



Pfizer Limited

The Capital, 1802/1901,
Plot No. C - 70, G Block, Bandra Kurla Complex,
Bandra (East), Mumbai 400 051.
Tel : +91 22 6693 2000 Fax : +91 22 2654 0274

August 6, 2024

The Corporate Relationship Dept.
BSE Limited
1st Floor, P.J.Towers
Dalal Street, Fort
Mumbai – 400 001
Scrip Code: 500680

The Manager, Listing Dept.
The National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor, Plot No. C/1,
G Block Bandra-Kurla Complex, Bandra (E)
Mumbai – 400 051
Scrip Symbol: PFIZER

Dear Sirs,

Sub: Business Responsibility & Sustainability Report for the Financial Year 2023-24

Ref: Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015

In compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015, we submit herewith the Business Responsibility & Sustainability Report for the financial year 2023-24, which forms part of the Annual Report for financial Year 2023-24, submitted to the Exchanges vide letter dated August 6, 2024.

Please take the above on record.

Thanking you,

Yours truly,

For Pfizer Limited

Prajeet Nair

Director – Corporate Services & Company Secretary

Annexure H

Business Responsibility & Sustainability Report (“BRSR”)

Pfizer Limited, (“the Company”) being a subsidiary of Pfizer Inc., USA, one of the world’s premier biopharmaceutical companies, understands the significance of our role in helping address healthcare challenges in India while upholding ethical standards and environmental stewardship.

As Pfizer globally embarks on its 175th year of operations as one of the world’s most trusted and innovative healthcare companies, we are determined to outdo yesterday by remaining committed not only to advancing our Purpose, but to being a good corporate citizen.

We continue to stand by our commitment towards contributing to long-term value creation and a sustainable, responsible, and patient centric business model. Our focus is rooted in our purpose to deliver Breakthroughs that change patients’ lives through ethical decision-making and our core values — **Courage, Excellence, Equity, and Joy.**

This Business Responsibility and Sustainability Report (“BRSR”) for the financial year 2023-24 seeks to disclose our performance against the nine principles of the “National Guidelines on Responsible Business Conduct” (“NGRBC”). These nine principles are further divided in the BRSR into Essential Indicators and Leadership Indicators.

Further, for reporting purposes, we have developed certain methodologies and used certain assumptions, in line with the Guidance Note prescribed by the Securities and Exchange Board of India. These methodologies and assumptions will continue to be reviewed and refined as the regulatory framework governing BRSR evolves in India.

Section A: General Disclosures

I. Details of the listed entity:

S. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Company	L24231MH1950PLC008311
2.	Name of the Company	Pfizer Limited
3.	Year of Incorporation	1950
4.	Registered Office Address	The Capital, 1802/1901, Plot No. C - 70, G Block, Bandra Kurla Complex, Bandra (East), Mumbai 400051.
5.	Corporate Address	Same as above.
6.	E-mail	contactus.india@pfizer.com
7.	Telephone	+91 22 6693 2000
8.	Website	http://www.pfizerltd.co.in
9.	Financial Year (“FY”) for which report is being done	April 1, 2023 – March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	- BSE Limited (BSE) - National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹45,74,77,320/-
12.	Name and contact details (telephone & email) of the person who may be contacted in case of queries on the BRSR Report	Mr. Prajeet Nair Director- Corporate Services & Company Secretary Tel: +91 22 6693 2000 Email: prajeet.nair@pfizer.com
13.	Reporting Boundary (Standalone or Consolidated basis)	Standalone
14.	Name of assurance provider	Not applicable
15.	Type of assurance obtained	Not applicable

II. Products and Services:**16. Details of business activities (accounting for 90% of the turnover):**

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the entity
1.	Manufacturing and Trading	Manufacturing, marketing, trading and export of pharmaceutical products.	94.9%

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

S. No.	Product/ Service	NIC Code	% of total turnover contributed
1.	Pharmaceutical products	21002	94.9%

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

Location	Number of Plants	Number of Offices*	Total
National	1	4	5
International	-	-	-

* Offices as on March 31, 2024

Hyphen (-) appearing in this Report denotes "Nil / Zero"

19. Markets Served by the Entity:**a. Number of Locations:**

Location	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	4 Nepal, Sri Lanka, Bangladesh, and Ireland

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

The contribution of exports as a percentage of total turnover of the Company is 3.9%.

c. A Brief on types of customers?

Patients are our North Star. Our ultimate customers are patients who use our medicines; our other customers include distributors, stockists, healthcare professionals, hospitals, caregivers and government institutions.

IV. Employees:
20. Details as at the end of Financial Year 2023-24:
a. Employees and Workers (including differently abled)

EMPLOYEES						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	1,685	1,382	82%	303	18%
2.	Other than Permanent Employees	210	110	52%	100	48%
3.	Total Employees (1+2)	1,895	1,492	79%	403	21%
WORKERS (including differently abled)						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	36	36	100%	-	-
5.	Other than Permanent Workers	-	-	-	-	-
6.	Total Workers (4+5)	36	36	100%	-	-

b. Differently abled Employees and Workers

Differently Abled Employees						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	-	-	-	-	-
2.	Other than Permanent Employees	1	-	-	1	100%
3.	Total Employees (1+2)	1	-	-	1	100%
Differently Abled Workers						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	-	-	-	-	-
5.	Other than Permanent Workers	-	-	-	-	-
6.	Total Workers (4+5)	-	-	-	-	-

21. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	7	2	28%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers:

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14%	17%	15%	49%*	35%*	47%*	10%	17%	11%
Permanent Workers	5%	-	5%	62%**	90%**	63%**	3%	-	3%

* Higher turnover ratio for FY 2022-23 is on account of voluntary and involuntary separation of employees due to sale of Upjohn Business, sale of Thane Business Undertaking and restructuring to drive business transformation.

Excluding the above factors, the voluntary permanent employees, and workers turnover rate for the FY 2022 – 23 would be as follows:

	Male	Female	Total
Permanent Employees	14%	21%	15%
Permanent Workers	4%	-	4%

** Workers turnover rate for the FY 2022-23 is calculated by dividing the number of workers leaving employment during the FY 2022-23 with the total number of workers at the beginning of the FY 2022-23 to show a realistic value.

V. Holding, Subsidiary and Associate Companies (including joint ventures):**23. (a) Names of holding/ subsidiary/ associate companies/ joint ventures**

S. No.	Name of the holding/ subsidiary/ associate company/ joint venture (A)	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No)
1	Pfizer Inc., USA	Ultimate Holding Company	-	No
2	Pfizer East India B.V., Netherlands	Holding Company	-	No
3	Wyeth LLC., USA	Holding Company	-	No
4	Wyeth Holdings LLC, USA	Holding Company	-	No
5	Warner-Lambert Company LLC, USA	Holding Company	-	No
6	Parke, Davis & Company LLC, USA	Holding Company	-	No
7	John Wyeth & Brother Ltd, UK	Holding Company	-	No
8	Pharmacia LLC, USA	Holding Company	-	No

Note: 1. Pfizer Inc., USA, via its affiliate entities, indirectly holds 63.92% shares in Pfizer Limited.
2. The Company does not have any subsidiary company or associate company or joint venture company.

VI. CSR (Corporate Social Responsibility) Details:**24.**

(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii) Turnover	₹2,193.17 Crore
(iii) Net Worth	₹3,595.54 Crore

VII. Transparency and Disclosures Compliances:
25. Complaints/ Grievances on any of the Principles (1-9) under the National Guidelines on Responsible Business Conduct:

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2023-24			Previous Financial Year 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf	-	-	-	-	-	-
Investors (Other than shareholders)	Not Applicable						
Shareholders	Yes https://www.pfizerltd.co.in/investor-grievance-redressal	128	1	-	129	-	-
Employees and Workers	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism	63	1	-	60	6	-
Customers	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism	208	5	-	199	-	-
Value Chain partners	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism https://www.pfizerltd.co.in/connect-with-us	1	-	-	9	-	-
Others (Media, contractor, third party vendor, HCP, anonymous, etc.)	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism https://www.pfizerltd.co.in/contact	25	1	-	19	5	-

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

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

Our parent company Pfizer Inc. completed an Environmental, Social, and Governance (ESG) priority assessment in 2020. As part of the process, Pfizer Inc. identified 30 key topics, which were mapped into six ESG priority areas. These priority areas are aligned with our Parent Company's Blueprint Strategy and are further incorporated into its Enterprise Risk Management (ERM) process. These six areas are consistent with our Values and our patient-centered purpose.

