

PIIL/SEC/BSE:NSE/28:2024-25
August 03, 2024

BSE Limited Corporate Relationship Deptt. PJ Towers, 25 th Floor, Dalal Street, Mumbai – 400 001 Code No.523642	National Stock Exchange of India Limited Exchange Plaza, Plot No.C/1, G-Block Bandra Kurla Complex, Bandra (East), Mumbai – 400 051 Code No. PIIND
---	---

Dear Sir/Madam,

Sub: Integrated Annual Report for the financial year 2023-24

Pursuant to the Regulation 30 and 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Integrated Annual Report for the financial year 2023-24, including Business Responsibility and Sustainability Report ('BRSR') and Notice of 77th Annual General Meeting ('e-AGM').

The Integrated Annual Report containing the Notice of 77th e-AGM is also available on the website of the Company at <https://www.piindustries.com/investor-relations/co-go/annual-reports> and on the website of e-voting service provider viz., KFin Technologies Ltd. at <https://evoting.kfintech.com>.

The above is for the information of exchange and investors at large.

Thanking you,

Yours faithfully,
For PI Industries Limited

Sonal Tiwari
Company Secretary
ACS: 16638

Encl: As above

Collaborating for *Impactful Change*



TABLE OF CONTENTS

1. Introduction	6	8. Value creation model	96
Our approach to reporting	8	9. Strategy and Resource allocation	100
Collaborating for Impactful Change	10	Financial capital	104
Forward Looking Statement	12	Manufactured capital	112
Key reports and downloads available publicly	12	Intellectual capital	120
Our reporting Scope and Boundaries	13	Human capital	126
External Assurance	16	Social and Relationship Capital	150
2. About PI Industries Limited	30	Natural capital	162
Our Product offerings	32	Management Discussion & Analysis	172
Corporate information	38	10. Statutory reports	185
PI's value chain	42	Board Report	185
Our footprint and presence	44	Corporate Governance Report	206
Key milestones	46	Business Responsibility and Sustainability Report	227
Performance highlights	50	11. Financial Statements	262
3. From the desk of our leadership	55	Standalone financial Statements	262
4. Materiality	62	Consolidated Financial Statements	330
5. Future outlook	68	12. Notice	385
6. Governance structure	71	13. Annexures	392
Stakeholder engagement framework	72	TCFD Report	397
Stakeholder universe and engagement	73	UNGC Communication on Progress	403
Corporate governance at PI	75	GHG Methodology	404
Board effectiveness	77	GRI content index	405
Supply chain management	83		
Cyber Security and Information Protection	86		
7. Risk and Opportunities	89		
Building resilience through effective risk management	89		
Mitigating physical and transition risks	93		
Leveraging opportunities	95		



Introduction



Introduction

Presenting our FY24 Annual Integrated Report, a comprehensive communication medium addressing all stakeholders.



Purpose

Reimagining a healthier planet!



Vision

To lead with science, technology, and human ingenuity to create transformative solutions in agrisciences

Values

Courageous

- Think and act boldly
- Act with integrity
- Be accountable



Creative

- Connect unseen dots to differentiate
- Collaborate and experiment
- Create an environment to execute ideas with speed and excellence for skills

Curious

- Question conventional wisdom
- Be open-minded
- Develop intellectual curiosity

Caring

- Be transparent
- Trust each other
- Bring the best out of people
- Embrace sustainability

Enhanced Capabilities



Partner-centric: Pioneering the identification and fulfillment of unmet needs for our valued customers and partners



Science & Technology Driven: Spearheading sustainable solutions through early adoption of cutting-edge sciences and technologies



Digital Edge: Integrated digital solutions to gain a competitive advantage



People First: Creating the best opportunities for employees to learn, grow, and thrive



ESG Anchored: Embracing ESG as an integral part of our organizational DNA



Our approach to reporting

This report provides a transparent depiction of our strategy, business model, performance, and outlook, encompassing significant financial, economic, social, and governance aspects. The report reflects a collaborative effort in capturing both our financial and

non-financial performance. Aligned with the principle of Integrated Reporting by IIRC, this report allows us to articulate our business strategies, managerial protocols, operational workflows, and sustainability achievements to our stakeholders across sectors.

Reporting Guidelines

The report aligns with various mandatory compliance frameworks, including

- Companies Act 2013,
- SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015,
- Indian Accounting Standards, and
- The Secretarial Standards.
- Business Responsibility and Sustainability Report (BRSR)

As a leading integrated agrisciences corporation, positioned among the top 150 publicly listed entities

on the Indian Stock Exchange, we are committed to adhering to the BRSR requirements. The Report has been prepared with reference to the GRI Standards and the requirements of Business Responsibility and Sustainability Reporting issued by the Securities and Exchange Board of India (SEBI).

Additionally, on a voluntary basis and as a testament to our commitments towards responsible reporting we comply and adhere to the below reporting standards and frameworks:

<p>Global Reporting Initiative (GRI) standards</p>	<p>Task Force on Climate-related Financial Disclosures (TCFD)</p>	<p>United Nations Global Compact (UNGC)</p>
<p>Universal Declaration of Human Rights (UDHR)</p>	<p>Responsible Care ©</p>	<p>International Labour Organization (ILO)</p>
<p>OECD Guidelines for Multinational Companies</p>	<p>United Nations Sustainable Development Goals (UNSDGs)</p>	<p>National Guidelines for Responsible Business Conduct (NGRBC)</p>

Readiness for IFRS-ISSB S1 and S2 reporting

As PI moves into yet another year of sustainability reporting, we have marked a shift in the reporting landscape. The IFRS-prescribed S1 and S2 frameworks call upon companies to combine existing reporting frameworks such as Value Reporting Foundation's <IR> Framework, SASB and Taskforce on Climate-Related Disclosures (TCFD).

Among the leaders in the Indian agrochemicals space, PI Industries is continuously striving to improve the quality of its GHG emissions disclosures. With alignment across the standards in reporting requirements, governance and risk management considerations, strategic integration of environmental issues, PI is preparing its functions to meet requirements of both GRI 305 and IFRS-ISSB S1 and S2.

PI will look forward to carrying out its bi-annual materiality assessment in FY25. This will not only cover requirements of conducting a double materiality assessment but will also meet requirements of both standards. This is because while GRI 305 targets a broader group of stakeholders, including regulators, customers, and the public; IFRS-ISSB S1 and S2 is more focused on investors and financial stakeholders.

Further, to ensure consistent methodologies for data collection and reporting across both standards PI is

working on integrating advanced data management and reporting processes to bring in more accuracy and efficiency in reporting.

By considering these interoperability aspects, PI will aim to create comprehensive, coherent, and comparable sustainability reports that meet the requirements of both GRI 305 and IFRS-ISSB S1 & S2.

PI embarked on its journey for preparing S1 and S2 disclosures in the last financial year by incorporating progress against performance of ESG indicators across business operations, value chain and project activities. Integrating analysis of climate-related risks and opportunities in our reporting from the financial year FY23-24 marks another step in this direction. As the rollout of S1 and S2 frameworks continues, PI intends to secure first-mover advantage and position itself as a leader in the sector.



Opening theme message

Collaborating for Impactful Change

“Our strength in collaboration has reflected our position in the global agri-science value chain, transforming us from a manufacturer to a partner of choice for leading global innovator brands.”

At PI, we are inspired by science and a deep understanding of future trends, continually enhancing our unique, integrated, and innovation-led business model across the value chain. Over the years, we have successfully leveraged our capabilities in the Agri-Sciences sector, offering integrated and innovative solutions to our customers through enduring partnerships. Trust, integrity, and IP protection form the solid foundation of our business.

By partnering with leading companies globally, PI delivers solutions across research and development, regulatory services, manufacturing, application development, marketing, distribution, and customer engagement. Today, PI Industries stands as a beacon of opportunity and transformation. Here, we are not mere stakeholders, but strategic partners bound by a common vision to revolutionize the agricultural landscape and drive sustainable progress. This report is a testament to the potency of collaboration, underscoring our steadfast dedication to sculpting a brighter future, not just for our nation, but for the world at large. At PI, we recognize that the path to unlocking the true potential of food and nutritional security lies in collaboration and innovation. Committed to sustainable practices and technological advancement, we understand the transformative power of collaboration in driving positive change.

In the ever-evolving realm of agriculture, technology is the key force, transforming traditional practices and opening new opportunities. Positioned at the forefront of this evolution, we advance as an agri-sciences company with a holistic understanding of the entire business value chain. From discovery to manufacturing and culminating in last-mile distribution, we embody a comprehensive approach.

Our strength in collaboration has reflected our position in the global agri-science value chain, transforming us from a manufacturer to a partner of choice for leading global innovator brands. Through strategic partnerships with global innovators and a steadfast commitment to agri-sciences, we leverage technology to pioneer transformative solutions for agriculture’s pressing challenges. Our portfolio spans from cutting-edge Agri-tech solutions, optimizing resource utilization, to groundbreaking biologicals, nurturing soil health and fortifying crop resilience. These collaborative endeavors are not merely about growth; they’re about forging a sustainable trajectory, enriching farmer livelihoods, and charting the future of agriculture.

Collaboration extends beyond partnerships with other organizations. We actively engage with both existing and potential B2C customers through robust demand generation activities and tailored crop solutions. Our B2B operations are characterized by close collaboration with partners to ensure alignment with our unique offerings, fostering enduring relationships based on mutual trust and shared goals. We continued to leverage chemistry process research and manufacturing capabilities for global innovators by partnering for IP creation. In 2023-24, we have ongoing relationships with over 20 such innovators.

By pooling our collective expertise, resources, and vision, we aim to develop holistic solutions that enhance agricultural productivity while minimizing environmental impact. Through our participation in CII B20 ‘Global Dialogue on Food Systems Transformation,’ we continued to contribute to the global discourse. Furthermore, with our partnership with Boston University in hosting a seminar on Data Science

and AI Research, we hope to leverage cutting-edge technologies for agricultural advancement.

We also recognize the importance of nurturing the next generation of leaders who will build for tomorrow and continue to play a pivotal role in addressing nutritional and food security. Our management development program with IIM Udaipur is a testament to this commitment. By partnering with esteemed institutions like these, we provide emerging leaders within our organization with the necessary skills, mentorship, and opportunities to thrive and drive innovation.

Collaboration for impactful change at PI extends to our key value chain partners. Through capacity-building programs for our supply chain partners, we empower them to reduce social and environmental risks while improving performance against sustainability parameters. At PI, collaboration extends far beyond our internal operations; it serves as a cornerstone in our approach to community engagement and driving sustainable impact.

Through our robust corporate social responsibility initiatives, we foster collaboration with stakeholders at every level across the development ecosystem. Our programs are designed to create tangible value across vital thematic areas such as health, women’s empowerment, environment, education, and skill development. A testament to our commitment, our innovative farmer outreach and engagement initiative has enabled us to collaborate with over two million farmers this year alone. This concerted effort has resulted in a significant impact, with approximately 19 million acres of treated acreage, underscoring

our dedication to fostering lasting change within the farming community.

At PI, collaboration isn’t merely a strategic choice; it’s woven into the fabric of our identity, ethos, and values. As an agrochemical company deeply steeped in innovation, integrity, and ESG integration, we recognize the intricate challenges confronting agriculture and society. Acknowledging the complexity of these challenges, we understand that meaningful progress necessitates a collective effort. Collaboration serves as the catalyst, pooling together knowledge, expertise, and resources to unlock new frontiers, foster innovation, and generate enduring impact. Our dedication to collaborative endeavors extends beyond immediate objectives; it’s about cultivating sustainable, mutually enriching partnerships that lay the groundwork for a brighter future. This commitment is intrinsic to our operations, guiding us as we collectively strive towards a more resilient, equitable, and sustainable tomorrow.

As we celebrate our 77th year of incorporation, PI rededicates itself to forging a path towards a smarter and more sustainable future for agriculture. Our journey is fueled by the boundless possibilities that collaboration offers in reshaping our world for the better. Through a steadfast commitment to innovation, collaboration, and responsible stewardship, we stand poised to surmount the obstacles ahead of us and create impactful change. Together, with our partners and stakeholders, we aspire to create a reality where each seed sown marks a significant stride towards a brighter and more prosperous future.



Forward Looking Statement

Our annual integrated report delineates the Company's strategic blueprint, spanning short- and medium-term initiatives crafted to foster enduring sustainable growth. We elaborate on our strategy for navigating the competitive terrain, mitigating risks, and seizing opportunities, including addressing pressing issues such as climate change, supply chain disruptions, and pivotal market trends.

The report leverages PI Compass, our internal strategic framework, to identify key performance indicators

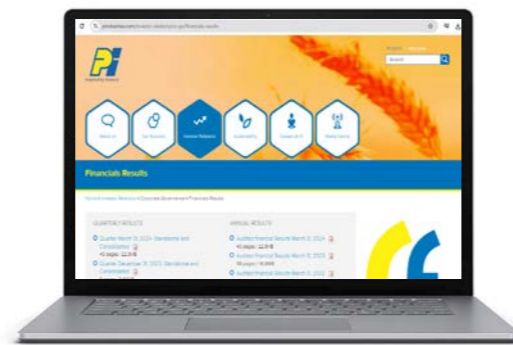
and provide growth projections based on historical market data and well-founded assumptions. By their nature, forward-looking statements are subject to inherent uncertainties, risks, and other factors that could cause actual results to differ materially. The Company assumes no obligation to update or revise these statements, whether due to new information, future events, or otherwise. We encourage readers to exercise informed judgment rather than placing undue reliance on these statements.

Key reports and downloads available publicly

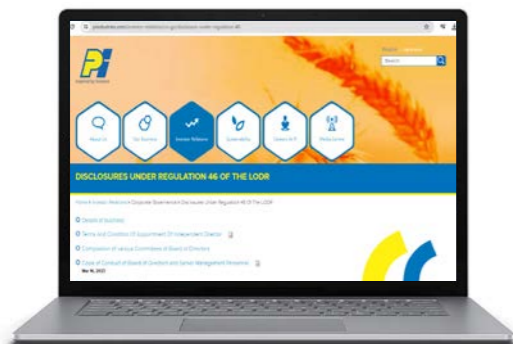
Annual reports/Sustainability reports



Financials



Investor relations



- Disclosures under regulation 46 of the LODR
- Policies
- Press releases
- Press releases others
- QIP-PPD
- QIP-PD
- Financials at a glance
- Other disclosures
- Annual general meeting
- Postal ballot
- FAQs
- Forms
- Intimation of duplicate shares
- Listing information
- Merger
- Shareholders' information

Sustainability relations



- CSR Policy
- PI Foundation & CSR projects
- CSR Policy
- EHS reports
- Governance
- Sustainability policies

We solicit your feedback on our annual integrated report. You can send us your comments at sustainability@piind.com

Our reporting Scope and Boundaries

This report covers the operational performance of PI Industries Limited from April 1, 2023, to March 31, 2024. Notably, this year's report extends its coverage to include Jivagro Limited, a wholly-owned subsidiary of PI Industries Limited, for GRI Indicators wherever disclosed on a consolidated basis, thus representing over 90% of the group's revenue-generating enterprises. Till FY 2022-23, BRSR included five manufacturing locations in Gujarat (3 in Panoli and 2 in Jambusar), four corporate offices (Gurugram, Mumbai, Vadodara, Germany) and one R&D centre (Udaipur). From FY 2023-24 onwards, we have also included all the depots (21), new R&D center at Hyderabad and one guesthouse (Udaipur). Accordingly, previous year data/numbers are not comparable to that extent.

All financial numbers pertain to standalone and consolidated operations of PI Industries Limited. In instances where information extends beyond predefined boundaries, clear conditions are outlined to ensure transparency and coherence in reporting.

Reporting of key initiatives and performance indicators has been done against the list of material topics identified for the group company following a thorough assessment involving key stakeholders.

The annual integrated report for FY2023-24 aims to enhance recognition of the value of Environmental, Social, and Governance (ESG) dimensions and sustainability-related issues among all stakeholders of the business.

Aligning with the financial year FY23-24, the report presents a comprehensive review of performance and initiatives. Informed by a meticulous materiality assessment conducted during 2022-23, which prioritized sustainability concerns through stakeholder engagement, internal evaluations, and industry benchmarking. The operational processes of Jivagro Limited remain largely aligned with those of PI Industries Limited, except for strategic variances in marketing and sales functions.





25

CF-FC-800

External assurance

Reasonable assurance on BRSR Core KPIs and Limited assurance on the Identified Sustainability Information in the BRSR & Integrated Annual Report respectively has been provided by Price Waterhouse Chartered Accountants LLP for PI Industries Limited on a Standalone basis, in accordance with the Standard on Sustainability Assurance Engagements 3000 “Assurance Engagements on Sustainability Information” and the Standard on Assurance Engagements 3410 “Assurance Engagements on Greenhouse Gas Statements”, both issued by the Sustainability Reporting Standards Board of the ICAI and the International Standard on Assurance Engagement (“ISAE”) 3000 (Revised) “Assurance Engagements other than Audits or Reviews of Historical Financial Information” and the ISAE 3410 “Assurance Engagements on Greenhouse Gas Statements”, both issued by International Auditing and Assurance Standards Board. The assurance reports attached contains details of the subject matter, criteria, procedures performed, and reasonable assurance opinion and limited assurance conclusion, as applicable.

