason for omission
	Agriculture Innovation & Productivity		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	80-81	
	Sustainable Supply Chain		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	80-81	
308–1 (2016)	New suppliers that were screened using environmental criteria	86-91	
308–2 (2016)	Negative environmental impacts in the supply chain and actions taken	86-91	
408-1 (2016)	Operations and suppliers at significant risk for incidents of child labor	86-91	
409-1 (2016)	Operations and suppliers at significant risk for incidents of forced or compulsory labor	86-91	
414-2 (2016)	Negative social impacts in the supply chain and actions taken	86-91	
414-1 (2016)	New suppliers that were screened using social criteria	86-91	
	Combating Counterfeit Products		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	85	
	Product Stewardship and Safety		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	81	
416-1 (2016)	Assessment of the health and safety impacts of product and service categories	81	
416-2 (2016)	Incidents of non-compliance concerning the health and safety impacts of products and services	81	
417-1 (2016)	Requirements for product and service information and labelling	81	
417-2 (2016)	Incidents of non-compliance concerning product and service information and labelling	81	
417-3 (2016)	Incidents of non-compliance concerning	81	

GRI Standard	Disclosure	Page No.	Comments/Reason for omission
	Data Security		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	62-63	
Non-GRI	Data integrity and security	62-63	
418-1 (2016)	Substantiated complaints concerning breaches of customer privacy and losses of customer data	63	
	Customer Satisfaction		
2-25	Processes to remediate negative impacts	75	
3-3	Management of material topics	92	
	Environmental Management		
	GHG Emissions and other Emissions		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	107-109	
305 – 1 (2016)	Direct (Scope 1) GHG emissions	107	
305 – 2-2016	Energy indirect (Scope 2) GHG emissions	107	
305 – 3 (2016)	Other indirect (Scope 3) GHG emissions	108	
305 – 4 (2016)	GHG emissions intensity	107	
305 – 5 (2016)	Reduction of GHG emissions	109	
305 –6 (2016)	Emissions of ozone-depleting substances (ODS)		Information unavailable (Most of our plants use refrigerant gases with zero ozone depleting potential)
305 – 7 (2016)	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant	107	
	Process Innovation		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	80	
	Energy Management		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	105-106	
302 -1 (2016)	Energy consumption within the organization	105	

GRI Standard	Disclosure	Page No.	Comments/Reason for omission
302-2 (2016)	Energy consumption outside of the organization		Information unavailable. (Currently, we do not monitor this data. We intend to incorporate systems in place to disclose the same for future reporting purposes)
302-3 (2016)	Energy intensity	106	
302-4 (2016)	Reduction of energy consumption	106	
302-5 (2016)	Reductions in energy requirements of products and services		Information unavailable. (We have taken initiatives with respect to process changes which is based on our yearly projects instead of our products and services.)
	Waste Management		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	110-112	
306–1 (2020)	Waste generation and significant waste-related impacts	111-112	
306–2 (2020)	Management of significant waste-related impacts	112-112	
306–3 (2020)	Waste generated	111	
306–4 (2020)	Waste diverted from disposal	111	
306 – 5 (2020)	Waste directed to disposal	111	
	Water Use and Management		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	102-104	
303-1 (2018)	Interactions with water as a shared resource	102-104	
303-2 (2018)	Management of water discharge-related impacts	102	
303–3 (2018)	Water withdrawal	103	
303–4 (2018)	Water discharge	104	
303–5 (2018)	Water consumption	103	

GRI Standard	Disclosure	Page No.	Comments/Reason for omission
	Biodiversity		
2-25	Processes to remediate negative impacts		
3-3	Management of material topics		
307–1 (2016)	Non-compliance with environmental laws and regulations	100	
	Business Continuity		
2-25	Processes to remediate negative impacts		
3-3	Management of material topics		
307–1 (2016)	Non-compliance with environmental laws and regulations		
	Social		
	Occupational Health and Safety		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	128-134	
403–1 (2018)	Occupational health and safety management system	129	
403–2 (2018)	Hazard identification, risk assessment and incident investigation	130	
403–3 (2018)	Occupational health services	132	
403–4 (2018)	Worker participation, consultation, and communication on occupational health and safety	134	
403–5 (2018)	Worker training on occupational health and safety	131	
403–6 (2018)	Promotion of worker health	134	
403–7 (2018)	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	131-132	
403–8 (2018)	Workers covered by an occupational health and safety management system	131-132	
403–9 (2018)	Work-related injuries	132-134	
403–10 (2018)	Work-related ill health	132-133	
Non-GRI	Operational Safety, Emergency Preparedness & Response	132	
	Workforce Development & Retention		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	122-127	
401-1	New employee hires and employee turnover	123	

GRI Standard	Disclosure	Page No.	Comments/Reason for omission
401-1	New employee hires and employee turnover	123	
401-2	Benefits provided to full-time employees that are not provided or temporary or part-time employees	122, 124	
401-3	Parental Leave	122	
412–2 (2016)	Employee training on human rights policies or procedures	125, 126	
	Local Communities		
2-25	Processes to remediate negative impacts	75-77	
3-3	Management of material topics	135-144	
413 – 1 (2016)	Operations with local community engagement, impact assessments and development programs	135-144	
413 – 2 (2016)	Operations with significant actual and potential negative impacts on local communities	135-144	

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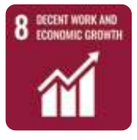

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United Nations Global Compact Principles Index

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Principle 2: Make sure that they are not complicit in human rights abuses	15, 37, 58, 89
Labour	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	122
Principle 4: The elimination of all forms of forced and compulsory labour	122
Principle 5: The effective abolition of child labour	122
Principle 6: The elimination of discrimination in respect of employment and occupation	122
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges	35, 98-115
Principle 8: Undertake initiatives to promote greater environmental responsibility	35, 103, 106, 109, 112, 115-117
Principle 9: Encourage the development and diffusion of environmentally friendly technologies	103, 106, 109, 112, 115-117
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	61, 65

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Water Security	102-104
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Notes

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CERTIFICATE OF MEMBERSHIP

This is to certify that

UPL

is a constituent company in the FTSE4Good Index Series

FTSE4Good

June 2025

The FTSE4Good Index Series is designed to identify companies that demonstrate strong environmental, social and governance practices measured against globally recognised standards.

V3.0

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