In line with our Parent Company, Pfizer Limited has identified the following six ESG priorities. Please see Pfizer's enterprise Impact Report (www.pfizer.com/ImpactReport) for enterprise-level information and description of Pfizer's ESG priority areas. The information that follows is based on locally identified responsible business conduct issues:

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
1.	Climate Change	Risk	The Company acknowledges the potential risks associated with climate change, such as heightened negative effects on human health; increasing frequency of severe weather events impacting communities, personnel and operations; and potential reduced access to essential medicines and vaccines due to value chain disruptions.	<p>1. The Company, through its parent company, Pfizer Inc., aims to continue its near-term commitment to reduce greenhouse gas (GHG) emissions by 46% compared to 2019 baseline, aligned with a 1.5°C trajectory. Pfizer Inc. also aims to reduce GHG emissions by working to achieve the voluntary Net Zero Standard by 2040, 10 years earlier than the timeline prescribed in the standard. We aim to decrease GHG emissions by reducing the energy demand of our operations, transitioning away from fossil fuels, sourcing renewable electricity, and engaging suppliers to catalyze equivalent action.</p> <p>2. Pfizer Limited has been investing in onsite solar projects at its Goa manufacturing facility. The site generated 2060 MWH Green Electricity in the financial year 2023-24 out of which 1502 MWH electrical energy was consumed in manufacturing process and 558 MWH was exported back to National Grid.</p>	<p>Positive: The Company's focus on its climate change-related goals helps enable it to reduce environmental risks and create a resilient business. Through replacing our capital assets to become more efficient and use alternative fuel sources, Pfizer could increase resilience to volatile fuel and energy prices resulting from the low-carbon transition and increase returns on investment in low-emissions technology.</p>
2.	Product Quality and Safety	Risk & Opportunity	<p>Our commitment to health & safety allows us to cater excellence through our products. The safety of our customers and patients is of the utmost importance. This has a critical impact on our relationships with stakeholders.</p> <p>Failure to maintain product quality and product safety may have an adverse impact on the well-being of the patients, reputation of the Company, and may expose the Company to litigation.</p>	<p>Product quality and safety are paramount to the Company and the Company's approach to mitigate risks includes the following:</p> <p>1. The Quality Management System ("QMS") of the Company is based on industry-recognized quality management principles and is designed and built to adhere to applicable standards and requirements of health authorities and best practices.</p> <p>2. The Company provides training to employees in product safety and quality.</p> <p>3. The grievance redressal mechanism of the Company enables complaints to be raised relating to product quality in a timely manner.</p>	<p>Positive: Emphasis on quality and safety allows us to build strong and lasting relationships with our stakeholders. This furthers our business objectives and allows for continued financial growth.</p> <p>Negative: Failure to maintain high quality in products could adversely impact patient health, reputational damage, financial liability, product recalls and shortages.</p>

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
3.	Colleague Diversity, Equity and Inclusion	Opportunity	<p>Colleague Diversity, Equity, and Inclusion (“DEI”) is core to the Company. At Pfizer, we believe every person deserves to be seen, heard, and cared for. This belief drives our refreshed Global DEI strategy launched in 2021, focused on building a more inclusive colleague experience, advancing equitable health outcomes, and transforming society through external partnerships. The Diversity and Inclusion Council of Pfizer Limited acts as a think tank that gives shape to the DEI initiatives to bring positive effects in the work environment.</p>	NA	<p>Positive:</p> <p>DEI has a positive impact on the Company’s workforce, operations, and business.</p>
			<p>The Company also strives to ensure that our workplaces are designed and equipped to support anyone with a disability (PWD) so that all colleagues are suitably supported. In addition, we are committed to equal opportunities in the terms and conditions of employment for all employees and job applicants with no discrimination and without regard to race, color, religion, sex, sexual orientation, age, gender identity or gender expression, national origin, or disability.</p>		

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
4.	Equitable Access and pricing.	Opportunity	The Company is committed to enhancing the access and affordability and pricing of its portfolio of medicines to patients who may need them. Towards this end, the Company actively engages with all stakeholders, including policy makers to expand access opportunities.	NA	<p>Positive:</p> <p>The Company continually leads engagement initiatives with key government stakeholders by advocating for policies aimed at enhancing access to medicines.</p> <p>Expanded access, affordability and appropriate pricing creates an opportunity for the Company to reach more patients, thereby benefiting the community as well as having a positive impact on the Company's business.</p>
5.	Business Ethics	Risk & Opportunity	Values-based decision-making promotes accountability and helps ensure that integrity, quality, safety, and ethics are foundational to all we do.	<p>Our Code of Conduct (the Blue Book) and related policies, procedures, and training are designed to support compliance and adherence to our Values - Courage, Excellence, Equity, and Joy.</p> <p>Policies governing colleague interactions with healthcare organizations, physicians, patients, and other stakeholders are contained in the Blue Book.</p> <p>To ensure that business ethics is integrated into our business, we have in place strong policies such as our Code of Conduct and Ethics Policy. Any violations of the same can be addressed through our Whistleblower Policy/Vigil Mechanism. Additionally, Pfizer's My Anti-Corruption Policy and Procedures ("MAPP") outline Pfizer's enterprise-wide approach to preventing bribery and corruption.</p>	<p>Positive: Pfizer is committed to conducting business responsibly and acting ethically, in accordance with all applicable laws and regulations. Ethical decisions promote trust and accountability for doing the right thing, both internally and externally. In doing so, we demonstrate our continued commitment to living our Values and earning the trust of the patients we serve and to fully realize Pfizer's Purpose— Breakthroughs That Change Patients' Lives.</p> <p>Negative: Violations of business ethics principles can lead to reputational damage and subsequent financial implications. These can be in the form of fines and penalties.</p>

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
6.	Product Innovation	Opportunity	Reduce cycle times, increase success rates, and get more breakthroughs into the hands of patients sooner.	-	Positive: As the global health landscape continues to evolve, Pfizer Inc., our Parent Company aims to uncover new combinations, designs, and advances to help address an array of challenges by making innovation as one of its greatest tools.

Section B: Management and Process Disclosures

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

Principle	Description
Principle 1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable.
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe.
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders.
Principle 5	Businesses should respect and promote human rights.
Principle 6	Businesses should respect and make efforts to protect and restore the environment.
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
Principle 8	Businesses should promote inclusive growth and equitable development.
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner.

This section is aimed at helping businesses demonstrate the structures, policies, and processes out in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and Management Processes										
1. a. Whether your entity's policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
The Company has adopted, to the extent applicable, "The Blue Book - Summary of Pfizer Policies on Business Conduct" of its parent Company, Pfizer Inc., USA. The Blue Book along with the Company's local policies cover all the above 9 principles.										
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
The Board of Directors of the Company has adopted, to the extent applicable "The Blue Book - Summary of Pfizer Policies on Business Conduct" of Pfizer Inc., its parent company.										
c. Web Link of the policies, if available	https://www.pfizerltd.co.in/files/pfizerincbluebook.pdf									

2. Whether the entity has translated the policy into procedures? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> The Company's Goa manufacturing facility is WHO (World Health Organization) and GMP (Good Manufacturing Practices) certified. As a member of Organization of Pharmaceutical Producers of India, the Company follows a robust code of conduct on ethical marketing practices for pharmaceutical companies. The Company is fully committed to comply with the recently introduced "Uniform Code for Pharmaceutical Marketing Practices (UCPMP) in true letter and spirit. 								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>Our parent company, Pfizer Inc., has voluntarily committed to achieve Net Zero standard by 2040.</p> <p>The Company, as a subsidiary of Pfizer Inc., is adopting measures in line with Pfizer Inc.'s goal to achieve the voluntary Net Zero Standard by 2040. The Company at its Manufacturing plant at Goa, expanded its PV Solar Project to 1,500 kWp leading to 26% reduction in conventional power consumption in FY 2023-24 over the previous year.</p> <p>Several other initiatives such as Energy efficiency, Zero Liquid Discharge (ZLD), Waste management initiatives, etc. were undertaken by the Company during the financial year under review.</p> <p>For further details, please refer to Pfizer Inc., ESG (Environment Social & Governance) report 2023: https://s28.q4cdn.com/781576035/files/doc_financials/2023/ar/Pfizer_2023_Impact_Report_11MAR2024.pdf</p>								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	<p>Pfizer is a global biopharmaceutical company focused on advancing our Purpose—Breakthroughs That Change Patients' Lives. It is our ambition to change a billion lives a year by 2027.</p> <p>Pfizer Limited, being a subsidiary of Pfizer Inc., is aligned to parent company's vision, mission, and core values—Courage, Excellence, Equity, and Joy. Our progress on environment, social and governance space is strong and on track as per our commitment; we are taking initiatives, programs, and activities in line with our global commitments to ensure continuous process improvements and solutions for quality delivery.</p>								

Governance, leadership, and oversight

7. Statement by the director responsible for the Business Responsibility & Sustainability Report, highlighting ESG related challenges, targets, and achievements

At Pfizer Limited, we are mindful of the impact a Company of our size and scale has on the planet and are working hard to be sure that it is a positive one in every respect. While working to create a more sustainable future for all, we recognize that we are operating in an ever-changing world, and that our stakeholders expect us to step up and act against threats to human health and the health of our planet. We have an obligation to bring our resources to help solve such problems - whether from extreme weather events caused by climate change, social unrest, inequality, or other external factors. Globally Pfizer's track record in the Environmental, Social, and Governance (ESG) space is strong, and we look forward to continuing to build on it.