Independent Practitioner’s Limited Assurance Report on Identified Sustainability Information in PI Industries Limited’s Integrated Annual Report

To the Board of Directors of PI Industries Limited

We have undertaken to perform a limited assurance engagement for PI Industries Limited (the “Company”) vide our Engagement Letter dated June 11, 2024, in respect of the agreed Sustainability Information referred in “Identified Sustainability Information” paragraph below (the “Identified Sustainability Information”) in accordance with the Criteria stated in the “Criteria” paragraph below. The Identified Sustainability Information is included in the “GRI Content Index” section in the Integrated Annual Report (the “Integrated Annual Report”) of the Company for the financial year ended March 31, 2024.

This engagement was conducted by a team comprising assurance practitioners and engineers/ environment experts.

Identified Sustainability Information

The Identified Sustainability Information for the financial year ended March 31, 2024, is summarised in Appendix 1 to this report.

Our limited assurance engagement was with respect to the financial year ended March 31, 2024 information only and we have not performed any procedures with respect to prior periods or any other elements included in the Integrated Annual Report other than those listed in Appendix 1 to this report, and therefore, do not express any conclusion thereon.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information in the GRI Content Index for inclusion in the Integrated Annual Report is the Global Reporting Initiatives Standards (“GRI Standards”) 2021 as set out under Appendix 1 to this report (the “Criteria”).

Management’s Responsibilities

The Company’s Management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, and content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes the design, implementation, and maintenance of internal control relevant to the preparation of the Integrated Annual Report and measurement of the Identified Sustainability Information, which are free from material misstatement, whether due to fraud or error.

Inherent limitations in preparing the Identified Sustainability Information

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, Greenhouse Gas (“GHG”) quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (“ICAI”) and the International Code of Ethics for Professional Accountants (including International Independence Standards) (“IESBA Code”) issued by the International Ethics Standard Board for Accountants, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Price Waterhouse Chartered Accountants LLP (the “Firm”) applies Standard on Quality Control 1 “Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements”, the International Standard on Quality Management (“ISQM”) 1 “Quality Management for Firms that perform Audits or Reviews of Financials Statements, or Other Assurance or Related Services Engagements” and ISQM 2 “Engagement Quality reviews”, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Practitioner’s Responsibilities

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.

We conducted our limited assurance engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, “Assurance Engagements on Sustainability Information” and the Standard on Assurance Engagements (SAE) 3410 “Assurance Engagements on Greenhouse Gas Statements”, both issued by the Sustainability Reporting Standards Board of the ICAI, and the International Standard on Assurance Engagement (“ISAE”) 3000 (Revised) “Assurance Engagements other than Audits or Reviews of Historical Financial Information” and the ISAE 3410 “Assurance Engagements on Greenhouse Gas Statements”, both issued by the International Auditing and Assurance Standards Board (collectively referred to as “the Standards”). These Standards require that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.

A limited assurance engagement involves assessing the suitability in the circumstances of the Company’s use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies and agreeing or reconciling with underlying records.



Given the circumstances of the engagement, in performing the procedures referred above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and /or measurements of the Identified Sustainability Information.
- Made enquiries of Company's Management, including those responsible for Sustainability, Environmental Social Governance (ESG), Corporate Social Responsibility (CSR), Human Resource (HR) etc. and those with responsibility for managing the Company's Integrated Annual Report.
- Obtained an understanding and performed an evaluation of the key systems and processes for managing, recording and reporting on the Identified Sustainability Information including at the sites and corporate office visited. Further for select Identified Sustainability Information, in addition to obtaining an understanding and performing evaluation of certain Information Technology General Controls (ITGCs), operating effectiveness of the ITGCs was also tested.
- Based on above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures.
- Checked the consolidation for various sites and offices including corporate office under the Standalone reporting boundary (as mentioned in the Integrated Annual Report and in Appendix 1 to this report) for ensuring the completeness of data being reported.
- Performed limited substantive testing on a sample basis of the Identified Sustainability Information within the Standalone reporting boundary (as mentioned in the Integrated Annual Report) to verify that data had been appropriately measured with underlying documents recorded, collated and reported. This included assessing records and performing testing including recalculation of sample data to establish an assurance trail.
- Where applicable for the Identified Sustainability Information in the Integrated Annual report, we have relied on the information in the audited Standalone financial statements of the Company for the year ended March 31, 2024 and the underlying trial balance.
- Assessed the level of adherence to GRI Standards, 2021, by the Company in preparing the Identified Sustainability Information in the Integrated Annual Report.
- Assessed the Integrated Annual Report for detecting, on a test basis, any major anomalies between the information reported in the Integrated Annual Report on performance with respect to Identified Sustainability Information and relevant source data/information.
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the Management in the preparation of the Identified Sustainability Information.
- Obtained representations from Company's Management.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information has been prepared, in all material respects, in accordance with the Criteria.

Exclusions

Our limited assurance scope excludes the following and, therefore, we do not express a conclusion on the same:

- Operations of the Company other than the Identified Sustainability Information listed in Appendix 1 to this report.
- Aspects of the Integrated Annual Report and data/ information (qualitative or quantitative) included in the Integrated Annual Report other than the Identified Sustainability Information.
- Data and information outside the defined reporting period, i.e., the financial year ended March 31, 2024.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company and testing or assessing any forward-looking assertions and/ or data.

Limited Assurance Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Company's Identified Sustainability Information summarised in Appendix 1 and included in the Integrated Annual Report for the financial year ended March 31, 2024, is not prepared, in all material respects, in accordance with the Criteria.

Other Matter

The Integrated Annual Report of the Company includes certain information pertaining to the financial year ended March 31, 2023, on which an unmodified limited assurance conclusion was issued by another firm as per the scope and criteria defined in their report dated July 25, 2023.

Restriction on Use

Our obligations in respect of this report are entirely separate from, and our responsibility and liability is in no way changed by, any other role we may have (or may have had) as auditors of the Company or otherwise. Nothing in this report, nor anything said or done in the course of or in connection with the services that are the subject of this report, will extend any duty of care we may have in our capacity as auditors of the Company.

This report has been issued at the request of the Board of Directors of the Company to whom it is addressed, solely to assist the Company in reporting Company's sustainability performance and activities, and for publishing the report in the Integrated Annual Report. Our report should not be used for any other purpose or by any person other than the addressees of our report. Accordingly, we do not accept or assume any liability or any duty of care for any other purpose or to any other person to whom this report is shown or into whose hands it may come without our prior consent in writing.

For Price Waterhouse Chartered Accountants LLP

Firm Registration Number: FRN 012754N/N500016

Sd/-

Heman Sabharwal
Partner

Membership Number: 093263
UDIN: 24093263BKFGQLQ9824

Place: Gurugram
Date: July 31, 2024



Appendix 1

Identified Sustainability Information

S. No.	GRI Indicator Reference	Indicator description
1	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions
2	401-1	New employee hires and employee turnover
3	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
4	401-3	Parental leave
5	403-8	Workers covered by an occupational health and safety management system
6	403-9	Work-related injuries
7	404-1	Average hours of training per year per employee
8	404-2	Programs for upgrading employee skills and transition assistance programs
9	404-3	Percentage of employees receiving regular performance and career development reviews
10	405-1	Diversity of governance bodies and employees
11	405-2	Ratio of basic salary and remuneration of women to men

Independent Practitioner’s Reasonable Assurance Report on Identified Sustainability Information in PI Industries Limited’s Business Responsibility and Sustainability Report pursuant to the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

To the Board of Directors of PI Industries Limited

We have undertaken to perform a reasonable assurance engagement for PI Industries Limited (the “Company”) vide our Engagement Letter dated June 11, 2024, in respect of the agreed Sustainability Information referred in “Identified Sustainability Information” paragraph below (the “Identified Sustainability Information”) in accordance with the Criteria stated in the “Criteria” paragraph below. The Identified Sustainability Information is included in the Business Responsibility and Sustainability Report (“BRSR”) section in the Integrated Annual Report of the Company for the financial year ended March 31, 2024, (the “Integrated Annual Report”) pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India (“SEBI”) (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the “LODR Regulations”).

This engagement was conducted by a team comprising assurance practitioners and engineers/ environment experts.

Identified Sustainability Information

The Identified Sustainability Information for the financial year ended March 31, 2024, is summarised in Appendix 1 to this report.

Our reasonable assurance engagement was with respect to the financial year ended March 31, 2024, information only and we have not performed any procedures with respect to prior periods or any other elements included in the BRSR, other than those listed as BRSR Core Key Performance Indicators (“KPIs”) in Appendix 1 to this report and, therefore, do not express any opinion thereon.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information is the “BRSR Core KPIs” as detailed in Appendix 1 to this report (the “Criteria”), which is a subset of the BRSR, consisting of a set of KPIs/ metrics under nine Environmental, Social and Governance (“ESG”) attributes, as specified by SEBI vide Annexure I and Annexure II to the circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 (the “SEBI Circular”).

Management’s Responsibilities

The Company’s Management is responsible for determining the Reporting Boundary of the BRSR, selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations including the SEBI Circular, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, and content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation, and maintenance of internal control relevant to the preparation of the BRSR, and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Company’s compliance with the requirements of LODR Regulations and the SEBI Circular in relation to the BRSR Core.

Inherent Limitations in Preparing the Identified Sustainability Information

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, Greenhouse Gas (“GHG”) quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (“ICAI”) and the International Code of Ethics for Professional Accountants (including International Independence Standards) (“IESBA Code”) issued by the International Ethics Standard Board for Accountants, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Price Waterhouse Chartered Accountants LLP (the “Firm”) applies Standard on Quality Control 1, “Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements”, the International Standard on Quality Management (“ISQM”) 1 “Quality Management for Firms that perform Audits or Reviews of Financials Statements, or Other Assurance or Related Services Engagements” and ISQM 2 “Engagement Quality reviews”, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Practitioner’s Responsibilities

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information based on the procedures we have performed and the evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (“SSAE”) 3000, “Assurance Engagements on Sustainability Information” and the Standard on Assurance Engagements (“SAE”) 3410, “Assurance Engagements on Greenhouse Gas Statements”, both issued by the Sustainability Reporting Standards Board of the ICAI, and the International Standard on Assurance Engagement (“ISAE”) 3000 (Revised), “Assurance Engagements other than Audits or Reviews of Historical Financial Information” and the ISAE 3410 “Assurance Engagements on Greenhouse Gas Statements”, both issued by the International Auditing and Assurance Standards Board (collectively referred to as “the Standards”).

These Standards require that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information is prepared, in all material respects, in accordance with the Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error and responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Sustainability Information.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures referred above, we:

- Obtained an understanding of the identified sustainability information and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and /or measurements of the identified sustainability information.

- Made enquiries of Company’s Management, including those responsible for Sustainability, Environmental Social Governance (‘ESG’), Corporate Social Responsibility (‘CSR’), Human Resources (HR) etc., and those with responsibility for managing the Company’s BRSR.
- Obtained an understanding and performed an evaluation of the design of the key systems, processes, and controls for managing, recording and reporting on the Identified Sustainability Information including at the sites and corporate office visited. Further for select Identified Sustainability Information, in addition to obtaining an understanding and performing evaluation of certain Information Technology General Controls (ITGCs), operating effectiveness of the ITGCs was also tested.
- Based on above understanding and the risks that the identified sustainability information may be materially misstated, determined the nature, timing and extent of further procedures.
- Checked the consolidation for various sites and corporate office under the Standalone reporting boundary (as mentioned in the BRSR) for ensuring the completeness of data being reported.
- Performed substantive testing on a sample basis of the Identified Sustainability Information within the Standalone reporting boundary (as mentioned in the BRSR) to verify that data had been appropriately measured with underlying documents recorded, collated and reported. This included assessing records and performing testing including recalculation of sample data to establish an audit trail.
- Assessed the level of adherence to the BRSR format issued by Securities and Exchange Board of India (SEBI) followed by the Company in preparing the BRSR.
- Assessed the BRSR for detecting, on a test basis, any major anomalies between the information reported in the BRSR on performance with respect to Identified Sustainability Information and relevant source data/information.
- Where applicable for the Identified Sustainability Information in the BRSR, we have relied on the information in the audited standalone financial statements of the Company for the year ended March 31, 2024 and the underlying trial balance.
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the Management in the preparation of the Identified Sustainable Information.
- Obtained representations from Company’s Management.

Exclusions

Our reasonable assurance scope excludes the following and, therefore, we do not express an opinion on the same:

- Operations of the Company other than the Identified Sustainability Information listed in Appendix 1 to this report.
- Aspects of the BRSR, and data/ information (qualitative or quantitative) included in the BRSR, other than the Identified Sustainability Information.
- Data and information outside the defined reporting period, i.e., the financial year ended March 31, 2024.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company and testing or assessing any forward-looking assertions and/or data.



Opinion

Based on the procedures performed and the evidence obtained, the Company's Identified Sustainability Information summarised in Appendix 1 to this report and included in the BRSR for the financial year ended March 31, 2024, are prepared, in all material respects, in accordance with the Criteria.

Other Matter

The BRSR of the Company includes certain information pertaining to the financial year ended March 31, 2023, on which an unmodified limited assurance conclusion was issued by another firm as per the scope and criteria defined in their report dated July 25, 2023.

Restriction on Use

Our obligations in respect of this report are entirely separate from, and our responsibility and liability is in no way changed by, any other role we may have (or may have had) as auditors of the Company or otherwise. Nothing in this report, nor anything said or done in the course of or in connection with the services that are the subject of this report, will extend any duty of care we may have in our capacity as auditors of the Company.

This report has been issued at the request of the Board of Directors of the Company to whom it is addressed, solely to enable them to comply with the requirements of the Circular and LODR Regulations, on reporting Company's sustainability performance and activities, and for publishing the same as a part of the BRSR included in the Company's Integrated Annual Report. Our report should not be used for any other purpose or by any person other than the addressees of our report. We do not accept or assume any liability or any duty of care for any other purpose or to any person other than the Company.

For Price Waterhouse Chartered Accountants LLP

Firm Registration Number: FRN 012754N/N500016

Sd/-

Heman Sabharwal
Partner

Membership Number: 093263
UDIN: 24093263BKFG7129

Place: Gurugram
Date: July 31, 2024

Appendix 1

Identified Sustainability Information (BRSR Core KPIs)

S. No.	Principle/ Indicator Reference*	Attribute	Parameters (KPIs) Assured
1.	Principle 6 – E7	Green-house gas (GHG) footprint	<ol style="list-style-type: none"> Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) Total Scope 2 emissions (Break-up of the GHG (CO₂e) into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) GHG Emission Intensity (Scope 1 +2) <ol style="list-style-type: none"> Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services
2.	Principle 6 – E3 Principle 6 – E4	Water footprint	<ol style="list-style-type: none"> Total water consumption Water consumption intensity <ol style="list-style-type: none"> Water Intensity per rupee of turnover adjusted for PPP Water Intensity in terms of physical output Water Discharge by destination and levels of treatment
3.	Principle 6 – E1	Energy Footprint	<ol style="list-style-type: none"> Total Energy Consumed % of energy consumed from renewable sources Energy intensity <ol style="list-style-type: none"> Energy Intensity per rupee of turnover adjusted for PPP Energy Intensity in terms of physical output

S. No.	Principle/ Indicator Reference*	Attribute	Parameters (KPIs) Assured
4.	Principle 6 – E9	Embracing circularity- details related to waste management by the entity	<ol style="list-style-type: none"> 1. Plastic waste (A) 2. E-waste (B) 3. Bio-medical waste (C) 4. Construction and demolition waste (D) 5. Battery waste (E) 6. Radioactive waste (F) 7. Other Hazardous waste (G) 8. Other Non-hazardous waste generated (H) 9. Total waste generated ((A+B + C + D + E + F + G + H) 10. Waste intensity <ol style="list-style-type: none"> a) Waste Intensity per rupee of turnover adjusted for PPP b) Waste Intensity in terms of physical output 11. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 12. For each category of waste generated, total waste disposed by nature of disposal method
5.	Principle 3 – E1 (c) Principle 3 – E11	Enhancing employee wellbeing and Safety	<ol style="list-style-type: none"> 1. Spending on measures towards well-being of employees and workers- cost incurred as a % of total revenue of the company. 2. Details of safety related incidents for employees and workers (including contract-workforce) <ol style="list-style-type: none"> a) Number of Permanent Disabilities b) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) c) No. of fatalities
6.	Principle 5 – E3 (b) Principle 5 – E7	Enabling Gender Diversity in Business	<ol style="list-style-type: none"> 1. Gross wages paid to females as a % of wages paid 2. Complaints on POSH <ol style="list-style-type: none"> a) Total Complaints on Sexual Harassment (POSH) reported. b) Complaints on POSH as a % of female employees / workers c) Complaints on POSH upheld

S. No.	Principle/ Indicator Reference*	Attribute	Parameters (KPIs) Assured
7.	Principle 8 – E4 Principle 8 – E5	Enabling Inclusive Development	<ol style="list-style-type: none"> 1. Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India. 2. Job creation in smaller towns- wages paid to people employed in smaller towns (permanent or non-permanent/ on contract) as % of total wage cost
8.	Principle 9 – E7 Principle 1 – E8	Fairness in Engaging with Customers and Suppliers	<ol style="list-style-type: none"> 1. Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events. 2. Number of days of accounts payable
9.	Principle 1 – E9	Open-ness of business	<ol style="list-style-type: none"> 1. Concentration of purchases & sales done with trading houses, dealers, and related parties <ol style="list-style-type: none"> a) Purchases from trading houses as % of total purchases b) Number of trading houses where purchases are made from c) Purchases from top 10 trading houses as % of total purchases from trading houses d) Sales to dealers / distributors as % of total sales e) Number of dealers / distributors to whom sales are made f) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors 2. Loans and advances & investments with related parties Share of RPTs (as respective %age) in- <ol style="list-style-type: none"> a) Purchases b) Sales c) Loans & advances d) Investments

*'E' denotes Essential Indicator

About PI Industries Limited



About PI Industries Limited

PI Industries Limited is a leading integrated agrisciences company dedicated to the advancement of knowledge for responsible contributions to global food security and environmental sustainability. PI's expertise encompasses the entire life sciences value chain, including custom synthesis, large-scale manufacturing, and co-marketing & distribution. Notably, PI stands as one of the few notable Asian companies engaged in such a comprehensive range of activities, encompassing discovery, manufacturing, distribution, scale-up, and beyond.

Fueled by a robust research and development program, PI has established a significant presence in the Indian crop protection market. Our legacy is built upon leading brands that provide value-added solutions to over three million farmers and retailers both within India and internationally. Through the strategic deployment of advanced technologies, we aim to revolutionize the global food value chain, ensuring both sustainability and increased efficiency. We aim

to cultivate a sustainable future in food production, generating shared value for customers, shareholders, and society, while enhancing the sustainability of the global food value chain. Our collaborative approach spans the agricultural ecosystem, empowering farmers with the tools necessary to unlock a smarter and more sustainable future, thereby shaping a food value chain that benefits all stakeholders.

Founded in 1946, in the nascent years of an independent India, PI Industries emerged with a core mission: to address the nation's emerging agricultural challenges. Since then, we have transformed into a globally recognized leader in crop nutrition. Our integrated business model leverages the expertise of 3,670 permanent employees and operates across five manufacturing locations, featuring five formulation facilities and 15 multipurpose plants. This infrastructure allows us to play a vital role in supporting India's agricultural sector and ensuring food and nutritional security for its growing population.

3,670

Employees in FY24

05

Formulation facilities

15

Multi-purpose plants

05

Manufacturing locations



Our product offerings

We offer a wide range of crop protection products for farmers



Our crop protection products offer comprehensive solutions throughout the crop's growth stage

Solution for major crops

RICE			
WEEDS	INSECTS	DISEASES	NUTRITION
<p>Broad Spectrum Herbicide</p> <p>Dosage : 8GM/ACRE</p>	<p>VIBRANT</p> <p>DOSAGE: 8KG/ACRE</p>	<p>SHIELD</p> <p>DOSAGE: 30ML/ACRE</p>	<p>HUMESOL</p> <p>Dosage : 1L/Acre</p>
<p>PIMIX</p> <p>Dosage : 8GM/ACRE</p>	<p>COSKO</p> <p>DOSAGE: 4KG/ACRE</p>	<p>WADON</p> <p>DOSAGE: 30ML/ACRE</p>	<p>BIOVITA</p> <p>DOSAGE: 4KG/ACRE</p>
<p>LEGACEE</p> <p>Dosage : 325-350 ML/ACRE</p>	<p>DISTRUPTOR</p> <p>DOSAGE: 8GM/ACRE</p>	<p>SHIELD BLAST</p> <p>DOSAGE: 30ML/ACRE</p>	<p>BIOVITA</p> <p>DOSAGE: 3ML/ACRE</p>
<p>PIMIX</p> <p>Dosage : 100-120 ML/ACRE</p>	<p>COSKO</p> <p>DOSAGE: 8GM/ACRE</p>	<p>HEADER</p> <p>DOSAGE: 30ML/ACRE</p>	<p>BIOVITA</p> <p>DOSAGE: 3ML/ACRE</p>
<p>PIMIX</p> <p>Dosage : 8GM/ACRE</p>	<p>OSHEEN</p> <p>DOSAGE: 8GM/ACRE</p>	<p>SHIELD BLAST</p> <p>DOSAGE: 30ML/ACRE</p>	<p>BIOVITA</p> <p>DOSAGE: 3ML/ACRE</p>
<p>LEGACEE</p> <p>Dosage : 325-350 ML/ACRE</p>	<p>FLUTON</p> <p>DOSAGE: 100ML/ACRE</p>	<p>SHIELD BLAST</p> <p>DOSAGE: 30ML/ACRE</p>	<p>BIOVITA</p> <p>DOSAGE: 3ML/ACRE</p>

COTTON

WEEDS	INSECTS	DISEASES	NUTRITION
<p>PROVIDE</p> <p>Dosage : 200-300 ml /Acre</p>	<p>JASSID</p> <p>OSHEEN 60 GM/ACRE</p> <p>PB KNOT ROKET</p> <p>PINK BOLLWORM</p> <p>Dosage : 9825/ 62.5/acre</p> <p>Dosage : 400-600 ml/acre</p> <p>DINOACE</p> <p>JASSID</p> <p>Dosage : 220 G/acre</p> <p>FOSMITE</p> <p>WHITEFLY</p> <p>Dosage : 600-800ml/ acre</p> <p>THRIPS</p> <p>Dosage : 400 ml/acre</p>	<p>CLUTCH</p> <p>Alternaria Disease</p> <p>Dosage : 600ml /Acre</p>	<p>BIOVITA</p> <p>ABIOTIC STRESS</p> <p>Dosage : 4-8 KG/Acre</p> <p>HUMESOL</p> <p>ABIOTIC STRESS</p> <p>Dosage : 1 Lit./Acre</p> <p>BIOVITA</p> <p>BOLL DROP</p> <p>Dosage : 200 ml/Acre</p>

Horticulture crops solution

TOMATO

<p>Insects</p> <p>Root Knot Nematode</p> <p>500 ml/acre</p> <p>White fly Yellow Mite</p> <p>80 gm/acre</p> <p>FB, Spodo</p> <p>60 ml/acre</p>	
<p>Diseases</p> <p>Early Blight</p> <p>200 gm /acre</p> <p>0.2% solution</p> <p>Early Blight</p> <p>600 gm/acre</p> <p>Buck eye rot</p> <p>0.3% solution</p>	
<p>Virus</p> <p>Virus management</p> <p>400 ml/acre</p>	
<p>PGN</p> <p>Seedling Establishment</p> <p>4 kg/acre</p> <p>500 ml to 1 L per acre</p> <p>Enhance Flowering</p> <p>200-350 ml per acre</p> <p>Fruit Development</p> <p>200-350 ml per acre</p>	

COLE

<p>Insects</p> <p>DBM Aphids</p> <p>400 ml/acre</p> <p>DBM Spodoptera</p> <p>50 ml/acre</p> <p>DBM Spodoptera</p> <p>50 ml/acre</p>
<p>PGN</p> <p>Seedling Establishment</p> <p>4 kg/acre</p> <p>500 ml to 1 L per acre</p> <p>Head Formation</p> <p>200-350 ml per acre</p> <p>Quality</p> <p>200-350 ml per acre</p>

CHILLI

<p>Insects</p> <p>Thrips Yellow Mite</p> <p>400 ml /acre</p> <p>300 ml /acre</p> <p>Thrips Borers</p> <p>50 ml/acre</p> <p>160 ml /acre</p> <p>White Fly Yellow Mite</p> <p>800 ml /acre</p> <p>FB, Spodo</p> <p>60 ml/acre</p>	
<p>Diseases</p> <p>Dieback</p> <p>0.2% solution</p> <p>Die back/ Anthracnose</p> <p>240 gm/acre</p> <p>POWDERY MILDEW</p> <p>240 gm/acre</p> <p>PM/Anthracnose</p> <p>240 gm/acre</p>	
<p>Virus</p> <p>Virus management</p> <p>400 ml/acre</p>	<p>PGN</p> <p>Seedling Establishment</p> <p>4 kg/acre</p> <p>500 ml to 1 L per acre</p> <p>Enhance Flowering</p> <p>200-350 ml per acre</p>

POTATO

<p>Insects</p> <p>Black Scurf</p> <p>2.5 ml/10 kg potato tuber</p> <p>Early Blight</p> <p>0.2% solution</p> <p>Early & Late Blight</p> <p>400 gm/acre</p> <p>600 gm/acre</p> <p>0.3% solution</p> <p>Late Blight</p> <p>600-700 gm/acre</p>
<p>PGN</p> <p>Seedling Establishment</p> <p>4 kg/acre</p> <p>500 ml to 1 L per acre</p> <p>Tuber Development</p> <p>200-350 ml per acre</p> <p>Quality & Yield Enhancement</p> <p>200-350 ml per acre</p>

ONION



BRINJAL



GRAPES



POMEGRANATE



APPLE



Corporate information



Chairperson Emeritus
Mr. Salil Singhal

Board of Directors



Mr. Narayan K Seshadri
Non-Executive Non-Independent
Chairperson

A qualified Chartered Accountant, started his business consultancy career with Arthur Anderson. Joining KPMG afterwards, Mr. Seshadri rose to the position of Managing Partner of its business advisory practice in India.

Chairperson NIL
Member N A M R



Mr. Mayank Singhal
Vice Chairperson & Managing Director

Engineering and Management Graduate, has significantly contributed to the Company's customer base growth. With over 20 years of experience in chemicals, intermediates, and agrochemicals industries, he has successfully implemented impactful policy changes and transformed operations and systems, fostering synergy across various business activities.

Chairperson M R AD
Member C



Mr. Rajnish Sarna
Joint Managing Director

Qualified Chartered Accountant, brings over 30 years of diverse expertise in Business Development, Strategy, CRM, Operations, Finance, Risk Management, Legal Contracting & Compliance, Investor Relations, IT, and Process Reengineering.

Chairperson NIL
Member S M C R AD



Mr. Arvind Singhal
Non-Executive Non-Independent Director

An experienced entrepreneur, has amassed over 40 years of industry expertise in mining & mineral processing, agrochemicals & specialized chemicals, and electronic metering systems. He held the position of Joint Managing Director at PI Industries for 22 years until December 2001.

Chairperson NIL
Member AD



Mr. T S Balganes
Independent Director

Holds a Ph.D. in Medical Microbiology from the University of Calcutta and conducted post-doctoral research at Brookhaven National Lab, USA, and Max Planck Institute, Germany. He has been honored with an honorary doctoral degree from the University of Uppsala, Sweden.

Chairperson S
Member N M C



Mr. Shobinder Duggal
Independent Director

Has completed the International General Management program for executive development from the International Institute for Management Development in Lausanne, Switzerland, has valuable experience at Nestle and Voltas Limited. He is proficient in Financial Planning, Direct Taxes, Consolidation & Reporting, Treasury Management, Payroll, Fixed Assets Management, and Operational & Financial audits, including Due Diligence audits.

Chairperson A
Member S M R



Ms. Lisa J Brown
Independent Director

A registered Trade Mark Attorney, holds a Law degree from the University of Derby. With 20+ years of experience in industrial, technology, and consumer sectors, she excels in IP management, compliance, risk assessment, and corporate restructuring. Her executive roles in SSL International PLC, Pets at Home Limited, and WABCO Holdings Inc. have showcased her ability to drive corporate growth, execute strategies, and ensure governance through a risk-based analytical approach.

Chairperson N
Member A



Ms. Pia Singh
Independent Director

A Wharton School of Business graduate, brings over two decades of extensive experience in business management, strategic planning, and implementation.

Chairperson C
Member N A



Mr. Rafael Del Rio Donoso
Non-Executive Director

Holds a Ph.D. in Medical Microbiology from the University of Calcutta and conducted post-doctoral research at Brookhaven National Lab, USA, and Max Planck Institute, Germany. He has been honored with an honorary doctoral degree from the University of Uppsala, Sweden.

Chairperson NIL
Member NIL

- N** Nomination & Remuneration Committee
- M** M&A Committee
- C** CSR Committee
- AD** Administrative Committee
- A** Audit Committee
- R** Risk Management Committee
- S** Stakeholder Relationship Committee

Key Managerial Personnel



Mr. Mayank Singhal
Vice Chairperson and
Managing Director



Mr. Rajnish Sarna
Joint Managing Director



Mr. Manikantan
Viswanathan
Chief Financial Officer



Ms. Sonal Ramanand
Tiwari
Company Secretary

Manufacturing sites

Panoli Unit-1: Plot No.237
GIDC, Panoli - 394 116
Ankleshwar, Gujarat

Panoli Unit-2:
Plot No.3133-3139, 3330- 3351
3231-3245, 3517-3524, GIDC
Panoli - 394 116, Ankleshwar
Gujarat

Plot No. SPM 28, 29/129/2
Sterling SEZ, Village Sarod
Jambusar - 392 180
Gujarat

640, GIDC Industrial Estate
Panoli -394 116
Tal. Ankleshwar
Dist: Bharuch, Gujarat

R&D Site

Udaisagar Road,
Udaipur - 313 001, Rajasthan
IKP Knowledge Park, Genome
Valley Rd, Turkapally, 500078,
Telangana

Registered office

Udaisagar Road, Udaipur - 313 001,
Rajasthan, India

Tel. No. 091 294 6651100
Fax No. 091 294 2491946

E-mail ID: corporate@piind.com
Website: www.piindustries.com

Corporate office

5th Floor, Vipul Square, B-Block,
Sushant Lok, Phase-I,
Gurugram - 122 009, Haryana, India
Tel.No.091 124 6790 000
Fax No. 091 124 4081 247

Unit no. 3A, 1st Floor, Wing A,
CTS no. 1483 D, IA Project Road,
Next to JW Marriott Hotel, Sahar,
Village Marol, Taluka Andheri (East),
Mumbai 400099, Maharashtra, India
Tel: 91-022-62665600

Countries of operation

Export markets:

 **06**
continents

 **30+**
countries

 **04**
global offices

Auditors

Statutory Auditors

M/s. Price Waterhouse
Chartered Accountants LLP
Gurugram

Internal Auditors

M/s. EY, LLP, Chartered Accountants
M/s. PKF Sridhar & Santhanam LLP
Chartered Accountants

Cost Auditor

M/s. K.G. Goyal & Co.
Jaipur

Secretarial Auditor

Mr. Rupinder Singh Bhatia
Jaipur

Bankers

- State Bank of India
- Axis Bank Ltd.
- Standard Chartered Bank
- Citibank N.A.
- The Hongkong and Shanghai Banking Corporation Ltd.

Share Department

5th Floor, Vipul Square, B-Block, Sushant Lok Phase-I
Gurugram – 122 009 Haryana, India

Tel.No.091 124 6790 000
Fax No. 091 124 4081 247
E-mail ID: investor@piind.com

Corporate Identity Number (CIN)

L24211RJ1946PLC000469

Share Registrar and Transfer Agent

KFin Technologies Limited (Formerly known as
KFin Technologies Private Limited)

(Unit: PI Industries Limited) Selenium Building Tower-B, Plot No.31
& 32, Financial District, Nanakramguda, Serilingampally Mandal
Hyderabad – 500 032, Rangareddy
Telangana, India.