Discovering, manufacturing, and delivering innovative vaccines and medicines is only a part of what we contribute to society.

By proactively and collaboratively advancing ESG priorities in line with our strategy, we aim to improve health outcomes, build trust, create shared value, and positively impact the society for years to come. We focus on the following six key ESG priority areas:

- a. **Product Innovation:** We strive to shorten cycle times, increase success rates, and deliver breakthroughs to patients more efficiently.
- b. **Equitable Access and Pricing:** Our goal is to expand affordable access to our medicines and vaccines, protecting people from infectious and other diseases.
- c. **Product Quality and Safety:** We uphold a culture of quality, prioritizing the safety, efficacy, and reliability of our products, ensuring the safety of our patients and consumers, and maintaining the integrity of data supporting regulatory submissions and stakeholder interactions.
- d. **Business Ethics:** We implement robust corporate governance and risk management practices to serve the long-term interests of our stakeholders.
- e. **Diversity, Equity, and Inclusion:** We are committed to advancing diversity, equity, and inclusion across our workforce, with our business partners, and within society.
- f. **Climate Change:** We are dedicated to reducing our greenhouse gas emissions and mitigating climate-related risks.

In our quest to enhance sustainability performance, we are deepening partnerships with key stakeholders, including contractors, suppliers, and customers, fostering a collective culture of sustainability across the value chain. Our governance policies, aligned with Pfizer Inc.'s ESG priorities, guide us in managing ESG risks and seizing new opportunities. We sincerely thank our stakeholders for their steadfast support and confidence in our sustainability efforts. Together, we will drive transformation and work towards a brighter future for our planet.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Mr. P. Rengan Executive Director - Plant Operations DIN: 10362899
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No).	No. Please refer to details mentioned in point 8 above.
	If "Yes", provide details	

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee										Frequency (Annually/ Half yearly/ Quarterly/ Any Other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Yes, the Company's policies and statutory requirements are regularly tracked, monitored, and reviewed periodically by Management and by the highest governance body i.e., Board of Directors.										Annually by the Board of Directors								

Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.	Yes, the Company is compliant with all applicable regulations, laws and statutory requirements which are regularly tracked, monitored, and reviewed periodically by the Management and by the highest governance body i.e., Board of Directors.	Quarterly by the Board of Directors
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11. Has the entity done independent assessment/evaluation of its policies by an external agency? (Yes/No).
If "Yes", provide name of the agency.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
	While no formal evaluation of the policies is carried out by external agency, the Company periodically reviews the working of the Policies and refresher training is provided to the employees. Certain policies are reviewed by the Company's internal auditors and secretarial auditors within the scope of their respective audits.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable

Section C: Principle Wise Performance Disclosure

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year 2023-24:

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	9	<p>The Company has put in place a familiarization program for its Board of Directors ('BOD') which covers topics such as overview of the pharmaceutical market, industry performance, updates on business and growth strategy, regulatory changes, etc.</p> <p>The BOD is regularly updated with the Company's policies on integrity, ethics, transparency & accountability at regular intervals.</p> <p>The BOD is also made aware of the Company's Risk Management framework, cyber security framework and Internal control framework.</p>	100%
Key Managerial Personnel Employees other than BoD and KMPs Workers	34	<p>Colleagues receive role-specific trainings on our Code of Conduct and other key areas, including ethical standards, anti-bribery / anti-corruption training upon hiring and regularly thereafter, to reinforce our policies and commitment to integrity. Our ethics and compliance training programs use multi-modal components and are designed to address different learning styles, maximize engagement, and reinforce training content. Our training programs encompasses role-based scope of topics and depth of knowledge to help drive training effectiveness.</p> <p>Curated training programs covering wide gamut across all principles including topics such as (but not limited to) Code of Conduct, Prevention of Sexual Harassment ("POSH"), skill upgradation, health safety and environment etc., are mandatorily required to be completed by all employees including KMPs and workers.</p> <p>The Company also conducts various awareness programs related to the health and well-being of the employees and workers.</p>	100%

2. **Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:**

(Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015)

Monetary					
	NGRBC Principle	Name of the Regulatory / enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of Case	Has an appeal been preferred? (yes/ No)
Penalty/ Fine	During FY 2023-24, there were no material fines / penalties / punishments / awards / compounding fees / settlements as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 imposed on or paid by the Company or its Directors / KMPs.				
Settlement					
Compounding Fee					

Non-Monetary					
	NGRBC Principle	Name of the Regulatory / enforcement agencies / judicial institutions	Amount (in ₹)	Brief of Case	Has an appeal been preferred? (yes/ No)
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
Not Applicable	

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

Yes, the Company's anti bribery policy prohibits all forms of bribery and corruption, whether by colleagues or its business partners. Colleagues and business partners must never offer, promise, authorize, or provide a payment or benefit that is intended to improperly influence a government official, healthcare professional, or any other person, including commercial entities and individuals, in exercising their responsibilities.

The Company is guided, to the extent applicable, by the "Blue Book - Summary of Pfizer Policies on Business Conduct" — of its parent company, Pfizer Inc., USA. Pfizer's Blue Book—our Code of Conduct—is designed to support our core Values, particularly **Excellence**, as we perform at our best together, and **Equity**, as we should always act with **integrity**. The Blue Book describes how we operate and guides the decisions we make in support of our purpose, including how we speak up when we see something that concerns us—a behavior essential to our Value of Courage. Seeking advice, raising concerns, and reporting misconduct are critical to our ability to serve patients. Every Pfizer colleague is responsible for understanding the Blue Book and adhering to our Code of Conduct every day. In doing so we demonstrate our continued commitment to living our Values and earning the trust of the patients we serve. In addition, Pfizer's My Anti-Corruption Policy and Procedures ("MAPP") sets out Pfizer's global enterprise-wide approach to preventing bribery and corruption. MAPP provides the tools needed to help address bribery and corruption risks in our interactions with healthcare professionals, government, regulators, and business partners. By following MAPP and acting in accordance with applicable laws and Pfizer's values, each Pfizer colleague contributes to our culture of ethics and integrity. Further to our prohibition of all forms of bribery, we are committed to fostering

a culture of ethics and integrity and committed to competing lawfully and ethically in the marketplace, and expect every Pfizer Colleague and business partner to conduct all aspects of Pfizer business with integrity. Resources, training, and messaging emphasize the accountability of leaders to own compliance and engage in proactive risk management and ethical decision-making and to make clear that non-compliant conduct is not tolerated. Pfizer also strives to be an ethical leader within our industry by taking leading roles within industry associations and diverse business forums to advance anti-corruption efforts. The policies can be accessed via following web links:

https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf

<https://www.pfizer.com/about/responsibility/compliance/anti-bribery-and-anti-corruption>

https://cdn.pfizer.com/pfizercom/MAPP_Summary_2022_Updated.pdf

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Directors	-	-
Key Managerial Personnel (KMPs)	-	-
Employees	-	-
Workers	-	-

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

	Current Financial Year 2023-24		Previous Financial Year 2022-23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of conflict of interest of the Directors	-	-	1	Unsubstantiated allegation
Number of complaints received in relation to issues of conflict of interest of the KMPs	-	-		

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

Not applicable, as there were no cases of non-compliance in the Company during the reporting period.

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Number of days of accounts payables	59	69

9. Openness of Business:

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

Parameter	Metrics	Current Financial Year 2023-24	Previous Financial Year 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of the total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	98.79%	99.36%
	b. Number of dealers/ distributors to whom sales are made	5,283	5,504
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	35.39%	35.15%
Share of RPTs in	a. Purchases (Purchases from related parties/ Total Purchases)	56.41%	55.97%
	b. Sales (Sales to related parties/ Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties/ Total Investments made)	-	-

Leadership Indicators

1. Awareness programmes conducted for the value chain partners on any of the Principles during the financial year 2023-24:

Total number of awareness programmes held	Topics / Principles covered under the training	percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
Environmental sustainability training (4 sessions)	<ol style="list-style-type: none"> The first session delved into the formulation of an ESG and Sustainability master plan, outlining a clear trajectory for Pfizer's global and India-specific initiatives. This serves as a guiding framework, aligning our practices with the broader goals of sustainability. The subsequent sessions focused on fostering a collaborative environment for identifying key stakeholders from an ESG perspective. Stakeholders were meticulously mapped based on their priorities, and a matrix of existing initiatives was developed. This process enhances understanding of the diverse stakeholder engagement along with strategic alignment of sustainability efforts with their expectations and needs. 	100%

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

Pfizer Limited is dedicated to operating its business in accordance with ethical standards and in compliance with all relevant laws and regulations. This dedication is demonstrated by following our Code of Conduct, which applies to every member of the Board of Directors. Every Director is expected to comply, in letter and spirit, with all laws applicable to his / her service as a ‘Director’. If Director discloses his / her interest, direct or indirect, in other companies or entities (either as a Director, Shareholder or otherwise) under section 184 of Companies Act, 2013 that will be deemed to be sufficient compliance with this Code. The Code is available at: <https://www.pfizerltd.co.in/model-code>

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

Essential Indicators

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	18.90%	10.42%	The capital expenditure includes expenses incurred towards installation of solar panels at the Company’s Goa site which help in reduction of Greenhouse Gas (“GHG”) emissions.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No).

b. If “Yes”, what percentage of inputs were sourced sustainability?