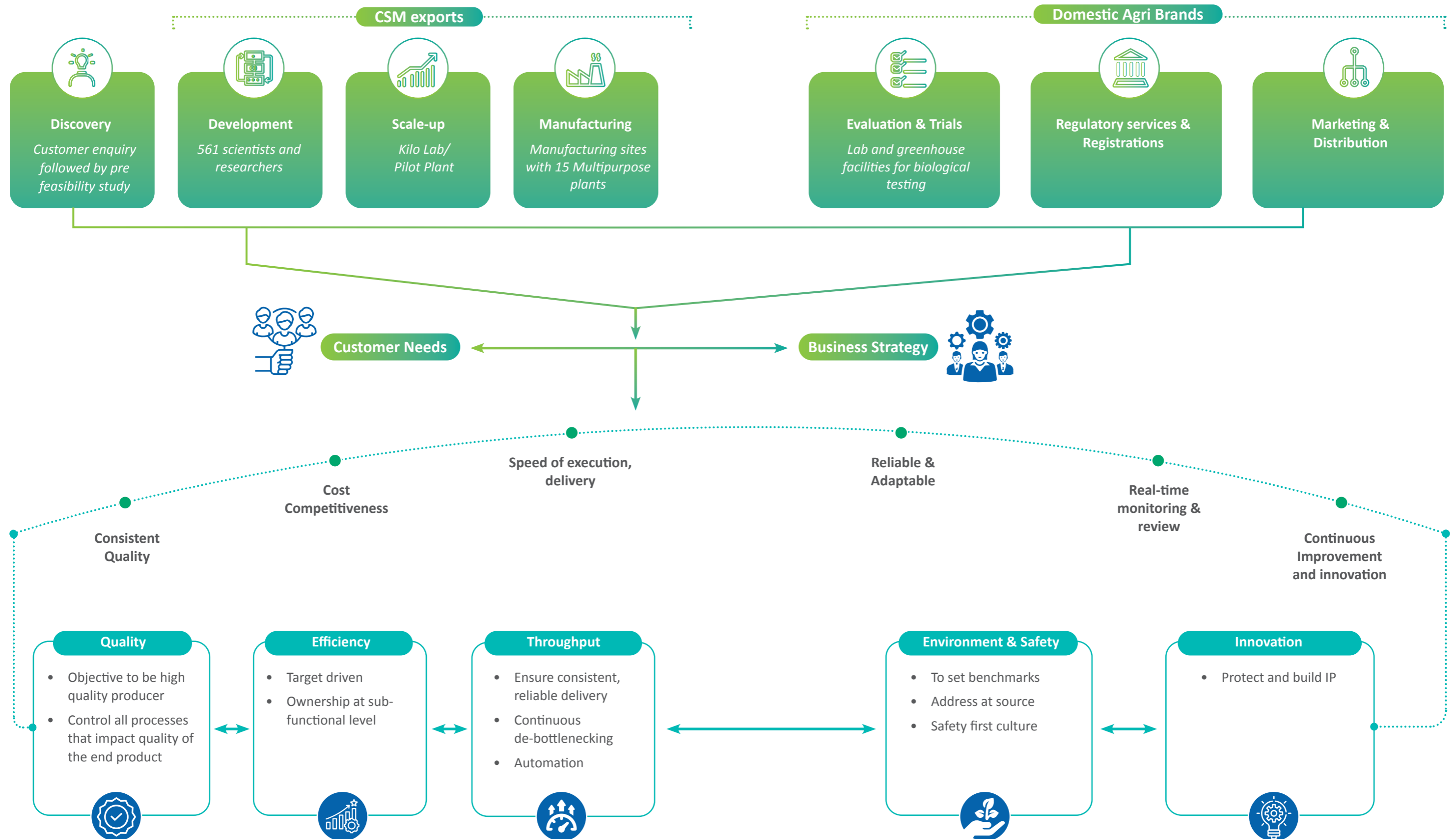
Tel. No.091 40 6716 2222
Toll free number - 1- 800-309-4001

E-mail ID: einward.ris@kfintech.com
Website: www.kfintech.com



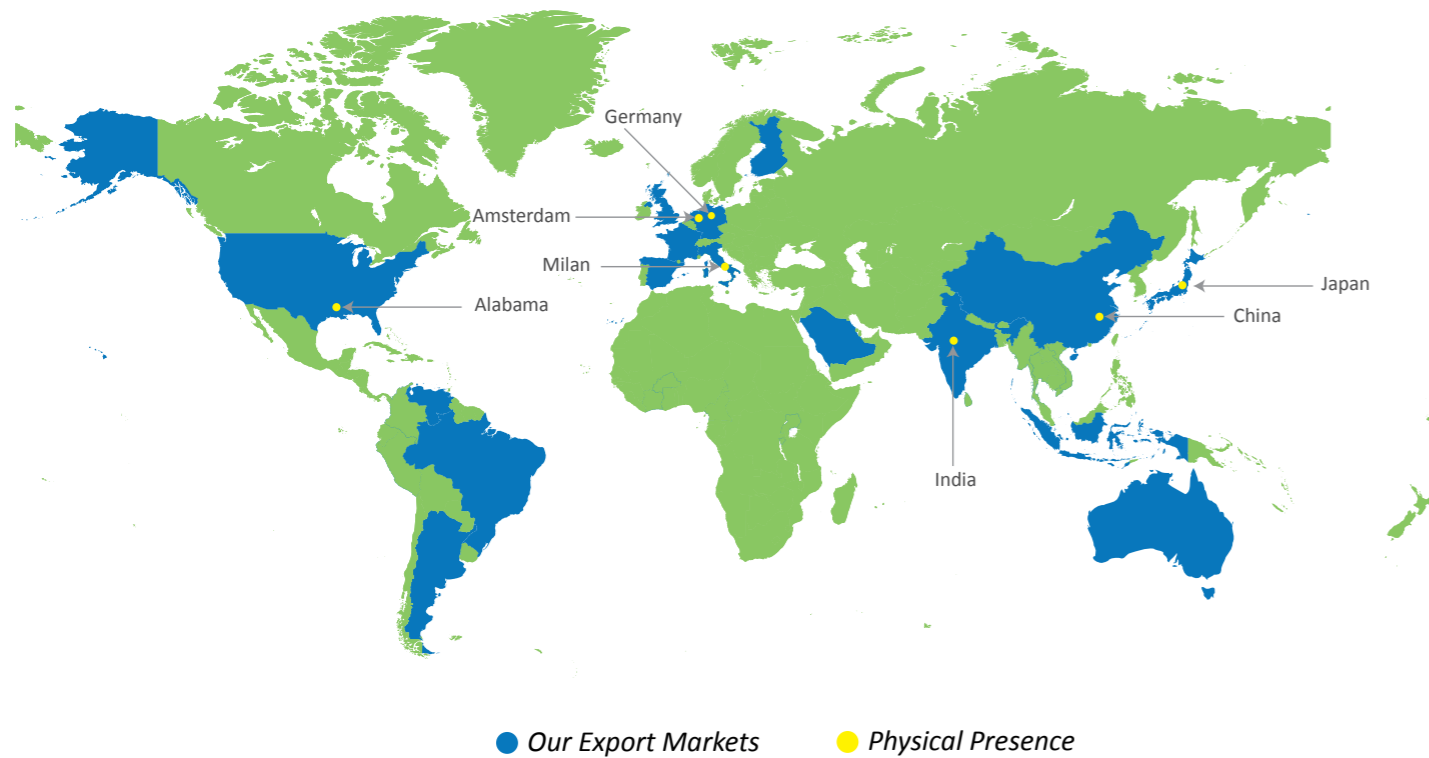
PI's Value Chain

Presence across the AgChem value chain



Our footprint and presence

Global



Offices in India, US, Italy, Japan, Netherlands, China and Germany

6 continents

30+ countries

4 Global offices

Revenues from external customers (₹ million)

13,688
India

33,588
North America

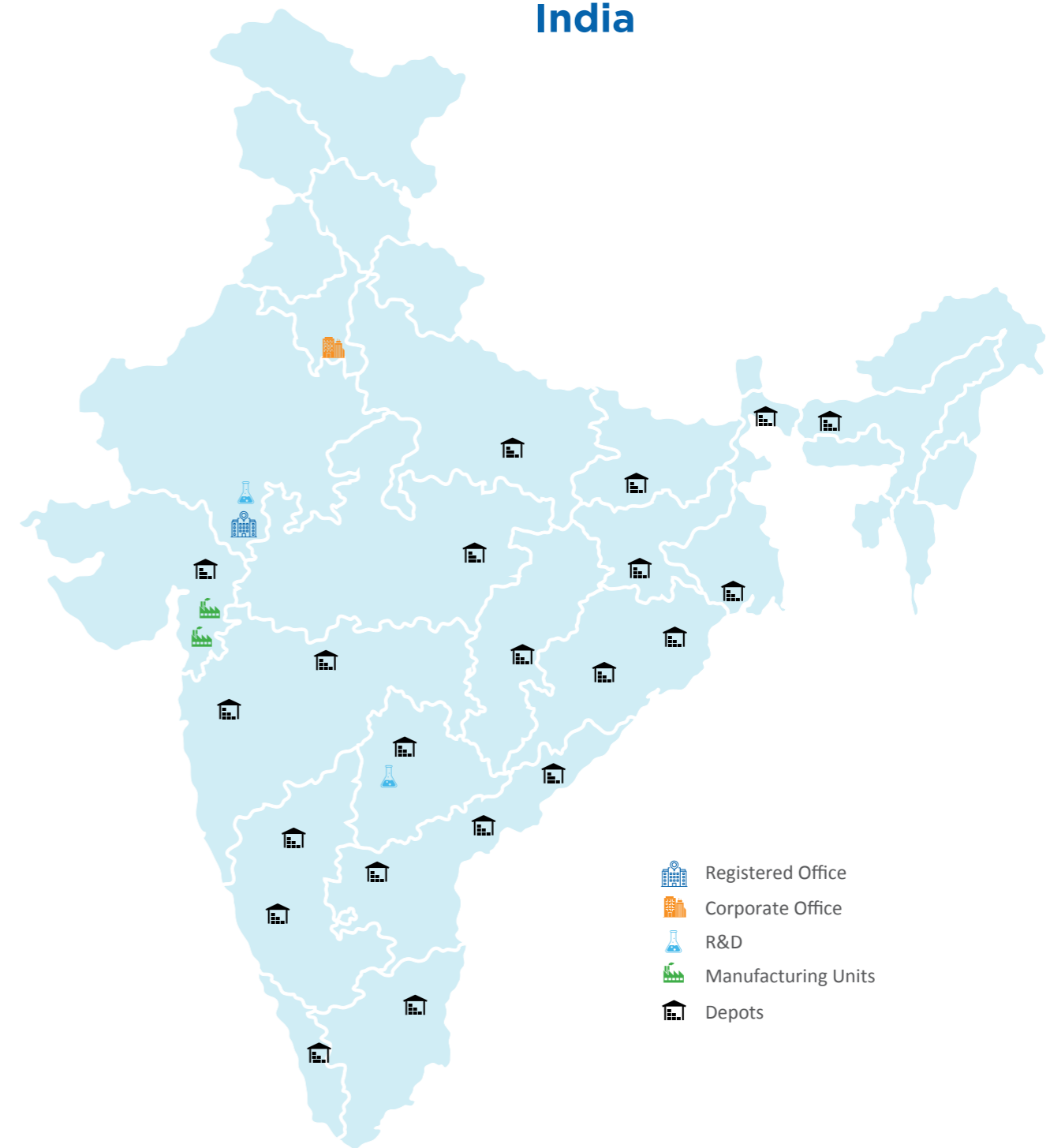
2,352
Rest of the world

17,713
Asia
(other than India)

9,317
Europe

- State of the art R&D lab at Udaipur and Hyderabad
- 15 Multipurpose plants (MPPs)
- 168 patents filed till date
- NABL ISO 17025 accredited and GLP certified R&D lab
- Addition of pXRD (Powder X-ray Diffraction) to our R&D facility (Udaipur)

India



- Registered Office
- Corporate Office
- R&D
- Manufacturing Units
- Depots

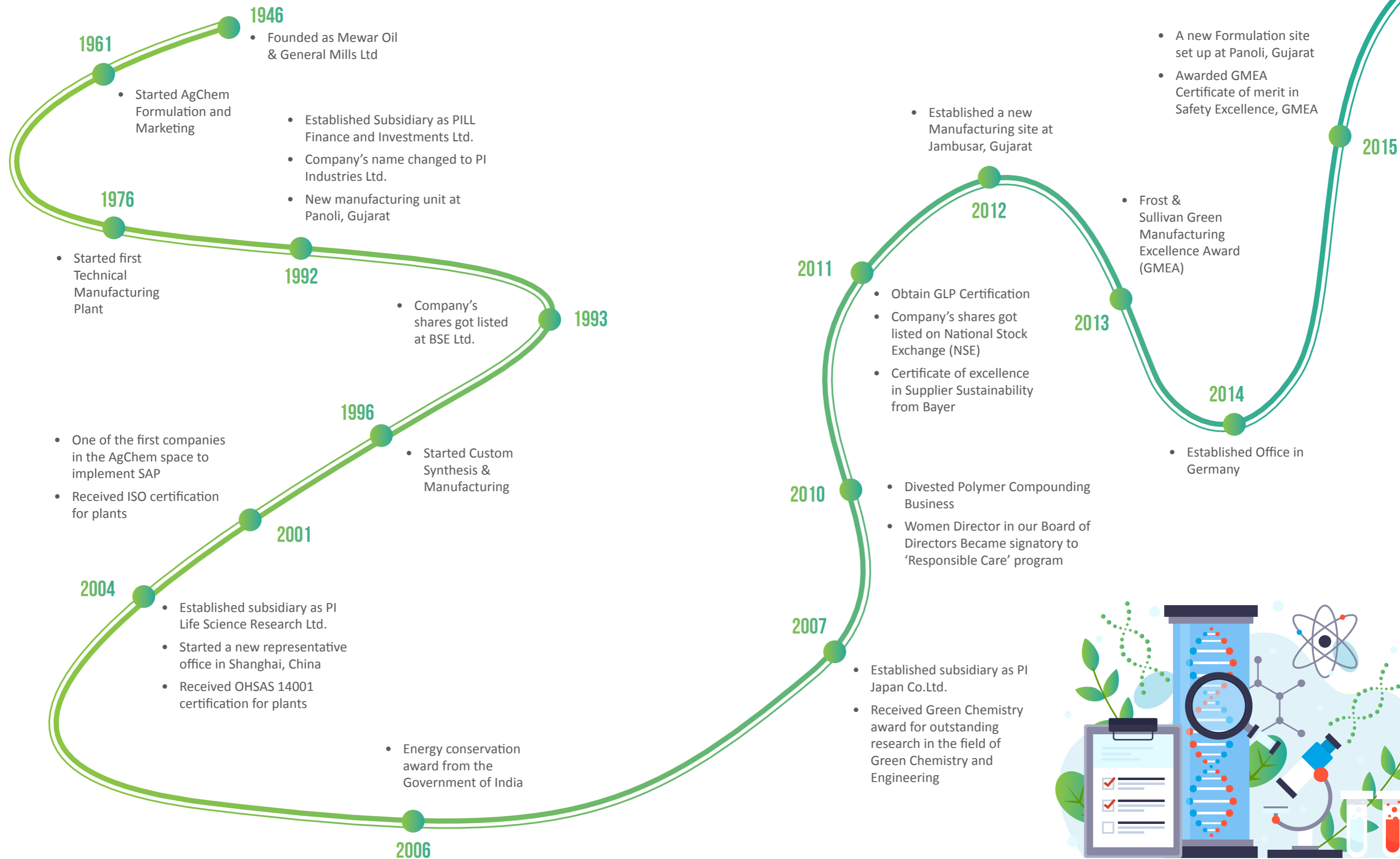
15,000+
Channel Partners

25 (PIIL) 22 (Jivagro)
Stock Points

1,00,000+
Retailers

Key milestones

Our Journey



Notice

Financial Statements

Management Reports

Corporate overview

2016

- Solinnos Agro Sciences - a JV with Mitsui Chemicals Agro, Japan
- New R&D Centre at Udaipur
- 2 MPPs commissioned at Jambusar, Gujarat
- ISO Certification 50% of the Board comprised of Independent Directors, above and beyond mandates

2017

- PI Kumiai – a JV with Kumiai Chemicals, Japan
- Together for Sustainability (TfS) score of 99 out of 100
- Initiated Reporting on 'Communication on Progress' as a UNGC signatory

2018

- Recertification of ISO 14001:2015 and OHSAS 18001:2007
- ISO 27001:2013 certification for the implementation of information security
- New Multi-Purpose Plant (MPP) was commissioned at Jambusar, Gujarat
- Entered in to agri-solutions like mechanized Spray Machines
- Established a new subsidiary as Jivagro Limited
- Acquired Isagro (Asia) Agro Chemicals Private Limited
- Silver Jubilee celebration of Panoli manufacturing unit
- Conducted an external materiality assessment and identified material items for the Company Awarded Gold star rating by EcoVadis
- CII-National Award for Excellence in Water Management

2019

- New Multi-Purpose Plant (MPP) was commissioned at Jambusar, Gujarat
- Entered in to agri-solutions like mechanized Spray Machines
- Established a new subsidiary as Jivagro Limited
- Acquired Isagro (Asia) Agro Chemicals Private Limited
- Silver Jubilee celebration of Panoli manufacturing unit
- Conducted an external materiality assessment and identified material items for the Company Awarded Gold star rating by EcoVadis
- CII-National Award for Excellence in Water Management

2021

- Successfully integrated Isagro (Asia) Agro Chemicals Private Limited
- B2C Business of Isagro demerged to Jivagro as a horticulture specialist
- Celebration of PI's 75 years
- Crossed 100 patent application filings
- Successful foray into electronics chemicals
- Established a new subsidiary PI Health Sciences Limited

- Defined PI Compass comprising Purpose, Vision, Spiky Capabilities and Values
- Piloted drone applications in the Domestic Agri market
- Retained 'Responsible Care' from Indian Chemical Council
- Ecovadis Gold Medal retained, with 97 percentile ranking
- Retained Responsible Care from Indian Chemical Council
- 93rd Percentile in S&P Global Corporate Sustainability Rankings
- Winner of Golden Peacock National Award for CSR

2022

- Emerged amongst top quintile companies in very first S&P global Corporate Sustainability Assessment (CSA)
- Published our Sustainable Development Goals for 2025
- Released our first Sustainability Report
- Participated in S&P Global Corporate Sustainability Assessment (82 Percentile)
- Ventured into life sciences, Contract Development and Manufacturing Organization (CDMO) and pharma active pharmaceutical ingredients (API) through the acquisition of Therachem Research Medilab LLC and Archimica SpA
- Strategic alliance with Koppert to jointly innovate in the domain of Agricultural Biologicals
- Featured for the first time in Dow Jones Sustainability Index Sustainability Yearbook
- Ecovadis Gold medal retained, with 98th percentile ranking

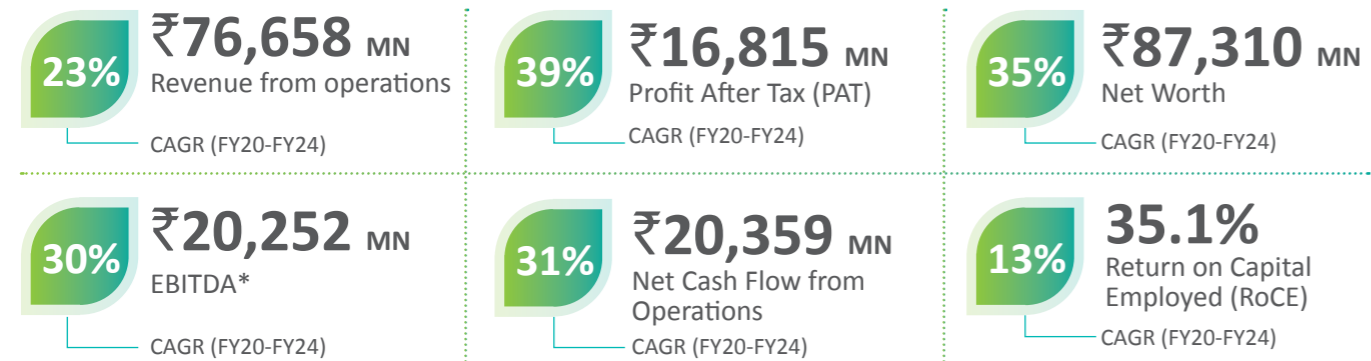
2023

- Became 1st Indian company to receive approval from ISO for a groundbreaking insecticide named "PIOXANILIPROLE"

2024

Performance highlights




Robust Financial Performance



*EBITDA does not include Other Income.

All figures here are on consolidated basis

Responsible performance

Revenue from patented products 70% (YTD)	Water savings from Rainwater harvesting and RO permeate 60,880 KL	Farmland treated 19 million acres
CSR outreach 0.36 million	Water saved through DSR 1.74 trillion litres	Farmers visited 2 million
Barren and converted to green cover 15 acres		Women empowered 7,000+
Total medical treatments administered through the Mobile Health Units 89,600	06 New products commercialized	
Trees planted 30,000	07 Innovative brands launched	Youth outreach through education and skill development programs 36,800+
	New joiners from Tier 1 colleges 20%+	Time dedicated to safety training 10,000+ hours
	Year-on-year increase in revenue from Biologicals 35%	

Our progress on ESG

Key highlights

S&P Global

Featured in **S&P Sustainability Yearbook** with ranking improved to **95th percentile.**











Retained **Ecovadis gold medal** in sustainability achievement 2023 with a ranking of **98th percentile.**

Progress on Sustainability commitments

PI introduced its sustainability commitments during the Financial year concluding in March 2021, presenting a detailed plan for the subsequent five years. This exercise has helped us to strategize and plan on an ongoing basis to work towards our sustainability goals. Measuring our performance from the base year FY2020-21, this marks the fourth consecutive year of measuring our sustainability performance in pursuit of our 2025 ambitious. As we embark on a new year, we proudly reassert our steadfast commitment. Substantial advancements have already been realized, demonstrating notable progress across all outlined objectives and reinforcing our firm dedication to sustainability. Our continuous efforts to increase renewable energy mix in our energy consumption, switch to low-carbon fuel and explore hybrid energy has helped us to reduce our carbon intensity compared to the base year. To conserve water, we have installed RO plants and we plan to move towards zero liquid discharge plants gradually. Further, we manage our waste responsibility through partnerships with designated agencies that handle waste in the best way possible. Adopting the principle of circularity, we have partnered with other industries to co-process our waste.

Our commitment to safety begins with new employees joining where they have to undergo basic Health & Safety trainings to ensure a safe and healthy workplace. Thereafter, multiple plant and site-level initiatives are organized on an ongoing basis to maintain a healthy and safe workplace for all.

Baseline year FY 2021

Our 2025 Goal	SDG alignment	Our achievement (from FY 2021)
Increase renewable energy usage to 20% of total electricity		5.35% as a share of total electricity
Reduce Specific CO ₂ emissions by 25%		Reduced by 3.71% from base year
Reduce landfill waste by 25%		Reduced by 37% from base year
Reduce specific freshwater consumption by 25%**	 	Reduced by 36.30% from base year
Reduce lost-time injury frequency rate (LTIFR) to 0.20	  	0 for permanent employees 0.09 for contractual workers

Our 2025 Goal	SDG alignment	Our achievement (from FY 2021)
Ensure NIL fatal injury in plant operations		1 contract worker fatality
Increase employees' average training hours per FTE by 25%		Increased by 86.52%
Increase women's participation in leadership positions by 25%		Increased by 50%
Introduce new technologies / products / services and intensify farmers' education to improve farm productivity and reduce the environmental impact of agriculture by reducing water usage		25,300+ acres brought under sustainable agricultural practices by educating farmers about climate-resilient agricultural practices
Conduct skill development training for women and youth to improve their employability and independence		70% of enrolled youth placed through skill development initiatives
Contribute to education and healthcare of underprivileged in society		89,000+ healthcare beneficiaries through Mobile Health units and 14,000+ students impacted through various initiatives

*In our strategic shift to quantify greenhouse gas emissions in tCO2e, we have recalculated our emissions from FY2020-21 onwards. Our detailed GHG calculation methodology can be referred in the annexure section of this report.

**We have also recalculated water intensity in terms of total physical output to align with the guidelines given under the SEBI-prescribed Business Responsibility and Sustainable Reporting (BRSR) format.

Building a partnership led edge

Persistent efforts to uphold our competitive edge have spurred nurturing our partnerships with global innovators for in-licensing. R&D partnerships have enabled us to build common infrastructure, explore cross-selling opportunities and partner for IP creation in long-term especially for exports market. Our focus on health sciences is also alleviated due to our partnership with Institute of Global Development (IGD) to create an integrated model of improved health and nutrition status of children and adolescents⁷

Further, internally we partner with young minds and continue to explore and collaborate on strategy projects. This also helps us build next line of leadership. We also partner with academic institutions to develop the capacities of our employees leading to improved ability of our employees to deliver excellence.

Our Commendations



India's Best Trailblazer CEO - Agro Chemical for Mr. Mayank Singhal
by Corporate Leadership Awards 2024



Global CSR Excellence & Leadership Award
(Category: Community Development)



Top 25 Safest Workplaces in India
by KelpHR Posh Awards 2023



PI Industries representing India at Samband for climate initiative' Almedalen, Sweden



PI Industries Ltd., Udaipur wins Karkhana Suraksha Puraskar-2024



Golden Peacock National Quality Award 2024
for PI Industries Ltd., Bharuch



Gold Award in R&D sector
or PI Industries Ltd., Udaipur under Apex India Occupational Health & Safety Award 2023

- PI Legal Affairs Team was recognized as one of the leading in-house teams by the prestigious India Business Law Journal's In-House Counsel Awards 2023-24
- PI received the 'Golden Peacock Award' for Environment Management with focus on themes such as climate change and management of environmental risks for our PN01 facility for FY24
- Mr. Mayank Singhal, as a keynote speaker at the 'Samband for Climate' initiative in Almedalen, Sweden, highlighted India's COP 28 commitments and stressed a balanced, collaborative approach to climate action. As a special invitee of the Indian and Swedish governments, he facilitated the inclusion of Steel Authority of India Limited (SAIL) and CemVision AB into LeadIT, a climate action leadership group launched by Sweden and India at the UN in 2019 and supported by the World Economic Forum (WEF).

From the desk of
our leadership



Message from the Chairperson Board of Directors

“Collaborating for impactful change, emphasizes our dedication to fostering strategic partnerships that enhance the resilience of our business”

Dear Shareholders,

I am delighted to present the second Integrated Report for FY24 showcasing company’s achievements over the past year. Last year, I underscored our comprehensive approach to sustainability, innovation, and corporate responsibility, all aimed at shaping a better future for our organization and the planet.

It is imperative for all of us to have a shared vision of a collaborative approach towards climate action, maintaining the balance between ‘planet, people and profit’ and the power of ‘oneness’. Building on this foundation, this year’s theme, “Collaborating for impactful change” emphasizes our dedication to fostering strategic partnerships that enhance the resilience of our business.

The global macroeconomic environment is currently characterized by a complex interplay of factors. Persistent inflationary pressures, coupled with central banks’ efforts to tighten monetary policies, have created a challenging landscape for businesses. Geopolitical tensions and supply chain disruptions have further exacerbated economic volatility.

While some regions exhibit signs of resilience, others grapple with debt sustainability issues and slowing growth. As the world navigates these challenges, businesses like ours are adapting to a rapidly changing economic landscape to deliver sustainable solutions.



*Chairperson
Board of Directors*
Narayan K Seshadri

Our commitment to sustainability extends across every aspect of our operations, from manufacturing processes to supply chain management. By prioritizing sustainability, we not only enhance our efficiency and leadership within the specialty chemicals industry but also contribute to the broader global effort to combat climate change.

Even as we expand in the pharmaceutical and agrisciences sector, we are committed to delivering impactful solutions in the broader life sciences

domain. With the support of our Board, executive leadership, and dedicated employees, we embark on this collective journey towards sustainable and conscientious growth.

Thank you for your continued support.

Warm Regards,

Narayan K Seshadri
Chairperson, Board of Directors

Message from the Vice Chairperson and Managing Director

Dear Shareholders,

“As we look to the future, our mission remains clear: to create a healthier planet for all and we are striding ahead by shifting our focus towards biologicals to further foster the sustainable growth of the planet.”

Our financial performance underscores the resilience of our business model, with an 18 percent increase in revenue from operations and a remarkable 37 percent year-on-year growth in profit after tax. Agchem exports grew by 19 percent, primarily driven by increased volumes and the commercialization of new products for exports. Despite a 5 percent decline in domestic revenues due to a 6 percent volume drop caused by delayed and erratic monsoon patterns, a favorable product mix and improved working capital management helped mitigate the financial impact.

As we reflect on the challenges and opportunities that have defined the past year, it becomes evident that the agrochemical sector is at a critical juncture, facing profound global challenges intricately linked to demand dynamics and climate change. The escalating demand for food production, driven by a rapidly growing global population and evolving dietary preferences, exerts immense pressure on agricultural systems worldwide. Concurrently, climate change exacerbates these challenges, unleashing extreme weather events, altering precipitation patterns, and fueling the proliferation of pests and diseases. These climatic shifts disrupt crop yields and necessitate the adaptation of agricultural practices to mitigate environmental degradation.

Amidst a backdrop of global economic slowdown and market volatility, PI has remained steadfast in its growth trajectory. This resilience is a testament to our strategic foresight and ability to navigate macroeconomic headwinds. Our commitment to core principles, bolstered by strategic partnerships and technological advancements, has consistently driven margin improvement and sustained growth.



Mayank Singhal
Vice Chairperson and
Managing Director

Central to our long-term strategy is the cultivation of strong relationships throughout our value chain. By prioritizing partnerships and investing in technological innovation, particularly in intellectual property, we have fortified our position in the market to ensure continued growth and innovation.

I am proud to witness the powerful impact of collaborative efforts in driving meaningful change within our organization and beyond. Our collective commitment to collaboration has fostered innovative partnerships that transcend boundaries and propel us towards a brighter future. By joining forces with stakeholders from diverse sectors, we continue to amplify our collective strengths and resources, enabling us to tackle complex challenges with agility and effectiveness. Our commitment extends to the communities we serve, where impactful initiatives aim to make a positive difference. We are dedicated to enhancing our workforce’s capabilities through partnerships and in-house development programs, fostering a culture of collaboration and continuous learning.

Together, we are pioneering solutions that not only drive sustainable growth and profitability but also create lasting positive impact on society and the environment. As we continue to collaborate for impactful change, I am confident that our collective endeavors will continue to shape a more sustainable, equitable, and prosperous world for generations to come.

Our continued strategic focus on research and development has yielded significant breakthroughs across multiple sectors, resulting in the successful commercialization of four new products. The introduction of pXRD technology at our Udaipur facility marks a significant advancement in precision and efficiency. Achieving ISO approval from the International Organization for Standardization (ISO) for our insecticide ‘PIOXANILIPROLE’, making us the first Indian organization to do so, underscores our commitment to quality and innovation.

Looking ahead, we recognize the importance of innovation and talent in maintaining our competitive edge. Through strategic collaborations with academic institutions and corporate partners, we continue

to enhance our capabilities and create value for all stakeholders. Our commitment extends beyond business partnerships to encompass community engagement and corporate social responsibility. We are proud to support initiatives that promote health, education, environmental sustainability, and economic empowerment in the communities where we operate.

Interacting from industry and academia representatives from India and Sweden at ‘Samband for Climate’ at the fifth edition of Engaging India at Almedalen in Sweden, we discussed our learnings, from green transition for heavy industry to innovation for the last mile, from biologicals to biodegradable alternatives.

I am proud to share that our ongoing commitment to sustainable business practices has been recognized through our inclusion in the S&P Sustainability Yearbook and our retention of the Ecovadis Gold medal for the third consecutive year. These accolades underscore our unwavering dedication to driving positive change and creating a more sustainable future for all.

In pursuit of our commitment to sustainability, we have embraced digital integration and innovation. The adoption of cloud technology has enhanced collaboration, scalability, and accessibility across our organization, while also strengthening our cybersecurity measures to safeguard our digital assets.

As we look to the future, our mission remains clear: to create a healthier planet for all. We are striding ahead by shifting our focus towards biologicals to further foster the sustainable growth of the planet. We are honored to be recognized for our sustainability efforts and remain committed to reducing our environmental footprint and upholding ethical business practices.

In closing, I extend my heartfelt gratitude to all our stakeholders for their continued dedication and contributions to our journey. Together, we will continue to drive success, foster growth, and make a positive impact on the world around us.

Warm Regards,

Mayank Singhal
Vice Chairperson and Managing Director

Message from the Joint Managing Director

Dear Shareholders,

“Collaboration lies at the heart of our business strategy, enabling us to expand our horizon and achieve sustainable growth momentum.”

As we reflect on the past year, I am filled with immense pride and optimism for our company’s future. While sustainability has always been a focus, this year, we have witnessed significant milestones in our journey to diversify and expand our business horizons, strengthen our product portfolio, and integrate ESG principles into the core of our business operations.

Our pursuit of sustainability is more than just a commitment; it’s a passion that motivates us to innovate and take the lead. We have taken on transformative initiatives to reduce our carbon footprint, improve resource efficiency, and adopt renewable energy. Our commitment to green technologies and sustainable practices is paving the way for a cleaner and brighter future, where economic growth and environmental stewardship work hand in hand.

Throughout our history, we have maintained a strong commitment to product innovation and technological advancement. Despite challenges in the domestic market due to unpredictable weather patterns, we have remained agile by focusing on improving our product range and operational efficiency. Collaboration is at the core of our business, allowing us to strategically position ourselves for future growth.

We continue to carry out unit processes with state-of-the-art, cutting-edge technology for handling complex chemistries at our Multi Purpose Plants. To further optimize yield, quality, energy, and throughput, we have implemented adaptive controls and sensor-based data capturing for KPI monitoring in utilities. This dedication has been recognized with the Golden Peacock Quality Award 2024 for our Panoli site. Additionally, we have significantly increased our safety training hours by 80 percent, demonstrating our unwavering commitment to workplace safety.



Rajnish Sarna
Joint Managing Director

Our inclusion in the S&P Global Sustainability Yearbook highlights our dedication to sustainability and innovation. This is a significant achievement for every PI team member who has contributed to promoting sustainability in all our efforts to create a healthier planet. With this recognition, PI has ranked in the top 5 percent of the chemicals industry and has earned a prestigious position among the top 25 chemicals companies worldwide.

At the heart of our success lies the well-being of the communities we serve. This year, we have launched groundbreaking initiatives aimed at transforming lives through improved health, education, and livelihood opportunities. Our commitment to diversity and inclusion within our workforce ensures that every voice is heard, every talent is nurtured, and every individual is empowered to reach their full potential.

Integrity and transparency are the cornerstones of our governance. We are constantly strengthening our governance frameworks to ensure that our actions are guided by the highest ethical standards. Our board, with its unwavering dedication, continues to lead us with vision and wisdom, ensuring that we navigate challenges with resilience and foresight.

On behalf of PI Industries, I extend heartfelt appreciation to all our stakeholders for their unwavering support. As we navigate the challenges ahead, we remain committed to driving growth, resilience, and sustainability across our operations. Together, we will continue to contribute to India’s advancement and address global challenges, all while uplifting society and enhancing the quality of life for all.

Warm Regards

Rajnish Sarna
Joint Managing Director

Materiality

Identifying key material issues

In our commitment to bring impactful change through collaboration and fostering a brighter future, conducting a materiality assessment stands as a pivotal initiative. We continue to conduct materiality assessments every alternate year by including our most important internal and external stakeholders. Last year's materiality assessment was conducted at group level which included cross cutting functions like R&D, Environment, OHS, Operations, HR, IT among others. This extends the scope of materiality assessment to Jivagro as well. This process allows us to discern the most significant issues at hand, enabling focused allocation of resources toward areas that hold utmost importance. These material concerns, we continue to channel our efforts effectively, generating positive impacts aligned with the current operational landscape while remaining attuned to the planet's future needs.

At the forefront of our endeavors lies the creation of value for our stakeholders, a principle we hold dear. Through rigorous evaluation and continuous assessment, we endeavor to pinpoint the key topics that hold material significance. In FY24, we deepened

our engagement with materiality, undertaking a comprehensive reassessment to identify and prioritize the issues that are critical to both our success and the well-being of our stakeholders.

Identification of material topics and framework alignment

We conducted a materiality assessment in FY 2023, aligning our priorities with national and global standards. This included peer reviews and comprehensive comparisons with previous assessments which were conducted in FY 2019 and FY 2021 to ensure accuracy and relevance. Before assessment, stakeholder interviews informed our understanding of significant issues. We developed a materiality questionnaire based on insights gathered. We thoroughly reviewed and utilized various sustainability-specific frameworks like GRI, UN SDGs, SASB, CDP, DJSI, TCFD, UNGC principles, WBCSD, WEF disclosures guidance and SEBI's BRSR disclosure requirements.