(a) Yes. The Company, through its parent company Pfizer Inc., has procedures in place designed to help ensure third party partners for materials and services meet our standards i.e., select suppliers that are responsible, ethical, and reliable partners. After the suppliers are selected and onboarded, they are required to comply with Pfizer’s Responsible Sourcing guidelines and Supplier Conduct Principles, which are aligned to the Pharmaceutical Supply Chain Initiative Principles for Responsible Supply Chain Management.

Pfizer Inc.’s regular evaluation of external partners extends to assessing environmental, health, safety, and sustainability performance, including labour and human rights reviews. Our collaborations with our suppliers are focused on improving sustainability, compliance with laws, and alignment to our Supplier Conduct Principles and the Pharmaceutical Supply Chain Initiative Principles for Responsible Supply Chain Management.

The Company monitors the performance of and regularly audits its direct suppliers. Audit outcomes are used to drive continuous improvement in both performance and compliance. At Pfizer, we require our suppliers to develop action plans in response to our audits and implement improved controls, as needed.

The Company undertakes initiatives and programs to educate its suppliers through webinars on the guidelines and principles of Pfizer to build capacity of its business partners to adhere to responsible and sustainable procurement practices.

Web-link to Responsible Sourcing Guidelines:

- <https://www.pfizer.com/about/partners/B2B-and-suppliers/responsible-sourcing>

(b) 100% of the Active Pharmaceutical Ingredients used at manufacturing facility in Goa are procured sustainably.

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

The Company's purpose—Breakthroughs that change patients' lives—guides its environmental priorities, with a focus on impact reduction, conservation of resources, and the minimization of waste arising from operations. The Company's sites consistently seek opportunities to reduce, reuse, repurpose and recycle materials such as packaging and plastics. The Company's manufacturing unit has robust waste management systems in compliance with regulatory requirements and the Company's internal Environment, Health, and Safety ("EHS") standards.

All the waste generated within the manufacturing and office premises is segregated into hazardous waste, non-hazardous waste, e-waste, and plastic waste which are disposed/recycled in accordance with the regulatory requirements. Plastic waste generated from the operations is disposed in accordance with the applicable laws. The Company is eligible for Extended Producer Responsibility ("EPR") and has submitted its EPR plan for plastic waste management to the Central Pollution Control Board.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No).

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

Yes, EPR is applicable to the Company's activities and the Company handles, processes, and disposes plastic waste in line with the EPR plan submitted to the Central Pollution Control Board under the category of "Brand Owner".

Leadership Indicators

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

NIC Code	Name of product/ service	% of Total Turnover contributed	Boundary for which the Life cycle perspective/ assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No) If "Yes", provide web-link
Pfizer Limited has not undertaken Life Cycle Assessment (LCA) during the reporting period.					

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
Pharmaceutical products	Hazardous waste generated during manufacturing process.	All hazardous waste is collected and sent for incineration and/or recycling, as applicable.

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

Indicate input material	Recycled or re-used input material to total material	
	Current Financial Year 2023-24	Previous Financial Year 2022-23
	Not applicable	

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

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	1,323	-	-	713	-
E-Waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Hazardous Waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other Waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

Indicate Product Category	Reclaimed products and their packaging materials as % total products sold in respective category
	Not Applicable

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

Essential Indicators

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,382	1,382	100%	1,382	100%	-	-	1,382	100%	-	-
Female	303	303	100%	303	100%	303	100%	-	-	303	100%
Total	1,685	1,685	100%	1,685	100%	303	100%	1,382	100%	303	100%
Other than Permanent Employees											
Male	110	106	96%	106	96%	-	-	106	96%	-	-
Female	100	86	86%	86	86%	100	100%	-	-	-	-
Total	210	192	91%	192	91%	100	100%	106	50%	-	-

1. b. Details of measures for the well-being of Workers:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	36	36	100%	36	100%	-	-	36	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	36	36	100%	36	100%	-	-	36	100%	-	-
Other than Permanent Workers											
Male											
Female											
Total											

Not applicable

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.41%	0.34%

2. Details of retirement benefits, for Current FY 2023-24 and Previous FY 2022-23

Benefits	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF	100%	100%	Yes	100%	100%	-
Gratuity	100%	100%	NA	100%	100%	-
ESI*	100%	100%	Yes	100%	100%	Yes
Others-Superannuation	1.72%^	-	-	-	38%^	-

* ESI benefit is extended to all eligible employees.

Note: The Provident Fund, Gratuity and Superannuation contributions are deposited with the Company's respective Trust Funds / EPFO.

^In FY 2023-24, certain colleagues have been re-grouped, hence the deviation in percentage.

3. Accessibility of Workplaces

Are the premises/ offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

If "Not", then whether any steps are being taken by the entity in this regard.

Yes. The Company has provided the following arrangements at its premises: Dedicated parking, security support, disabled-friendly washrooms, adequate space for wheelchair movement, visual and audio alarms, emergency evacuation chair, ramps in the basement at entry points, etc.

The Company continues to work towards identifying the needs of employees with disabilities and proactively supporting them.

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

Yes, the Company has "Equal Employment Opportunity Policy" in line with the Rights of Persons with Disabilities Act, 2016 for persons with physical or mental disabilities; accessible at Web-link: <https://www.pfizerltd.co.in/files/pfizerinbluebook.pdf>

5. Return to work and Retention rates of permanent employees and workers that took parental leave for FY 2023-24.

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	94%	-	-
Female	100%	100%	-	-
Total	100%	94%	-	-

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

Permanent Workers	<p>Yes.</p> <p>Courage is a core value, and at Pfizer, we promote a speak up environment, including our Open Door (whistleblower) policy and strict anti-retaliation policies, which require reporting misconduct and encourage raising concerns about any issues. Retaliation against anyone who seeks advice, raises a concern, reports misconduct, or provides information in an investigation is strictly prohibited. The Company takes all policy concerns seriously and, to the extent violations of policy are identified, takes appropriate disciplinary action and corrective actions, including potential termination. We measure colleague comfort and awareness about raising concerns, including awareness of our whistleblower policy through an employee survey, and the results are used to focus leadership communications, training, and other proactive efforts.</p>
Other than Permanent Workers	<p>We provide multiple channels for asking questions and raising potential compliance concerns, including anonymous reporting options where permitted by local law, and keep matters as confidential as possible.</p> <p>The avenues for raising concerns are listed in the Blue Book and on our website www.pfizerltd.co.in, both of which are publicly available. Every employee, irrespective of hierarchy, has access to the Employee Relations Investigations Group, Compliance and Legal Divisions, People Experience Division of the Company and in appropriate and exceptional cases, concerns may be raised directly to the Chairman of the Audit Committee of the Company. In addition, our Ombuds Office is an available resource to support colleagues with information and guidance to help them address work-related issues.</p>
Permanent Employees	
Other than Permanent Employees	

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Employees	1,685	36	2%	1,634	-	-
- Male	1,382	36	3%	1,342	-	-
- Female	303	0	0%	292	-	-
Total Permanent Workers	36	36	100%	68	68	100%
- Male	36	36	100%	67	67	100%
- Female	0	0	100%	1	1	100%

Note: In FY 2023-24 certain colleagues have been re-grouped.

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	1,382	1,382	100%	1,342	1,342	100%
Female	303	303	100%	292	292	100%
Total	1,685	1,685	100%	1,634	1,634	100%
Workers						
Male	36	36	100%	67	67	100%
Female	0	0	100%	1	1	100%
Total	36	36	100%	68	68	100%

The Company conducts regular health and safety training sessions for all its permanent employees and workers.

In FY 2023-24 certain colleagues have been re-grouped.

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	1,382	1,382	100%	1,342	1,342	100%
Female	303	303	100%	292	292	100%
Total	1,685	1,685	100%	1,634	1,634	100%
Workers						
Male	36	36	100%	67	67	100%
Female	0	0	100%	1	1	100%
Total	36	36	100%	68	68	100%

The Company conducts regular health and safety training sessions for all its permanent employees. The sessions on Skill Upgradation cover a range of skill upgrades, encompassing both soft skills and functional expertise. Additionally, individual departments offer training tailored to their specific requirements, although these are not separately monitored or tracked.

Note: In FY 2023-24 certain colleagues have been re-grouped.

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	1,382	1,382	100%	1,342	1,342	100%
Female	303	303	100%	292	292	100%
Total	1,685	1,685	100%	1,634	1,634	100%
Workers						
Male	36	36	100%	67	67	100%
Female	0	0	100%	1	1	100%
Total	36	36	100%	68	68	100%

In FY 2023-24 certain colleagues have been re-grouped.