For detailed information about materiality assessment and matrix, please refer to our last year's [integrated report](#).

Material Topic	Criticality	SDG Alignment	Actions undertaken in FY24
Economic – Contribution to ICT Innovation			<ul style="list-style-type: none"> This includes application modernization, adoption of cloud, and add adaptive controls and introduce sensor-based data capturing for KPI monitoring to enhance operational efficiency, drive innovation, and improve our competitiveness in the marketplace
Economic – Customer Responsibility Initiatives			<ul style="list-style-type: none"> We conducted in-person product trainings and field demonstrations on key crops and ran a farmer felicitation campaign promoting high yield of paddy We have diligently followed product labelling guidelines to promote safe product use We organized training programs for farmers and retailers

Very High High

Material Topic	Criticality	SDG Alignment	Actions undertaken in FY24
Economic – Supply Chain Management, Product Safety and Quality Assurance		 	<ul style="list-style-type: none"> We have embedded the code of conduct in all supplier engagement contracts to ensure fair working conditions 65% of supplier reached out through various supplier engagement program 97% of suppliers undergone CSR assessment and on-site audit More than 600 suppliers participated in capacity building programs
Economic Performance			<ul style="list-style-type: none"> 18% revenue growth with 70%+ revenue growth coming from new products CAGR 39% of PAT Expansion into the Life Sciences industry contributing with ~6% of total exports revenue growth ~280% Total Shareholder Return in last 5 years
Environment – Climate Change			<ul style="list-style-type: none"> Our manufacturing locations have integrated environment management capabilities with 100% coverage
Environment – Chemical Substances		 	<ul style="list-style-type: none"> Revenues from biologicals have increased by nearly 35% from FY2022-23 We are fully compliant with national laws on hazardous waste
Environment – Emission Control			<ul style="list-style-type: none"> We are continuously working towards reducing GHG emissions and overall specific carbon emissions per metric tonne of production
Environment – Energy Management			<ul style="list-style-type: none"> We invested in captive renewable energy production and procurement from renewable sources We have also shifted to low carbon fuel at one of our manufacturing locations
Environment – Materials			<ul style="list-style-type: none"> We optimize input material usage through recovery and reuse processes Adaptive controls to optimize yield, quality, energy and throughput

Material Topic	Criticality	SDG Alignment	Actions undertaken in FY24
Environment – Waste Management			<ul style="list-style-type: none"> We continue to utilize E-factor calculation metrics to track waste generated We employ best in class waste management practices and have partnered with registered waste handlers and other industries for waste recycling and reuse through co-processing
Environment – Water Management		 	<ul style="list-style-type: none"> Through our continuous focus on water stewardship, we have been promoting climate-resilient agricultural practices that require less water We have introduced and implemented practices at our manufacturing plants to minimize the use of freshwater while also treating our discharge 2 of our manufacturing sites are zero liquid discharge facilities
Governance – Corporate Governance and Business Ethics			<ul style="list-style-type: none"> We follow the highest standards of corporate governance and business ethics and follow a strong compliance management system We revisit our compliance management system periodically to stay updated and in line with regulations
Governance – Risk Management		 	<ul style="list-style-type: none"> We have a robust risk management system which includes the identification of such risks, their analysis and formulation of risk management and mitigation strategies, and implementation of the same This year we have also integrated TCFD framework to include climate-related risks in our risk repository
Social – Human Rights and Inclusion		 	<ul style="list-style-type: none"> Our code of conduct policies for employees as well as suppliers promotes zero tolerance for human rights violations. We have taken measures to increase the participation of women and persons with disabilities in the workforce
Social – Benefit and Employee Care			<ul style="list-style-type: none"> Our employees have health and life cover and have access to some of the best available health facilities. Besides this, we provide our employees with learning and development opportunities through access to learning platforms and partnering with world class institutions
Social – Occupational Safety and Employee Health		 	<ul style="list-style-type: none"> All our manufacturing facilities are ISO 45001 certified. We continue to track our key safety metrics such as Lost Time Injury Frequency Rate (LTIFR), Process safety events rates, and the severity rate Further, we have partnered with premier academic institutions to deliver specialized safety training to our manufacturing workforce.

Very High High





**FUTURE
OUTLOOK**

Future outlook

PI has achieved substantial growth through its unique portfolio of early-stage molecules and a strategic blend of diversification, innovation, and expansion. Initially focused on agrochemicals, PI has diversified into agri-inputs, specialty chemicals, and custom synthesis services, reducing risks and tapping into various market segments. This diversification is supported by a strong commitment to R&D, fostering innovation, and introducing novel formulations to meet the evolving needs of farmers and agribusinesses.

PI's domestic and international expansion leverages a robust distribution network and capitalizes on global market opportunities. Strategic acquisitions and partnerships enhance the company's capabilities and market reach, while a focus on sustainability aligns PI with global trends and the demand for environmentally friendly solutions. With consistent financial performance and prudent management, PI is well-positioned for continued growth and success in the agri-science industry.

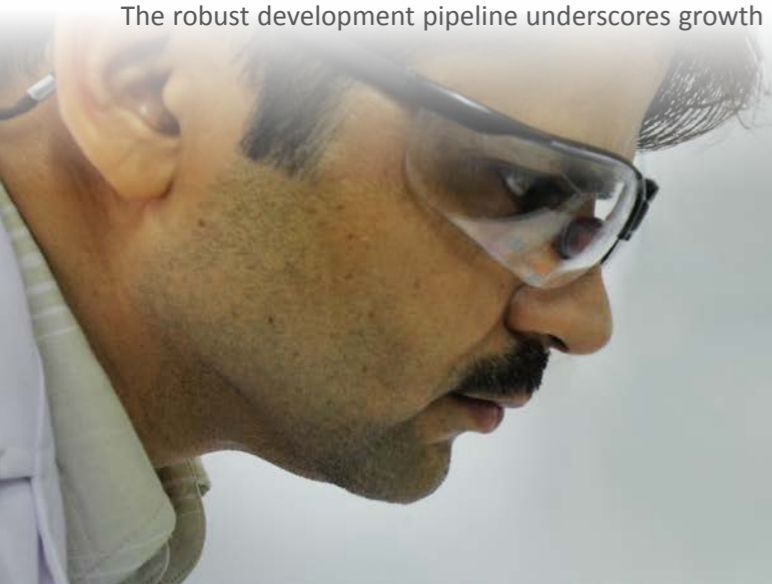
Despite recent industry challenges such as commodity price spikes, geopolitical shocks, and supply disruptions, the outlook for the agrochemical sector remains positive. Improvements in the agricultural sector, reduction in channel inventories, and declining raw material prices are expected to favorably impact the industry, benefiting formulation companies. Favorable monsoon forecasts due to a weakening El Niño are likely to positively influence the domestic market. PI's differentiated business model and product portfolio position it to benefit from these enhanced industry dynamics and recent product launches.

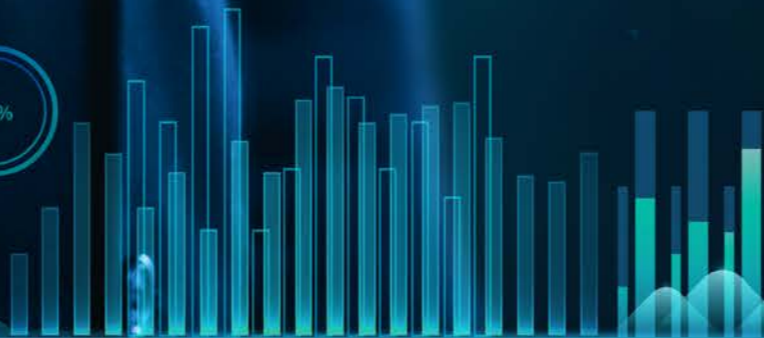
PI's integrated crop solution approach and disciplined NWC management are expected to improve profitability. The robust development pipeline underscores growth

visibility for the business in the coming years. A strong export order book provides a solid foundation for revenue expansion, with momentum in new enquiries and conversions expected to continue. Up to one-third of new molecule commercialization is anticipated to come from non-agchem areas, with a strong pipeline of biologicals under development and active evaluation of inorganic growth opportunities.

In the Pharma CRDMO space, PI, through its subsidiary PI Health Sciences Ltd and its units Therachem Research Medilab (TRM) LLC and Archimica SpA, is building a differentiated play with a full suite of offerings. These acquisitions have been critical in aligning with PI's aim of 'Collaborating for Impactful Change.' PI's investments in research, development, and compliance position it well in the dynamic regulatory landscape of the pharmaceutical sector. The competitive environment drives continuous innovation and strategic partnerships, and PI's capabilities in process development, complex molecule scale-up, and project execution, combined with high ESG standards and IP respect, attract global innovators.

PI is working on new technologies and building blocks for future growth. The company's success is a testament to its unwavering commitment to innovation, strategic diversification, and sustainable growth. By fostering collaborative partnerships and embracing a forward-thinking approach, PI continues to drive impactful change across the agro-sciences and pharmaceutical sectors. Together with our stakeholders, PI is dedicated to creating a future where technological advancements and environmental stewardship go hand in hand, ensuring lasting benefits for all.





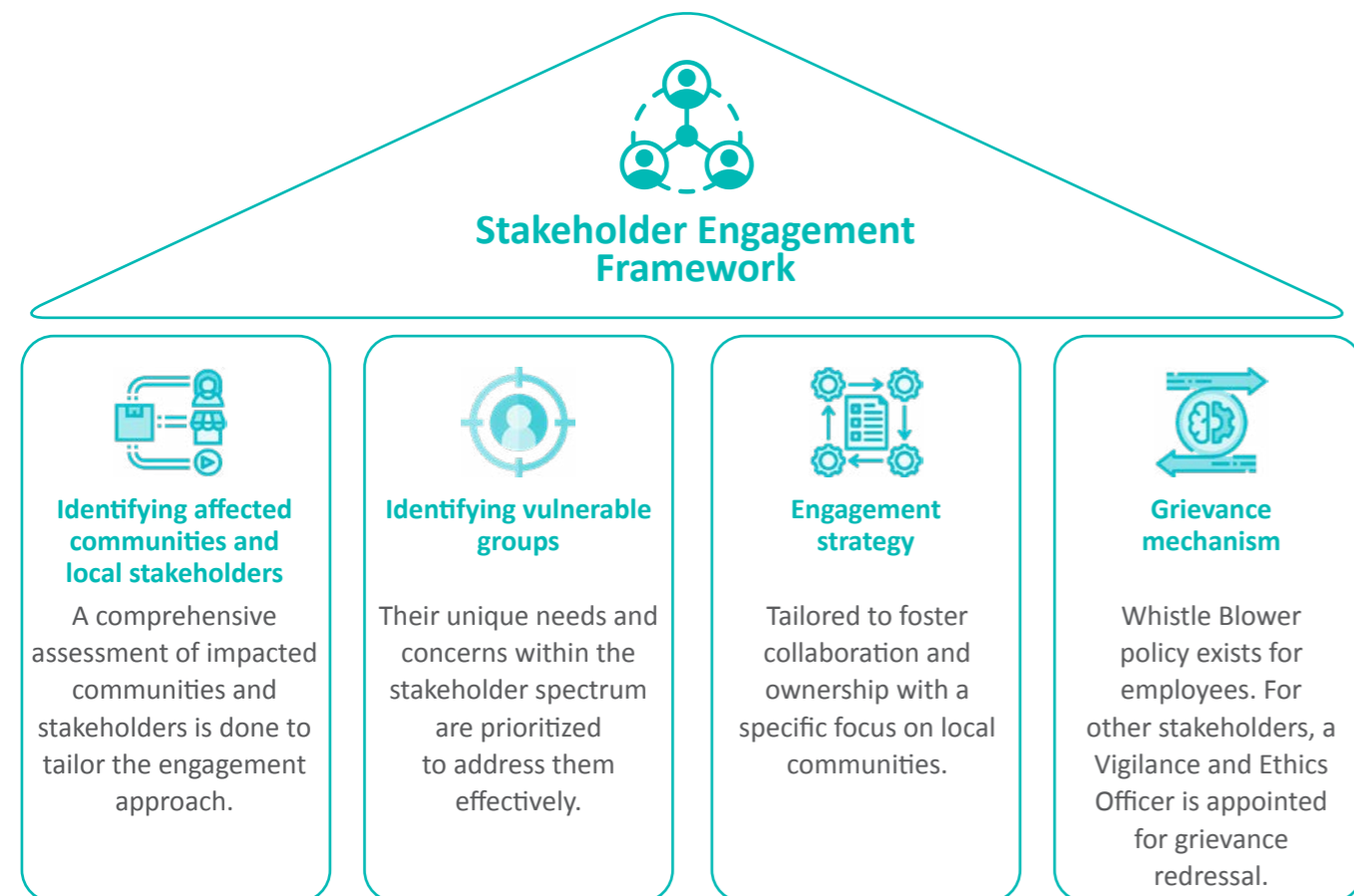
**Governance
Structure**

Stakeholder engagement framework

PI Industries has established a robust stakeholder management framework, meticulously crafted and endorsed by its Board of Directors and executive management. This comprehensive framework not only encompasses corporate processes within its own operations but extends to its intricate supply chain network and engages with value chain partners. Comprising four essential steps, it begins with the meticulous identification of affected communities and a wide array of local stakeholders, including proactive outreach and ground presence, emphasizing the identification of vulnerable groups within these communities. PI's engagement strategy is strategically designed to incorporate these local stakeholders, including communities, authorities, media, associations, and NGOs. By actively involving these stakeholders in the development and execution of engagement strategies, PI ensures the alignment of its

operations with external standards and expectations, thereby strengthening its social license to operate.

Moreover, PI prioritizes the protection and empowerment of vulnerable stakeholder groups, acknowledging their unique needs and concerns. This commitment is exemplified through the implementation of a participatory approach, fostering collaboration and ownership among local stakeholders. PI has instituted a grievance mechanism for all our stakeholders and communities. Additionally, we also have a Whistle Blower Policy for employees and a Vigilance and Ethics Officer for all other stakeholders, underscoring our dedication to transparency and accountability across its stakeholder spectrum. Through these concerted efforts, PI Industries not only mitigates reputational risks but also enhances operational efficiency and solidifies its ethical standing within the communities it serves.



PI Industries: Empowering communities, strengthening partnerships

Stakeholder universe and engagement

At PI, we understand the critical importance of fostering strong relationships with our stakeholders. We recognize the synergetic nature of these partnerships and have meticulously mapped the value we add to each collaboration. To nurture these valuable relationships, we actively engage with our stakeholders through a diverse range of media channels. This

multi-faceted approach has not only built trust and credibility but has also enhanced our reputation in the industry. Furthermore, these engagement channels and forums serve as valuable platforms for us to gain deeper insights into emerging risks and opportunities while creating spaces that foster innovation.

Stakeholder	Importance to PI	Key concerns addressed	Benefits to stakeholders	Communication platforms
<p>Investor</p>	<ul style="list-style-type: none"> Funding and Capital Investment Network and information Financial and operational discipline 	<ul style="list-style-type: none"> Company's performance Outlook and strategy Corporate governance Focus on sustainability 	<ul style="list-style-type: none"> Return on Investment, Return on Equity and Total Shareholder Returns Portfolio growth Customer base and geographical presence 	<ul style="list-style-type: none"> Investor meetings Annual general meetings Periodic correspondence Investor meetings Annual general meetings Periodic correspondence
<p>Customers</p>	<ul style="list-style-type: none"> Increase in market share Revenue growth Market readiness 	<ul style="list-style-type: none"> Responsible product use Product innovation Quality and service Sustainable agricultural Practice 	<ul style="list-style-type: none"> Strong brand Quality product Competitive price On time delivery Technical expertise Product offering 	<ul style="list-style-type: none"> Annual meetings with sales associates Website, product brochures, newsletter, social media Forums, seminars, and conferences Customer satisfaction survey Field demonstrations and trainings
<p>Suppliers</p>	<ul style="list-style-type: none"> Business continuity Cost optimization Operational leverage Lean manufacturing 	<ul style="list-style-type: none"> Responsible procurement practices 	<ul style="list-style-type: none"> Business continuity Capacity building Portfolio growth 	<ul style="list-style-type: none"> Tendering process Annual and half-yearly supplier audits Supplier surveys Meetings by purchase department
<p>Employees</p>	<ul style="list-style-type: none"> Competitive advantage High workforce Efficiency 	<ul style="list-style-type: none"> Organization's growth and strategy Learning and development Performance management Grievance redressal mechanisms Fair working conditions Occupation health and Safety 	<ul style="list-style-type: none"> Fair wages Well-being Learning and employee development 	<ul style="list-style-type: none"> Employee satisfaction Talent retention Remuneration and other employee benefits Grievance resolution Diversity and equal opportunity Safety, health, and wellbeing

Community



- Lasting value for societies in which we operate
- Access to primary health care
- Sustainable development of communities
- Sustainable agriculture
- Financial inclusion
- Employment and livelihood support
- Community well-being
- Infrastructure development
- Local employment
- Sustainable agricultural practices
- Skill development
- Women empowerment
- Infant mortality
- Impact Assessment

Educational Institutions



- Fulfill future talent demand
- Knowledge transfer
- Industry thought leadership
- Contribution to research and development
- Management training
- Research and development activities
- Future talent supply
- Research and development
- Employee Learning
- Campus engagement
- R&D partnerships
- MoUs

Industry bodies and media



- Understanding industry trends
- Industry outreach
- Media coverage and Company branding
- Regulatory compliance
- Product innovation
- Sharing of best practices
- Thought leadership
- Collaboration
- Memberships
- Regional, national, and international seminars
- Industry body meetups

Corporate governance at PI

Conscious oversight is ingrained within the fabric of PI Industries' organizational culture, fostering trust, transparency, and accountability across all levels. Our corporate governance framework not only mirrors this ethos but also empowers it, steering us toward long-term objectives, fostering proactive decision-making for strategic investments, and instituting progressive policies to facilitate resilient growth. The robustness of our corporate governance systems stands as a cornerstone of PIs' sustained growth, bolstering the confidence of our shareholders.