10. Health and Safety Management System:

- a. Has an occupational health and safety management system been implemented by the entity? (Yes/No)**
- If “Yes”, then coverage of the system.**

Yes, the Company has an occupational health and safety (OHS) management system in place based on Pfizer Global EHS (Environmental Health and Safety) standards. The Global EHS Policy and supporting standards outline Pfizer’s approach to assessment, evaluation, elimination, and mitigation of EHS risks across its operations globally.

In addition, they facilitate colleague engagement in EHS thereby enabling continuous improvement. Every Pfizer colleague and contingent worker plays a crucial role in facilitating a culture of EHS excellence where improvements, ideas, suggestions, and opportunities are welcomed. Fostering this culture of interdependence with everyone looking out for each other enables Pfizer to meet its commitment to its patients. The said system covers the Company’s plant, head office, regional offices and all employees and workers based in these locations. Periodic internal and cross-site audits are conducted to improve the Company’s EHS practices and reduce workplace hazards.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?**
- The Company uses Hazard Identification and Risk Assessment (“HIRA”) a system based approach, for routine and non-routine activities to identify and mitigate all current and reasonably foreseeable hazards. Further, the Company undertakes periodic audits, evaluations of emergency and crisis response plans and mock drills to help identify and assess work-related hazards.
- With a view to provide a safe and healthy work environment to its employees and workers, risk assessment is part of employees’ and workers’ online training program wherein the risk profile of each employee or worker is evaluated, following which positive reinforcing conversations are held with the respective employee or worker.
- In addition, the Company launched a focused program on Serious Injury and Fatality Prevention designed to increase hazard awareness and drive a more proactive approach to injury prevention.
- Further, the India Driver Safety program of the Company focuses on reducing the risk associated with driving. Further, the Company has systems in place for assessing ergonomic, occupational, process safety hazards and risks.
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)**
- Yes, the Company has established an internal mechanism to facilitate reporting of hazards at the workplace. The Company’s leaders set the tone for our strong culture of acting with integrity in all we do and support a speak-up culture in which all workers can raise concerns without fear of retaliation. Measures are subsequently taken to investigate and mitigate these hazards. The Company has established an internal EHS Committee that periodically reviews the mitigation steps taken.
- d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**
- Yes, all employees and workers are covered under the Company’s health insurance and accident policy.

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

Safety Incidents/ Number	Category*	Current Financial Year 2023-24	Previous Financial Year 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
Number of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including the contract workforce

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

The foundation of Pfizer’s EHS program and initiatives is its robust OHS management systems. Pfizer Inc.’s EHS programs, applicable to all operations globally including the Company’s operations, place an emphasis on identifying and managing health and safety risks/ hazards. The programs are described within Global EHS Standards structured very similarly to the ISO 14001 framework with implementation at all sites verified through the Pfizer internal EHS audit program. At the Company level, EHS governance is overseen by the Company’s internal EHS Committee that involves representation from all levels of the organization. EHS performance is regularly reviewed to help ensure

high standards of conduct. The Company has a robust health and safety management system based on its internal standards which are aligned with applicable standards for occupational health and safety. The Company uses EHS risk assessment as a business planning tool to proactively design and manage operations, thereby mitigating risk and preventing harm. Further EHS governance is subject to multiple audits at local and global level. The Company has systematic processes for continued evaluation of risks and implementation of mitigation. Employees are given periodic training to equip themselves to work safely. The Company has a wellness center that offers primary medical services including medical emergencies. The Company also conducts wellness sessions as part of the wellness center program. The Company also has a detailed emergency and crisis response plan for manufacturing sites and office locations, and periodic mock drills are conducted to familiarize the employees for any imminent risks.

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Filed during the year	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working Conditions	-	-	NA	-	-	NA
Health and Safety	-	-	NA	-	-	NA

14. Assessment for the Year (2023-24):

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

*: The Company conducts regular self-assessments for its Plant and Office facilities to help ensure compliance with applicable health and safety requirements. Pfizer conducts regular internal audits of all facilities.

#: The Company conducts assessments based on regulatory requirements, if applicable, and the Company's Internal Policies. Environmental working conditions in terms of air quality, noise etc. are monitored pursuant to applicable regulatory requirements. The Company conducts regular self-assessments for its Plant and Office facilities to help ensure compliance with applicable environmental requirements. The Company also conducts regular internal audits of all facilities.

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

No Significant risks / concerns were identified during the reporting period and therefore, the Company has not undertaken any corrective actions to address significant risks / concerns arising from the assessments at Question 14 above. In the event of any such incident were to be reported, a root cause analysis would be carried out by a trained team. Corrective and preventive actions would then be formulated considering the hierarchy of controls. Identified actions would be shared across the network for horizontal implementation and tracked to completion.

Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide details.

Yes, the Company provides life insurance and compensatory package in the event of death of an employee or worker.

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

Pfizer Limited works to ensure that statutory dues have been deducted and deposited by the value chain partners. When it comes to statutory requirements that involves licenses (FSSAI, DL, S&E), value chain partners, along with Global Supply Chain team, maintain a tracker and repository of all documents. The requirements pertaining to payment of statutory dues for sub-contracted manpower, forms part of the agreements entered between the Company and the value chain partners. Compliance of payment of said dues are reviewed and confirmed and during internal audits as well.

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

	Total Number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	-	-	-	-
Workers	-	-	-	-

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

The Company provides support to all its employees and workers in the form of training and capacity building, even at the verge of retirement period.

In case of termination of employment, a career transition fee is provided to support their transition to new sectors or job roles. These fees help cover the costs of training and acquiring industry-relevant skills, making it easier for employees to pivot and improve their employability

5. Details on assessment of value chain partners (FY 2023-24):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100%
Working Conditions	100%

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

The Company has set high standards for responsible supply chain management, guided by robust governance processes. This helps ensure the safety and quality of the medicines and vaccines we market and aligns with our core value of Equity.

At Pfizer, we have annual market excellence assessments wherein we discuss parameters like EHS, BCP (Business Continuity Plan) with our value partners. Along with the same, we conduct virtual audits where standard parameters like statutory compliances, storage compliances and governance, safety, security, sustainability, and inventory management is audited. The frequency of this is quarterly.

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

Essential Indicators

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

Throughout the organization, we maintain regular engagement with diverse stakeholders, encompassing employees, shareholders / investors, value chain partners, suppliers, Government, industry associations, non-profit organizations, and communities. We identify key stakeholder groups based on the Company's industry dynamics, business model, and their influence and impact on our operations.

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

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes / No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Employees	No	<ul style="list-style-type: none"> Employee Townhall Senior leadership engagements Wellness sessions Training programs & onboarding sessions Internal communication Yammer Intranet portal Annual Employee Pulse Survey 	<ul style="list-style-type: none"> Periodically / Quarterly / Annually 	<ul style="list-style-type: none"> Business and performance updates. Pfizer's purpose and strategy. Physical & mental wellbeing sessions. Code of conduct, Ethics & compliance, Cyber security. Diversity, equity, and inclusion. New skills, learning & development.
Shareholders/ Investors	No	<ul style="list-style-type: none"> Quarterly financial statements disseminated on Stock exchanges, website of the Company and Newspaper publication. Annual Report disseminated on Stock Exchanges, website of the Company. Shareholder interaction at the Annual General Meeting, dissemination of the proceedings and outcome of the general meetings on Stock Exchanges, website of the Company Press releases. Announcement through Stock Exchanges, Company website Dedicated email ID for investors. 	<ul style="list-style-type: none"> Quarterly / Annually / Need basis 	<ul style="list-style-type: none"> Financial performance Operational performance Business strategy & performance CSR programs Corporate Governance Material changes / disclosures / updates Resolution of queries.
Value Chain Partners	No	<ul style="list-style-type: none"> In Market Visits Meetings 	<ul style="list-style-type: none"> Event Based / Periodically 	<ul style="list-style-type: none"> To enhance access to medicines in various geographies. To develop a strong partnership for uninterrupted supply of vital medicines. To achieve higher market share through better coverage and penetration. To create awareness about portfolio and initiatives. Partner for credit worthiness and fair business practices. To address any query/ feedback by value chain partners. To enhance awareness on environmental and sustainability initiatives.

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes / No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Suppliers	No	<ul style="list-style-type: none"> • Visits • Audits • Grievance Mechanism • Engagement Programs 	<ul style="list-style-type: none"> • Quarterly/ Annually / Event Based 	<ul style="list-style-type: none"> • To help ensure business continuity. • To identify and close gaps, if any, at supplier facilities related to Current Good Manufacturing Practice ("CGMP"). • To seek their confirmation on compliance with Pfizer's Suppliers Code of Conduct. • Create awareness on ESG parameters. • To address any feedback/ queries related to the Product.
Government	No	<ul style="list-style-type: none"> • Meetings • Communication • Public Consultation through industry associations 	<ul style="list-style-type: none"> • Periodically / Regulatory / reporting / Quarterly / Annually / 	Discussions of policy matters such as access and affordability, pricing, availability of new therapies in Government programs, regulatory processes etc.