At the helm of our corporate governance is the Board, comprising Executive, Non-Executive, and Independent Directors. This dynamic assembly, deeply rooted in our ethos of Responsible Growth, diligently adheres to the Companies Act, 2013, and Regulation 17 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015.

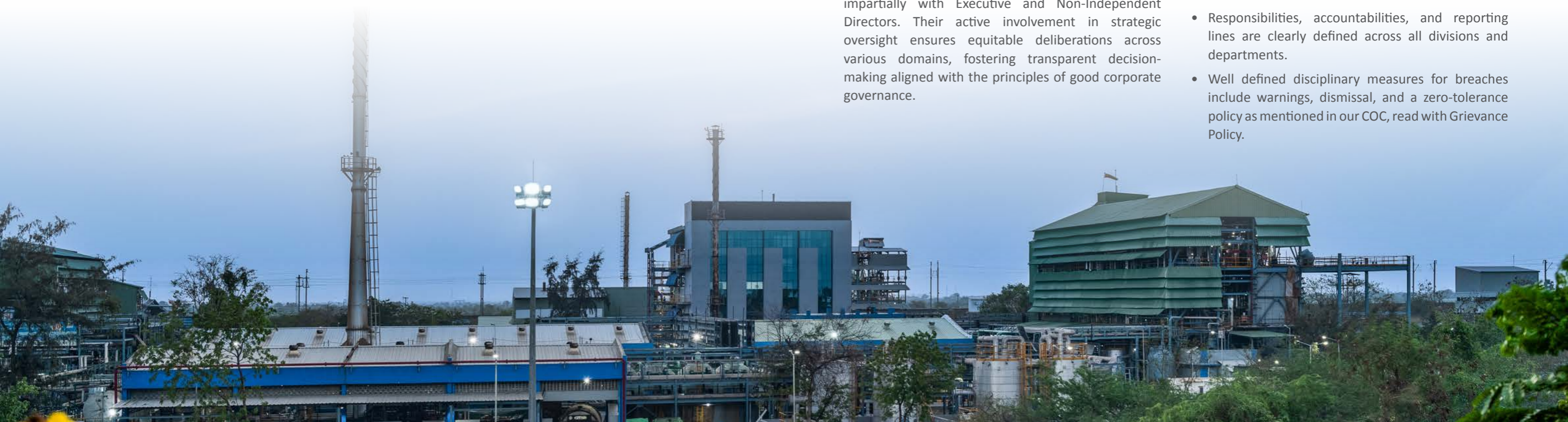
The members of PI's Board bring forth valuable industry experience, spanning critical domains such as corporate management, finance, risk management, technology, and legal affairs. This wealth of knowledge ensures that the Company has access to a diverse reservoir of worldly wisdom and sectoral insight, vital for navigating its growth trajectory.

Integral to maintaining a balanced approach within the Board are the Independent Directors, who engage impartially with Executive and Non-Independent Directors. Their active involvement in strategic oversight ensures equitable deliberations across various domains, fostering transparent decision-making aligned with the principles of good corporate governance.

In line with our commitment to enhanced governance, PI Industries has established specialized committees at the Board level. These committees, comprising elected Board members, act as complementary pillars to our governance structure, providing focused guidance on key accountabilities, including performance evaluation and risk management.

As part of our proactive governance approach, PI Industries' dedicated Risk Management Committee (RMC) oversees strategic and emerging risks. This committee, which includes an Independent Director, plays a pivotal role in safeguarding our organizational resilience amidst evolving market dynamics. We continuously strive to reshaping our business to help create a better and brighter future. This dedication is reflected in our interactions with stakeholders, where our Company's Sustainability Strategy is built on core principles such as Ethics and Growth. These values are integral to our corporate governance framework, which is grounded in a strong structure. By adhering to international best practices, we prioritize high standards and transparency as key guiding principles in all our endeavours.

- Employee performance appraisal systems incorporate adherence to compliance and codes of conduct.
- Employee remuneration is connected to compliance metrics.
- Responsibilities, accountabilities, and reporting lines are clearly defined across all divisions and departments.
- Well defined disciplinary measures for breaches include warnings, dismissal, and a zero-tolerance policy as mentioned in our COC, read with Grievance Policy.



For FY 23-24, the compliance system is certified, audited, or verified by an independent third party.

Furthermore, our recent Board restructuring underscores our commitment to independence and diversity. With 44.44 percent of our Board comprising Independent Directors, including 22.22 percent women directors, and key committees chaired by Independent Directors, we ensure diverse thought leadership for navigating the future of the agrochemical and agriculture sectors.

Our key Board Committees are chaired by Independent

Directors. Further, the Nomination and Remuneration Committee and the Audit Committee do not include an Executive Director among its members. To ensure independence, we have also implemented a separation of roles for the Managing Director(s) and the Chairperson of the Board. Our Business Unit CEOs also maintain independence by not being part of the Board of Directors. The Company conducts formal annual evaluation of the performance of the Board, its Committees, Chairperson and Individual Directors and has engaged an independent external agency to assist in this process.



In tandem with these governance enhancements, we leverage collaboration and technology as strategic enablers to drive impactful decision-making processes. By fostering a culture of collaboration and harnessing technological advancements, we fortify our governance mechanisms to effectively identify risks and capitalize on opportunities in the ever-evolving landscape of the agrochemical industry.

Board effectiveness

Attendance of Board members at various meetings

Our Board is constituted in a one tier system with executive, non-executive and independent Directors. Our Board also has seven committees namely:

- 01 Audit Committee
- 02 Nomination and Remuneration Committee
- 03 Stakeholder's Relationship committee
- 04 Corporate Social Responsibility Committee
- 05 Risk Management Committee
- 06 Administrative Committee
- 07 M&A Committee

On average, we had 87.70 percent attendance of board members at Board meetings. As a policy, our Directors maintain a minimum attendance of 70 percent at Board meetings.

As a good governance practice, none of the Independent Directors on the Board of the Company serve as Independent Directors in more than three Listed Companies nor hold the position of Whole-time Director in any Listed Company. To further ensure effectiveness, none of the Directors on the Board is a member of more than 10 committees or Chairperson of more than 5 committees across all listed companies in which he/she is a Director*.

Our persistent dedication to incorporating ESG considerations into our board meetings has catalyzed a culture of sustainable governance and innovation throughout the organization. Additionally, adhering to TCFD guidelines, the inception of a Sustainability Council this year has been pivotal in elevating ESG priorities and instilling a proactive sustainability mindset across all operational dimensions. This collective endeavor underscores our pledge to responsible governance, showcasing our unwavering commitment to sustainable practices and ongoing innovation.

Board diversity
























Our Board diversity policy codifies our commitment to ensure that our Board of Directors adequately represents our shareholders. We also adhere to the Corporate Governance code applicable as per SEBI's Listing Regulations and Companies Act, 2013 without exception. PI Industries is committed to diversity at all levels, including the Board. This ensures that a variety of viewpoints are heard and factored in our corporate decision making.

Today, 22.2 percent of our Board is constituted by women leaders and 44.4 percent are independent directors. We have managed to strike a balance by having Board members with expertise ranging from Industry experience to core corporate management skills, as indicated in the corporate governance section. 44.4 percent of our Board members are less than 60 years of age, and more than 55.56 percent have been on the Board for more than 6 years, ensuring a balance of seniority and experience. Further, in compliance with the provisions of Companies Act, 2013 and Regulation 17(10) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, an external agency was appointed to carry out an annual evaluation of the performance of the Board, Individual Directors as well as evaluation of the working of its committees during the year under review.

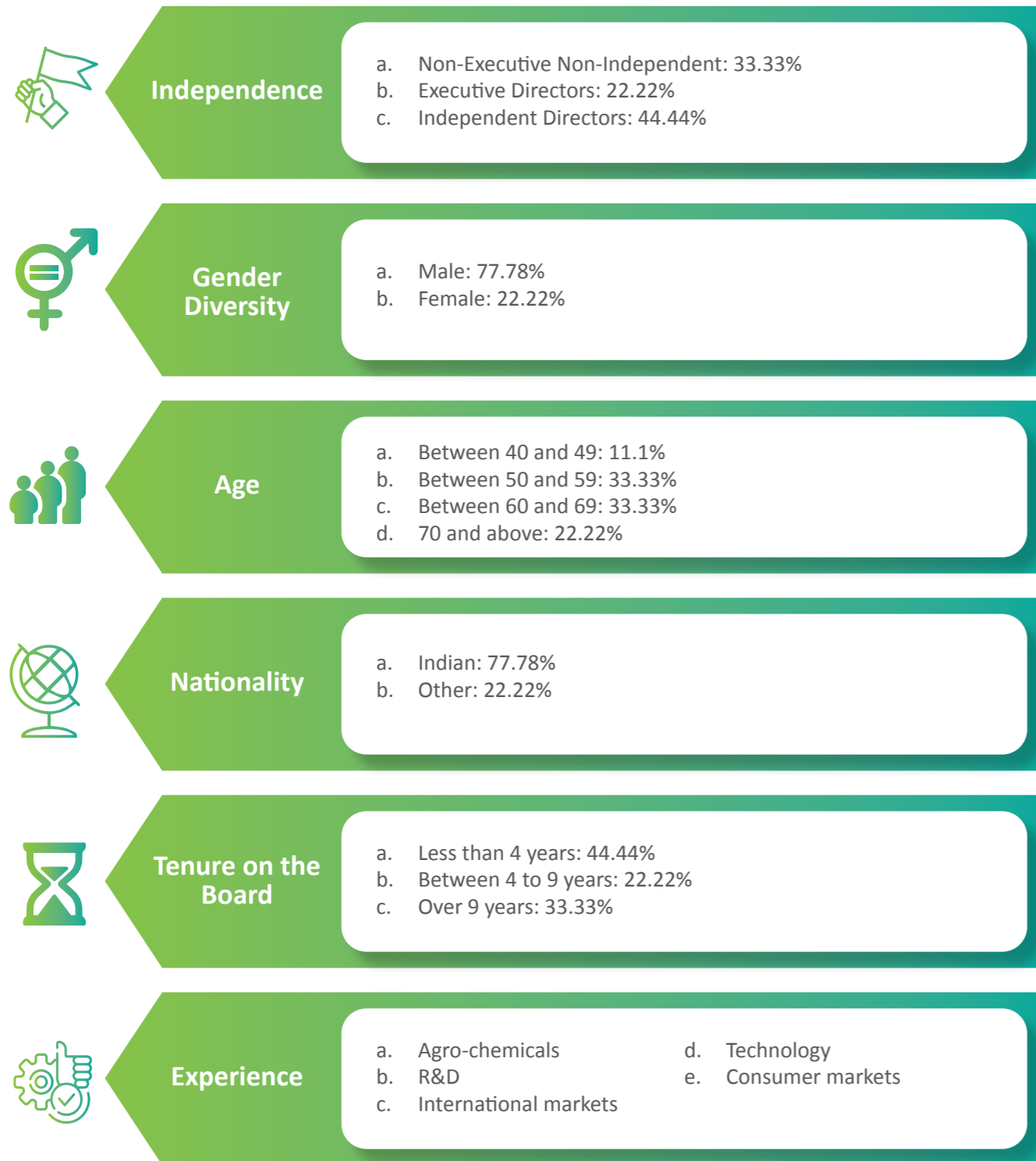
*Declarations are taken from the Board to the effect that Directors do not hold Board memberships in more than 10 committees across all public companies (listed or unlisted) and are not the Chairperson of more than 5 committees (being Stakeholder's Relationship Committees and Audit Committees) of listed public companies in which they are a director

Our Board members are the direct representatives of our stakeholders and hence it is of critical importance to us that our Directors possess the right experience and skills, are sufficiently independent and act in the best interest of all our stakeholders.

Our Board members with relevant work experience according to our GICS Level 1 Sector classification is as follows:

Sectoral Skills	Narayan K Seshadri	Mayank Singhal	Rajnish Sarna	Arvind Singhal	TS Balganes	Brown Lisa James	Shobinder Duggal	Pia Singh	Rafael Del Rio Donoso
Energy 									
Material 	✓	✓	✓	✓	✓				✓
Industrial 	✓		✓						
Consumer Discretionary 									
Consumer Staples 							✓		
Health Care 	✓	✓	✓		✓			✓	
Financial 	✓		✓				✓	✓	
Information Technology 					✓			✓	
Communication Services 									
Utilities 								✓	
Real Estate 								✓	
Director Skill									
Merger & Acquisition 	✓	✓	✓		✓	✓	✓	✓	✓
Business Management & Corporate Strategies 	✓	✓	✓	✓	✓	✓	✓	✓	✓
Corporate Governance 	✓	✓	✓	✓	✓	✓	✓	✓	✓
Legal & Regulatory 	✓	✓	✓	✓		✓		✓	
Risk Management 	✓	✓	✓		✓	✓	✓		✓
Govt./ Public Policy 	✓	✓	✓	✓	✓	✓			✓
Marketing / Sales 	✓	✓	✓			✓		✓	✓
Human Capital / Compensation 	✓	✓	✓	✓	✓	✓	✓	✓	
Environmental Engineering 		✓	✓			✓			
Sustainability / Plant Experience 	✓	✓	✓		✓	✓			✓
Corporate Social Responsibility 	✓	✓	✓	✓		✓		✓	✓
Cybersecurity 		✓	✓						

The detailed Board Report and Corporate Governance Report comprising coverage of the organization's actions, policies, practices and key decisions have been appended as annexures with this report.



Note: A detailed note on the various Board level committees and regulatory compliance has been included in the Board Report and Corporate Governance Report appended in the integrated Report below

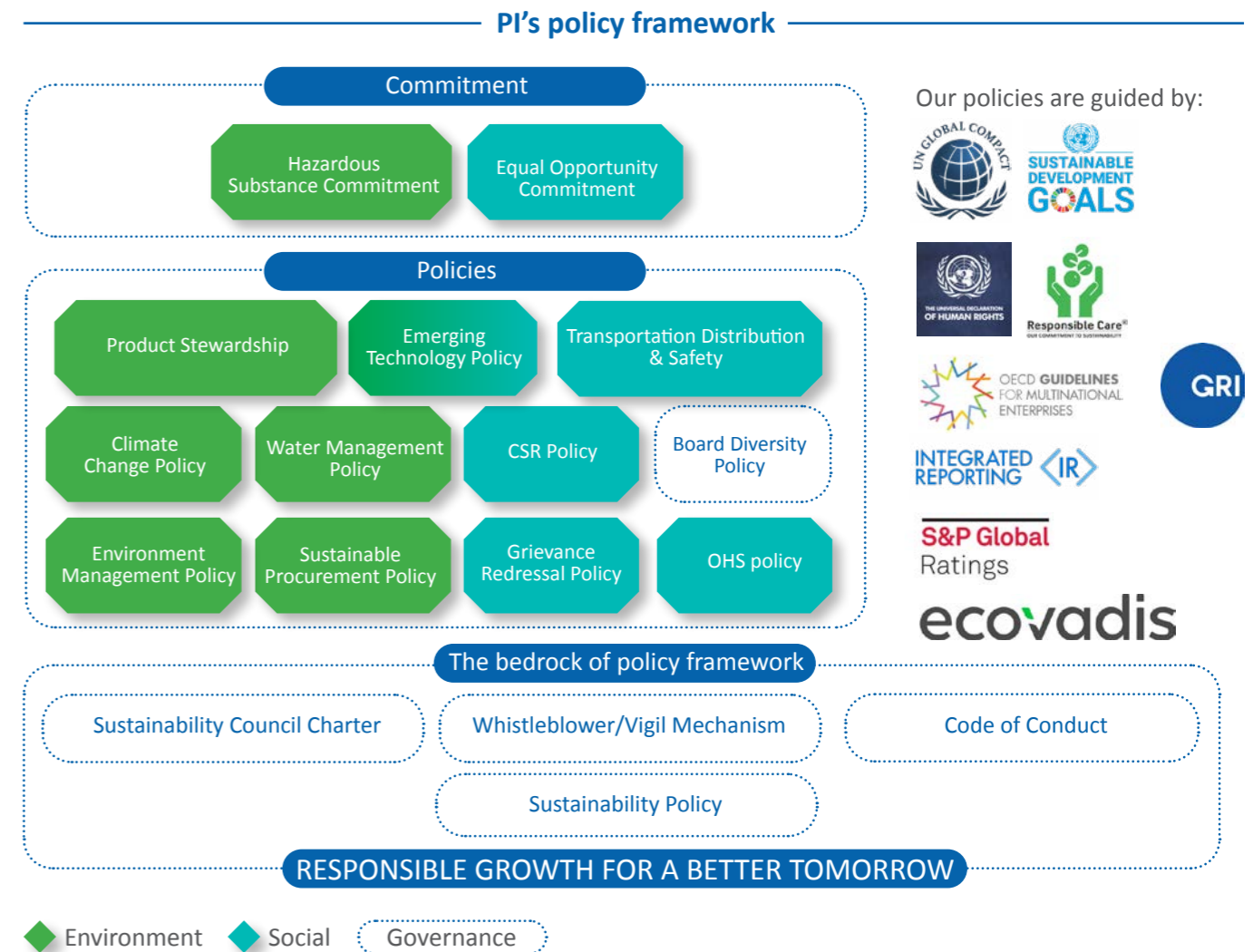
Policies for responsible growth

Our framework for responsible growth embodies a holistic approach to sustainable development, striving to harmonize economic prosperity, social advancement, and environmental preservation. Acknowledging the intrinsic interconnectedness of these facets, our framework prioritizes inclusive policies, fosters innovation, and champions responsible business conduct.