Leadership Indicators

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

Pfizer firmly believes in the importance of stakeholder engagement for cultivating lasting relationships and identifying potential risks and opportunities. We have established various channels to engage with stakeholders on Environmental, Social, and Governance (ESG) topics. Consultation on ESG matters is delegated to relevant departments, to foster continuous engagement. Our risk management approach allows us to periodically share feedback on significant ESG risks and opportunities with the Board. Our engagement with our stakeholders aids us in identifying our ESG priorities, guiding our ESG strategy and long-term goals.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic? (Yes/No)

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

At Pfizer, we recognize the importance of stakeholder consultation in navigating the complexities of our ever-evolving world. We engage a variety of stakeholders to inform our decision-making processes and provide us with insights as we work to advance our business responsibly.

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

At Pfizer Limited, we constantly strive to positively impact the health of people across the country. The Company, through its Corporate Social Responsibility ("CSR") Policy, encourages stronger commitment from the organization and employees towards the society to address the healthcare challenges of the country. Our focal CSR initiatives include fostering young Indian minds and their cutting-edge innovations in healthcare; curbing Anti-Microbial Resistance ("AMR") in time, registering the resistance together; unburdening cancer patients through cancer care initiatives; and working towards hygiene and sanitation in rural and semi-urban areas; creating social impact through volunteering; and transforming lives, one village at a time.

Principle 5: Businesses should respect and promote human rights.
Essential Indicators

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Permanent	1,685	1,685	100%	1,634	1,634	100%
Other than permanent	210	210	100%	385	385	100%
Total Employees	1,895	1,895	100%	2,019	2,019	100%
Workers						
Permanent*	36	36	100%	68	68	100%
Other than permanent	-	-	-	-	-	-
Total Workers	36	36	100%	68	68	100%

Note: Training concerning Human Rights components is integrated into Pfizer's Blue Book, a mandatory module for all permanent and non-permanent employees and permanent workers within the Company. To facilitate this, the Company has implemented an e-module based on the Blue Book for employee training. Furthermore, all employees and permanent workers engaged in procurement-related roles supporting manufacturing and supply operations undergo training on Pfizer's global labor and human rights standards.

* In FY 2023-24 certain colleagues have been re-grouped

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

Category	Current Financial Year 2023-24					Previous Financial Year 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	1,685	-	-	1,685	100%	1,634	-	-	1,634	100%
- Male	1,382	-	-	1,382	100%	1,342	-	-	1,342	100%
- Female	303	-	-	303	100%	292	-	-	292	100%
Other than Permanent	210	-	-	210	100%	385	-	-	385	100%
- Male	110	-	-	110	100%	258	-	-	258	100%
- Female	100	-	-	100	100%	127	-	-	127	100%
Workers										
Permanent	36	-	-	36	100%	68	-	-	68	100%
- * Male	36	-	-	36	100%	67	-	-	67	100%
- Female	0	-	-	0	100%	1	-	-	1	100%
Other than Permanent						Not applicable				
- Male	-									
- Female	-									

* In FY 2023-24 certain colleagues have been re-grouped.

3. Details of remuneration/ salary/ wages, in the following format for FY 2023-24:

a. Median remuneration/ wages:

	Male		Female	
	Number	Median salary ² / wage of respective category (₹)	Number	Median salary ² / wage of respective category (₹)
Board of Directors (BoD) ¹	4	24,75,000	2	3,68,59,449
Key Managerial Personnel ¹	2	81,94,967	1	7,15,08,898
Employees other than BoD and KMP	1,382	10,28,319	303	12,59,464
Workers	36	6,51,329	-	-

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Gross wages paid to females as % of total wages *	25.26%	21.41%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Company has an Employee Relations Investigations Group for addressing matters and issues related to human rights issues within the Company. The Company has further formulated Internal Complaints Committee which addresses sexual harassment related grievances as per POSH Policy. The Company is also aligned with Pfizer Inc.'s human rights diligence program. Pfizer maintains a focused human rights diligence program, which outlines our management approach in our supply chain and our operations.

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

The Company has a whistleblower mechanism and open-door policy wherein any employee irrespective of hierarchy has access to the Employee Relations Investigations Group, and in appropriate cases, to the Corporate Compliance Group. For all grievances that are routed to the Employee Relations Investigations Group and in certain cases to the Corporate Compliance Group, necessary action is taken in line with the underlying internal policies and regulations applicable to the workplace.

The Company also has the Internal Complaints Committee which addresses sexual harassment related grievances. Any case that is raised is thoroughly and confidentially investigated. If found guilty, appropriate action is taken against the accused. The Company has a zero-retaliation policy in place designed to ensure no adverse actions against the complainant.

Many channels exist for raising questions and reporting concerns, including the Compliance Helpline (third-party public hotline available by phone or web, with anonymous reporting where allowed under local law), the Compliance Division (through email, phone, fax, mail and directly to colleagues), management, and other channels supported by our Open Door Policy (which includes our whistleblower policy). This policy encourages colleagues to present ideas, ask questions, and raise concerns. Retaliation against anyone who seeks advice, raises a concern, reports misconduct, or provides information in an investigation is strictly prohibited by our policy that protects whistleblowers. In addition, our Ombuds Office is an available resource to support colleagues with information and guidance to help them address work-related issues.

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

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment *	1	-	-	1	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-

*Also forms part of complaints reported under 'Employees and Workers' under Section A(VII)(23) of this report.

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees/ workers	0.3%	0.3%
Complaints on POSH upheld	-	-

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

At Pfizer, leaders and management are dedicated to fostering a culture in which all colleagues can ask questions, raise concerns, and report potential misconduct without fear of retaliation.

Retaliation against anyone who seeks advice, raises a concern, reports misconduct, or provides information in an investigation is strictly prohibited by our anti-retaliation policy that protects whistleblowers.

The Company has adopted a policy in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 whereby an aggrieved woman can submit a complaint which must be investigated by the Internal Complaints Committee with absolute confidentiality.

The Company has in place a whistle-blower / vigil mechanism through which its directors, employees and stakeholders can report their genuine concerns about illegal or unethical behaviour, actual or suspected fraud or violation of the Company's code of conduct or ethics policy. The mechanism safeguards against victimization of persons who use such mechanism.

Retaliation against anyone who seeks advice, raises a concern, reports misconduct, or provides information in an investigation is strictly prohibited by our policy that protects whistleblowers. In addition, our Ombuds Office is an available resource to support colleagues with information and guidance to help them address work-related issues. The Company also conducts training and awareness programs for all its employees on periodic basis to embed a Speak Up Culture.

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

Yes, Pfizer is committed to conducting business in an ethical and responsible manner. The Company is committed to conducting business ethically and responsibly, including respecting and upholding human rights principles throughout its operations and business relations.

The contracts which the Company executes with its suppliers contain obligations on the suppliers to comply with all applicable laws. Further, after suppliers are selected and onboarded, they are expected to comply with the Company's Responsible Sourcing Guidelines and Supplier Conduct Principles which are aligned to the Pharmaceutical Supply Chain Initiative.

10. Assessment for the FY 2023-24:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

11. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Qs. 9, above.

No Significant risks / concerns were identified during the reporting period and therefore, the Company is not currently undertaking any corrective actions to address significant risks / concerns arising from the assessments at Question 9 above. In the event of any such incident were to be reported, a root cause analysis is carried out by a trained team. Corrective and preventive actions are then formulated considering the hierarchy of controls. Identified actions are tracked to completion.

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

Not Applicable.

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

The Company relies its on parent company Pfizer Inc.'s. global human rights diligence program. Pfizer's established risk-based evaluations for suppliers, including contract manufacturers and other suppliers deemed to be high-risk, assess environment, health, safety (EHS), and sustainability performance, including labour and human rights reviews. When assessing whether a supplier is high-risk, we consider the supplier's geography, industry, and other proprietary and public domain information. The risk-based assessment process results in a supplier risk score. Suppliers that are determined to have an elevated risk, e.g., EHS and labour and human rights risks, are subject to a governance process which may result in the supplier being required by Pfizer to develop corrective actions to improve their operations and procedures and/or mitigate identified risks. If the supplier does not comply with the agreed corrective actions, Pfizer may seek an alternative supplier. Additionally, Pfizer Limited has strong internal processes and checks to help ensure compliance on human rights and related topics.

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

Yes. The Company has provided disability friendly arrangements at its premises e.g., dedicated parking, security support, disabled-friendly washrooms, adequate space for wheelchair movement, visual and audio alarms, emergency evacuation chair, ramps in the basement at entry points, etc. The Company continues to work towards identifying

the needs of employees with disabilities and proactively supporting them in diligently carrying out their day-to-day duties without any challenge(s). At Company's Goa premises, infrastructure study for accessibility is undertaken and the Company has identified infra-improvement areas which the Company continues to work towards to ensure a safe, health, equitable, and inclusive work environment for all its employees, including those with disabilities.

4. Details on assessment of Value Chain Partners:

	% of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	As part of your Company's onboarding process all risks associated with labour rights and health and safety conditions are assessed for all value chain partners.
Forced/ Involuntary Labour	
Sexual harassment	
Discrimination at workplace	Regular audits are also conducted to track and monitor compliance with the above.
Wages	

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

The Company has not received any complaints on Child Labour, Forced / Involuntary Labour / Sexual Harassment / Discrimination at workplace / wages from the Value Chain Partners through any of the existing public and internal grievance channels described above.

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

Essential Indicators

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
From 'Renewable Sources'		
Total Electricity Consumption (A)- Solar	9,024	2,627
Total Fuel Consumption (B)	-	-
Energy consumption through Other Sources (C)	-	-
Total Energy Consumption from renewable sources (A+B+C)	9,024	2,627
From 'Non-Renewable Sources'		
Total Electricity Consumption (D)	12,444	18,227
Total Fuel Consumption (E)	760,687	826,426
Energy consumption through Other Sources (F)	-	-
Total Energy Consumption from non-renewable sources (A+B+C)	773,131	844,652
Total Energy Consumption (Renewable + Non-Renewable Energy) (A+B+C+D+E+F)	782,155	847,279
Energy intensity per dollar of turnover (Total energy consumption/turnover in dollar)	0.000036	0.000035
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (Total energy consumed/ Revenue from operations adjusted for PPP)	0.000816	0.000799
Energy intensity in terms of physical output (Based on number of strips)	0.00430	0.00489

2. Does the entity have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India? (Yes/No)

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

Not Applicable, as the Company does not fall in the category of industries mandated under PAT scheme.

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Water withdrawal by source (in kilolitres- Kl)		
(i). Surface Water	-	-
(ii). Groundwater	20,585	18,670
(iii). Third Party Water	17,637	16,598
(iv). Seawater/ Desalinated water	-	-
(v). Others (Please specify)	-	-
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	38,222	35,268
Total volume of water consumption (in KL)	38,222	35,268
Water intensity per rupee of turnover (water consumed/ turnover)	0.0000017	0.0000015
Water intensity per dollar of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	0.0000399	0.0000333
Water intensity in terms of physical output (Based on number of strips)	0.00021	0.00020

4. Provide the following details related to water discharge:

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Water discharge by destination and level of treatment (in kiloliters)		
(i). To Surface Water		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(ii). To Ground Water		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iii). To Seawater		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iv). Sent to Third Parties		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(v). Others		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
Total water discharged. (in kilo-litres)	-	-

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

Pfizer Limited’s Goa manufacturing plant has an onsite wastewater treatment facility which treats the wastewater at three levels i.e., Primary, Secondary and Tertiary treatment in line with the current site Consent as per the local government norms.

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

Parameter	Please specify unit	Current Financial Year 2023-24	Previous Financial Year 2022-23
NOx	ppmv	635.3	695.75
Sox	Kg/hr	6.16	0.039
Particulate Matter (PM)	mg/Nm3	15.6	19.7
Persistent organic pollutant (POP)	Not applicable		
Volatile organic compounds (VOC)			
Hazardous air pollutant (HAP)			

* NOx, SOx and PM are as per the source emission monitoring report for Diesel Generators at Goa Plant. Further the Company does not measure POP, VOC, and HAP as per our Consent conditions.

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency.: Yes, SGS India Private Limited, a laboratory approved by Ministry of Environment and Forest has performed an assessment in line with permit conditions.

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

Parameter	Please specify unit	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Scope 1 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	57	63
Total Scope 2 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2,475	3,653
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00000012	0.00000015
Total Scope 1 and Scope 2 emissions per dollar of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 & 2 emissions/ Revenue from operations adjusted for PPP)		0.00000264	0.00000348
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Based on number of strips)		0.000014	0.000021

8. Does the entity have any project related to reducing Greenhouse gas emissions?

If "Yes", then provide details.

Yes, the Company follows stringent environmental health standards and has created a model for environmental sustainability with focus on conservation of resources, renewable energy, and waste minimization. The Company's Head Office has opted for Green Power tariff under 'Switch to Green initiative' from February 1, 2023, and accordingly the power requirement at the Head Office is sourced through renewable sources of energy. The Company is working towards Pfizer enterprise level goal of achieving the voluntary Net-Zero Standard by 2040.

The Company has installed 1100 KWP of solar panels at the Goa manufacturing plant as a part of the Company's continued journey toward renewable energy. This solar project provides 26% of the Goa plant's total energy needs.

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Waste Generated (in metric Tonnes)		
Plastic Waste (A)	48.91	47.33
E-Waste (B)	1.04	1.49
Bio-medical Waste (C)	0.29	0.16
Construction and Demolition Waste (C&D) (D)	-	-
Battery Waste (E)	-	-
Radioactive Waste (F)	-	-
Other Hazardous Waste generated (G) (Please specify, if any)	30.34	26.67
Other Non-Hazardous Waste generated (H) (Please specify, if any)	69.85	91.25
Total Waste Generated (A+B+C+D+E+F+G+H)	150.43	166.90
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.00000001	0.00000001
Waste intensity per dollar of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.00000016	0.00000016
Waste intensity in terms of physical output (Based on number of strips)	0.00000008	0.00000010
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category Waste		
(i) Recycled	111.95	104.66
(ii) Re-used	-	-
(iii) Other recovery operations	5.72	-
Total	117.67	104.66
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste		
(i) Incineration	32.76	20.97
(ii) Landfilling	-	-
(iii) Other disposal operations	-	5.20
Total	32.76	26.17

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

Pfizer has a long history of using the concepts of green chemistry and promoting them across the industry. Through scientific innovation Pfizer strives to design more efficient processes that can reduce the environmental impact of our medicines throughout the product life cycle. Central to Pfizer's sustainable medicines program is the minimization of waste across all sites globally. Pfizer sites consistently seek opportunities to reduce, reuse, repurpose, and recycle materials such as packaging and plastics. The Company has adopted waste management systems in compliance with regulatory requirements, Pfizer's Global EHS policy, and the Company's internal EHS policy. Plastic waste generated from the Company's operations at its manufacturing site in Goa is disposed of in accordance with the Plastic Waste Management Rules, 2016. The Goa Plant has undertaken continuous improvement projects (example: yield improvement, reduction in paper consumption etc.) in line with Pfizer internal enterprise environmental sustainability goals.

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

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

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2023-24:

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Web-link
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As per the notification issued by the Ministry of Environment, Forests and Climate Change ('MoEFCC') in India, an Environmental Impact Assessment (EIA) is supposed to be carried out for industries which have an adverse impact on the environment. The pharmaceutical sector was not identified as an industry which requires an EIA pre-clearance by the MoEFCC.

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Yes/ No).

If "Not", provide details of all such non-compliances, in the following format:

S. No.	Specify the law/ regulation/ guidelines which is not compliant	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken if any
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Yes, the Company has complied with all the environment related applicable legislations during the financial year ended March 31, 2024.

Leadership Indicators

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

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

i. Name of area

ii. Nature of operations

iii. Water withdrawal, consumption, and discharge in the following format:

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Water withdrawal by source (in kilo litres)		
(i) Surface Water	-	-
(ii) Ground Water	-	-
(iii) Third Party Water	-	-
(iv) Seawater/ Desalinated Water	-	-
(v) Others	-	-
Total volume of water withdrawal (in KL)	-	-
Total volume of water consumption (in KL)	-	-
Water intensity per rupee of turnover (Water consumed/ Turnover)	-	-
Water intensity (optional)- the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in Kilo litres)		
(i) To Surface Water	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(ii) To Ground Water	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iii) Sent to Third Party Water	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iv) Into Seawater	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
Total water discharged (in kilo-litres- Kl)	-	-

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

Parameter	Please specify unit	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Scope 3 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emissions per rupee of turnover			Not applicable
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity			

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

Not applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1.	Shift towards renewable energy (RE)- solar power	The Goa site has installed 1,100 Kwp solar panel during FY 2023-24	26% reduction in conventional power consumption in FY 2024 over the previous year
2.	Energy efficiency	<ul style="list-style-type: none"> LED fixtures: Replacement of the existing tube light fixtures with LEDs. Replacement of paper hand towels with high efficiency hand dryers 	<ul style="list-style-type: none"> 10% savings in electricity used for lighting. Reduction in paper hand towel consumption by 156 Kg per month and equivalent reduction in waste generation.
3.	Zero Liquid Discharge (ZLD) initiative	The site has wastewater treatment plant and ensures recycle and reuse of the treated water within the premises	The treated water is used for gardening purposes.
4.	Waste management initiatives	Effluent Treatment Plant Sludge De-Watering System	Previously sludge was de-watered over four big Sand Bed and dried over natural ventilation. Annually, all the sand beds are replaced and disposed as hazardous waste. The newly installed Sludge Dewatering system, separate the sludge using SQUEEZING technology in a semisolid state without use any Sand Drying bed.

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

At Pfizer, Business Continuity Management (BCM) is proactively integrated into strategic and operational plans to enable the continuity of key business activities by establishing a strong program that identifies, evaluates, and mitigates potential threats / vulnerabilities to business activities. The program also ensures that the company has response capability to safeguard the interests of key stakeholders, and the reputation of Pfizer and our brands in the event of a threat being realized. This applies to all Pfizer business operations and promotes a culture based on minimizing loss, mitigating disruption, and recovery of critical activities.

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

There were no events arising from the Value Chain Partners of Company, having any significant adverse impact to the environment.

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

Not applicable.

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

Essential Indicators

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

5 (five)

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

S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Organization of Pharmaceutical Producers of India (OPPI)	National
2.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3.	US India Strategic Partnership Forum (USISPF)	National
4.	US India Business Council (USIBC)	National
5.	The Bombay Chamber of Commerce and Industry	State

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

Name of authority	Brief of the Case	Corrective action taken
		The Company has not received any complaints on anti-competitive conduct during the financial year 2023-24.

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board	Web Link, if available
	Pfizer through various Industry associations and chambers has been advocating its opinion, voice, and thoughts on policies and requirements in the pharmaceutical sector, that will aid pharma companies on a steady path to responsible and sustained growth trajectory and help serve the patients.				

Principle 8: Businesses should promote inclusive growth and equitable development.
Essential Indicators
1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2023-24:

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

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

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

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

The Company has established a whistleblower/vigilance mechanism that enables its directors, employees, and stakeholders to report any concerns regarding illegal or unethical behavior, suspected fraud, or violations of the Company's code of conduct or ethics policy. This mechanism includes robust safeguards to protect individuals from any form of retaliation for using it. Many channels exist for raising questions and reporting concerns, including the Compliance Helpline (third-party public hotline available by phone or web, i, with anonymous reporting where allowed under local law).

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Directly sourced from MSMEs/ Small producers	14%	14%
Directly from within India	82%	83%

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

Location	Current Financial Year 2023-24	Previous Financial Year 2022-23
Rural	0.14%	0.30%
Semi-Urban	1.08%	1.71%
Urban	8.05%	16.83%
Metropolitan	90.73%	81.17%

Note: Place to be categorized as per RBI Classification System- rural/ semi-urban/ urban/ metropolitan

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

S. No.	State	Aspirational District	Amount Spent (in INR.)
The CSR projects undertaken by the Company do not fall under aspirational districts as identified by Government bodies			

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

No

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

No

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

-

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

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

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

Name of authority	Brief of Case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects*	% Beneficiaries from vulnerable & marginalized groups
1.	Pfizer- Tata Trust Cancer Care Project, envisages community outreach through awareness programs held in schools, colleges, etc. and for early detection of Non Communicable Diseases through screening camps held across locations. The program also aims to extend psycho-social counselling for patients and caregivers, navigation support to the families as well as financing support at Pan India level.	More than 4,50,000 beneficiaries	100%
2.	Project Aastha- Cancer care patient helpdesks through Doctors for You i.e., aims to establish help desks at cancer hospitals to improve patient care. Under the program, patients are linked with various Government schemes to avail necessary funding support. Information is provided to families and patients on accommodation services, subsidized food, traveling, logistics etc. Further, the program also provides emotional counseling to patients and caregivers at Pan India level.	More than 4,03,500 beneficiaries	100%
3.	Project Parivartan & OPEN AMR (online Learning Platform) with Americares, aims to facilitate and implement at 11 hospitals the targeted activities as prescribed under the National Guidelines for Infection Prevention and Control published by National Centres for Disease Control in January 2020 in collaboration with World Health Organization ("Guidelines"), and to demonstrate the progress towards meeting the minimum requirement under such Guidelines. The projects also facilitate the commencement or expansion of Antimicrobial Stewardship (AMS) program by introducing AMS interventions in coordination with the management and government body at each of the healthcare facilities at Pan India level.	1,500 health professionals reached	NA
4.	Open AMR project (OLP) aims to improve the quality of care across India by training nurses and healthcare professionals using the OLP platform. The platform provides self-paced digital modules on IPC and AMR for healthcare professionals at Pan India level.	More than 94,100 health professional registered	NA
5.	Goa Community Development Project, improving livelihood of communities. Project aims to improve WASH infrastructure in five government primary schools, seven Anganwadi and a sub-centre health care facility in Goa through renovation/repair/retrofitting and equipment support. The project supports seven Anganwadi centers through renovation of building infrastructure, kitchen, and WASH infrastructure. Additionally, to improve service delivery in one sub-center healthcare facility. medical equipment support has been extended. Lastly, IEC sessions are held in schools for children and teachers for the improvement of health and hygiene practices	More than 600 beneficiaries	100%

*: Beneficiary reach is cumulative figure and calculated since the beginning of the project period.

Principle 9: Business should engage with and provide value to their consumers in a responsible manner.**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company treats customer complaints with utmost importance and has established a mechanism for addressing and redressal of customer complaints. The Company also has a dedicated team for receiving consumer complaints and feedback, which is thereafter shared with the respective departments. All the grievances received through various available channels are registered and tracked with a unique number through the global Complaint management system. Grievances are addressed / resolved through investigation and thereafter response is provided to customer. The Company has dedicated helpline numbers and Email ID through which patients / consumers, healthcare professionals and other stakeholders can approach the Company for reporting adverse events or product related complaints. Additionally, the Company's field force receives product related complaints / Adverse Events which are shared with the respective departments. More details can be found on the link Pfizer India Customer Care No. | India Customer Care. The customer complaints received at Contactus.India@pfizer.com are managed in accordance with the standard procedure. Based on its nature, the complaint is forwarded to the respective department for their further action.

Pfizer Employees are also responsible for reporting safety information they may encounter even when not at work.

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

Parameters	As percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

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

	Current Financial Year 2023-24		Remarks	Previous Financial Year 2022-23		Remarks
	Received	Pending at end of year		Received	Pending at end of year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Customer Complaints*	208	5	-	199	-	-

* Also forms part of complaints reported under 'Customers' under Section A(VII)(23) of this report

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

	Number	Reasons for recall
Voluntary Recalls	2	<p>Product recall following an out of specification observed for dissolution. During the applicable reporting period, the Company initiated one Voluntary recall of Magnex, Magnamycin and Zosyn SKUs manufactured by Astral SteriTech Ltd by distributed / marketed by Pfizer Limited. The Company was informed, Astral SteriTech Private Ltd, that an out-of-specification was observed during routine environmental monitoring of its manufacturing block. As a precautionary measure, the Company recalled all batches of these SKUs that were distributed within shelf life in the respective markets.</p> <p>During the applicable reporting period the Company also initiated a Voluntary recall at the wholesale level for Ativan 1mg Tablets & Ativan 2mg Tablets manufactured and marketed by Pfizer Limited in Indian market. The recall was initiated following an out of specification results observed for Related Substance Test during routine stability sample testing. As a precautionary measure, the Company initiated recall at the wholesale level for all batches of these SKUs manufactured and marketed after December 2022 and within shelf life from the respective distributors.</p>
Forced Recalls	-	

5. Does the entity have a Framework / Policy on Cybersecurity and Risks related to data privacy? (Yes / No). If available, provide a web-link of the Policy.

Yes, The Company has implemented a Cybersecurity Policy to address data privacy risks comprehensively. Recognizing the criticality of safeguarding Sensitive Information, we have devised a framework aimed at preventing unauthorized access and piracy of data.

Our Privacy Policy, accessible on the Company's website at <https://www.pfizerltd.co.in/privacy>, outlines our commitment to protecting data privacy and serves as a guide for stakeholders on how we handle and secure their information.

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

Not Applicable

7. Provide the following information relating to data breaches:

(a) **Number of instances of data breaches:** Nil

(b) **Percentage of data breaches involving personally identifiable information of customers:** Nil

(c) **Impact, if any, of the data breaches:** Nil

Leadership Indicators

1. **Channels/ platforms where information on products and services of the entity can be accessed: <https://www.pfizerltd.co.in/>**

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

Pfizer Medical Information team responds to unsolicited inquiries coming from consumers. We would provide relevant information from an approved patient information leaflet as available and direct the consumer to their treating physician for further information.

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

The Company has put in place a mechanism to notify the regulatory authorities of any instance of product shortage / disruption or product availability, etc.

4. a. **Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable).**

If "Yes", provide details in brief.

b. **Did your entity carry out any survey about customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No).**

a) The Company does not display additional information other than the information mandated as per the local laws. However, all relevant information like storage conditions, product safety, usage, contact information, wherever applicable is displayed on the product label for consumer information and dissemination as per statutory and regulatory norms.

b) IQVIA had conducted a survey to gauge the nuances of supply chain as a stockist and develop a plan of action to meet its vision of 'the most preferred pharmaceutical company'. The key attributes covered as part of the survey included parameters related to product and company, supply chain, promotions and engagements, competition landscape, and the Medical Representatives' interactions.

For and on behalf of Board of Directors

Mumbai, May 17, 2024

Meenakshi Nevatia
Managing Director
DIN: 08235844

Pradip Shah
Chairman
DIN: 00066242