At the core of our operational ethos, our policy framework serves as a guiding light, ensuring consistency, compliance, risk management, and alignment with organizational objectives. It not only steers our actions but also serves as a beacon for stakeholders, aligning behaviors with our values and aspirations.

Aligned with national laws and globally recognized standards, such as the UNGC, ILO labor standards, OECD Guidelines, UNSDGs, Responsible Care, Universal Declaration of Human Rights, and GRI Standards, our policies underscore our commitment to ethical and sustainable practices.

This year, in tandem with our strategic focus on Environmental, Social, and Governance (ESG) principles, we have scaled-up the existing sustainable procurement policy. This policy empowers the company to make environmentally and socially responsible procurement decisions, thereby contributing to sustainable value creation across our supply chain.



PI's sustainability policies are available on the corporate website and can be found at the following link <https://www.piindustries.com/sustainability/ehs/sustainable-procurement-policy/>

Oversight on Sustainability

In our pursuit for sustainability, we recognize an opportunity that extends far beyond mere risk mitigation—it's a catalyst for transformative growth shaping our long-term business trajectory. Our strategic pivot involves harnessing sustainability-focused Key Performance Indicators (KPIs) to inform our decision-making processes and drive action. Through ambitious targets and benchmarks, we position ourselves at the forefront of the evolving sustainability landscape, ready to seize opportunities and generate value for our stakeholders, while addressing challenges within the agrochemical sector.

In our endeavor to institutionalize sustainability within our governance structure, we've established a dedicated Sustainability Council comprising cross-functional team of Business CEOs, Functional heads and has leadership oversight from the Joint Managing Director. This council serves as a pivotal support mechanism for the Board, facilitating the development, implementation, and monitoring of our sustainable development policies. Moreover, it ensures transparency by reviewing reports and facilitating their inclusion in our disclosure documents. The Sustainability Council recommends required policy formulations to the board which further help in strengthening PI's ESG agenda.

Furthermore, in the financial year 2023-24, we held two Sustainability Council meetings, underscoring our

commitment to sustainability initiatives. In line with our sustainability agenda, we've initiated efforts to inventory greenhouse gas (GHG) emissions following the GHG Protocol, including measurement for Scope 3 emissions. Additionally, we prioritize building organizational capacity to conduct business in an ESG-positive manner. We are in compliance with SEBI's updated Business Responsibility and Sustainability Reporting (BRSR) framework, which applies to your company starting this financial year, and have undertaken reasonable assurance for non-financial data, including BRSR Core indicators. Our focus remains steadfast on embedding sustainability across all facets of our operations.

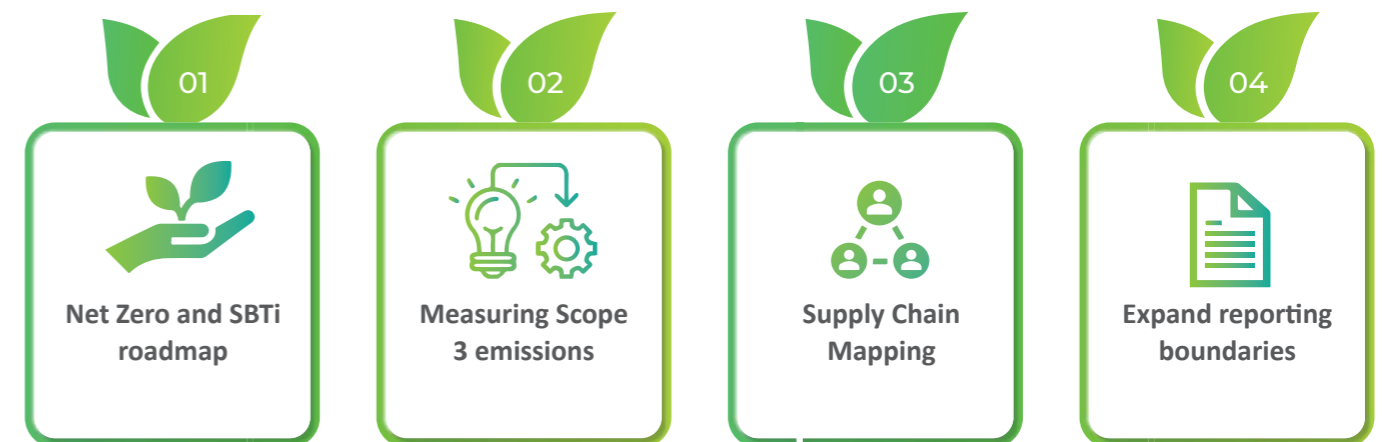
We are actively preparing for a Net Zero roadmap in collaboration with the Science-Based Targets initiative (SBTi) and gradually expanding the scope of our sustainability reporting to encompass more subsidiary entities in a phased manner.

Our sustainability strategy places significant emphasis on the comprehensive analysis of value chain. This serves as a fundamental step towards reducing emissions, aligning with our long-term commitment to sustainability. Through meticulous assessment, we intend to pinpoint areas for enhancement and develop strategies for emission mitigation, progressively advancing towards our sustainability objectives.

Sustainability Governance Framework



Focus of the Sustainability Council



Supply chain management

Our supply chain partners are paramount to our success and we at PI believe in growing with our suppliers, hand in hand. Innovation is fruitful and results are exponential only when it permeates the value chain. Sustainable growth cannot be achieved in silos especially without the support and cooperation of our supply chain partners. We have undertaken various initiatives for the first time to demonstrate our commitment towards creating a sustainable supply chain because we truly believe that individually we can create a difference but working together, with our supply chain partners, we can create change.

Supplier Code of Conduct

Our supplier code of conduct captures PI's core values and global commitment towards internationally recognized ESG standards covering all the aspects of Environment, Human Rights and Labour, Business Ethics. The link to our supplier code of conduct can be found [herewith](#). Compliance with the code of conduct is mandatory for all suppliers and is embedded in every supply contract and service/purchase order entered by PI. Hundred percent of our suppliers targeted for ESG assessment had signed the supplier code of conduct.



Supplier ESG Program

Starting this year, we have formulated a comprehensive ESG program for our suppliers, integrating our supply chain partners as equal partners in our ESG journey. This initiative has ensured that the oversight of the Supplier ESG Program falls under the ambit of the Sustainability Council with Board Representation. The entire supplier

ESG program has been compartmentalized to ensure comprehensive permeation for all value chain partners. Commencing with conducting a supplier orientation and training workshop as a part of the annual supplier meet. Communicating our expectations and bringing suppliers onboard with our ESG ambitions was an

important objective, while conducting capacity building workshops for internal stakeholders. These workshops have been critical to orient external and internal stakeholders on their roles and responsibilities in our supplier ESG program to ensure their effective implementation. As part of our holistic supplier engagement program, 78 percent of our suppliers were engaged, up from 35 percent in the previous year. These suppliers contributed to 82 percent of our procurement spend. As a part of our ESG outreach and engagement, we engaged with 16 percent of our suppliers, contributing 46 percent of our procurement spend.

Supplier Screening and Assessment

We have internalized a supplier ESG screening and assessment process. This is implemented by performing an in-depth internal analysis of the supplier base to identify our Tier-1 and significant suppliers. The methodology used to assess the suppliers consists of environmental, social and governance factors along with factors of business relevance. The risks taken into consideration are sector-specific and commodity-specific. Further, supplier assessment has been incorporated not just to onboard new suppliers but also for assessing existing suppliers on their ESG capacities. We have conducted desk assessments with systematic verification of evidence of a total of 35 suppliers assessed in the current year. Performance of existing and prospective suppliers in our ESG assessment is an important part of our Supplier ESG Program.

A comprehensive value chain analysis and mapping exercise was carried out to identify our Tier-1 and Significant suppliers, to create the target base for our ESG Program. There are a total number of 166 Tier-1 suppliers of which 36 are significant suppliers. These significant suppliers constitute 30 percent of our total spend. In the first year of our ESG Program for the value chain we focused on our significant supply chain partners, conducting desk assessments/on-site assessments for 35 partners, hence assessing 97 percent of our significant supplier base. Post the assessment all 35 partners (100 percent of significant suppliers assessed) were assisted with corrective action plans to improve their performance. None of the suppliers had substantial actual/potential negative impacts and hence none were terminated as a result of the ESG assessment. Additionally, we conducted capacity building programmes for 643 suppliers

during the year covering 100 percent of the significant suppliers and other Tier-1 (non-significant) suppliers.

All operational sites for PIIL had an environmental risk assessment conducted and 4 percent of the sites for Jivagro. Ninety-seven percent of our suppliers targeted for ESG assessment had contracts that include clauses on environmental, labor, and human rights requirements. The same proportion of targeted suppliers also underwent an on-site CSR audit. Post the assessment, 100 percent of the targeted supplier base assessed was engaged in capacity building and corrective actions to improve their ESG performance.

We conducted a sustainable procurement training for our buyers covering 100 percent of the targeted buyer base across locations.

*data herein pertains to CSM business

Sustainability and Supply Chain

We have undertaken several initiatives to improve the overall environmental impact of our supply chain, focusing on reducing our carbon footprint and advancing toward decarbonization. Some of these key initiatives are as follows:

Channeling Exports Through Hazira Port: By exporting 30% of our shipments from the nearest port, Hazira, we have significantly reduced CO2 emissions by 96.6 MT. Additionally, using 40-foot containers instead of 20-foot containers has reduced the number of trips and overall carbon impact throughout the value chain.

Employing Dedicated CNG Vehicles: We have educated our vendors and encouraged them to procure CNG vehicles, resulting in a reduction of CO2 emissions by 53.7 MT. This collaboration with our supply chain partners has shifted 11% of our domestic transport to CNG trucks, demonstrating the importance of partnership in creating impactful change.

Redesigning Vehicles: By strategically working with our partners to modify vehicle formats to carry more pallets per shipment, we have reduced the number of shipments required and the associated carbon emissions.

Recycling Scrap and Using Recycled Plastic Sheets: Our initiative to recycle scrap and use recycled plastic sheets for fabricating storage racks has resulted in a saving of 22.5 MT of carbon emissions.

Annual Supplier Meet - Srujan and Samvad

We hosted annual supplier meets for supply chain partners of our CSM and Agchem businesses – Srujan and Samvad – respectively.

“Samvad” was held on December 20, 2023 and “Srujan Being Creative,” was held on January 24, 2024. These gatherings epitomized innovation and collaboration. The events served as a platform for suppliers to connect, exchange ideas, and explore new possibilities in the dynamic business landscape.

In a dedicated segment, crucial discussions happened around Environmental, Social, and Governance (ESG) principles and Scope 3 emissions, leaders and experts explored the intricacies of ESG practices, shedding light on how companies can integrate environmental stewardship, social responsibility, and governance into their operations. This emphasis on ESG reflects Srujan’s commitment to a holistic and responsible business approach.

One highlight of the event was the “Innovation Corner,” where suppliers showcased groundbreaking products and technologies. Attendees had the opportunity to engage in meaningful conversations, fostering collaborations that promised to shape the future of the industry.

The day concluded with an awards ceremony, recognizing outstanding contributions and celebrating the spirit of creativity within the supplier network. As participants departed, they carried with them not only a renewed sense of camaraderie but also a shared commitment to pushing the boundaries of innovation in the year ahead.

As we look towards the future, PI Industries is committed to fostering impactful change through collaboration with our suppliers. As we celebrate outstanding contributions and creativity within our supplier network, we carry forward a shared commitment to pushing the boundaries of innovation and sustainability.



SRUJAN- Annual Supplier Meet 2024

Cyber Security and Information Protection

Cyber Security Governance

Technology, data management and cyber security over the past few decades have become an integral aspect to the workplace. During the pandemic, rapid digitization accelerated the risk of cyberattacks significantly. At PI Industries, we work diligently round the clock to ensure continuous, vigilant protection of sensitive data.

Mr. Mayank Singhal, the Vice-chairperson & Managing Director (VC & MD) of the Company, with an expertise in 'information technology and cybersecurity management' space, is engaged in the management of information security/cyber security strategy. As a Board member, he is also involved in the review process along with the Board of Directors and Executive Management Team. The Chief information Officer, Mr. Atanu Roy, a member of Executive Management Team is supported by the Head of Information Security, Mr.

Ranjan Revandkar, for overseeing cybersecurity and allied risks and threats under the VC & MD directly with accountability to the Board, Risk and Audit Committees.

Cyber security management

The rise of remote and hybrid work, along with increased connectivity, is driving organizations to enhance their user access security and advance towards a zero-trust architecture. As a key driver of PI's growth strategy, we have developed an approach to cyber security ensuring Confidentiality, Integrity and Availability towards information assets and resources. Using a 360-degree approach, we ensure that our networks and systems are protected from any disruption or unauthorized access by addressing the 3 dimensions of People, Process and Technology.

PEOPLE



- Cyber security Awareness
- Weekly Awareness Posters
- Periodic Phishing Simulation Campaigns
- Induction Trainings
- Refresher Trainings
- Cyber security training module with assessment

PROCESS



- Processes governed under ISO 27001
- Risk Assessment & Management
- Periodic Vulnerability Assessment & Penetration
- Testing
- Threat Hunting & Detection
- Patch Management
- Regular Data Backup and Restoration testing
- Periodic DR Drills
- Incident Management
- Change Management
- Capacity Management

TECHNOLOGY



- Advanced Threat Protection
- Sandboxing
- Next Generation Firewalls
- Next Gen Antivirus
- Data Classification
- Data Loss prevention
- Web application firewalls
- Privilege access management solution

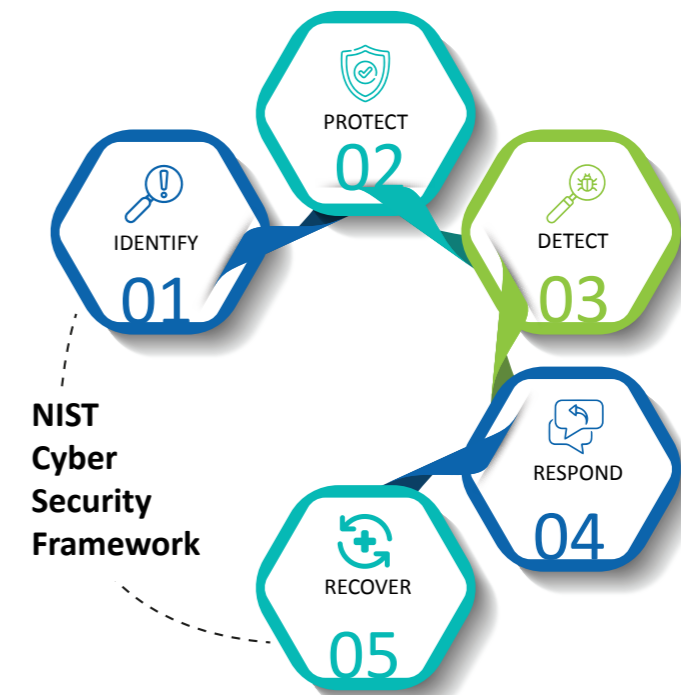
Our management of information security/cyber security is threefold with strategic oversight, administrative control, and operational execution.

Level	Role	Relevant committee/Department
Strategic oversight	<ul style="list-style-type: none"> • Formulating and evaluating strategies for information security and cybersecurity. • Oversee and administer IT operations. 	<ul style="list-style-type: none"> • Board Level Audit Committee • Risk Management Committee
Administrative control	<ul style="list-style-type: none"> • Administer Information Technology in accordance with ISO global standards. • Supervise and assess the integrity and precision of information. 	<ul style="list-style-type: none"> • Cybersecurity Department • Corporate Risk Management
Operational execution	<ul style="list-style-type: none"> • Implement systems, protocols, and user services to ensure compliance • Assess, oversee, and report risk evaluations to the IT Committee. 	<ul style="list-style-type: none"> • Cybersecurity Department

Cyber security and data governance measures

Customer privacy and data security are key material topics and imperative for the Company. To ensure clarity and transparency in our operational procedures and policy management, PI has established a comprehensive information security management

system aligned with the internationally recognized cyber standards outlined in ISO/IEC 27001:2013, as well as the framework provided by the National Institute of Standards and Technology (NIST).



To secure our customer data and privacy, we continue to adopt world class cyber security measures. We are also transitioning towards a critical infrastructure security ecosystem. Our entire workforce is trained annually on the Company's Information Security and Management System (ISMS). The company has also laid down a process which workforce/employees can report in the event there is something suspicious noted at the workplace. Security risks are continuously monitored, and security procedures are established that contribute to the long-term optimization of the quality of systems. As per Company's policies and protocols, periodic risk-based vulnerability assessment is conducted by a third party to analyze and remediate the identified vulnerabilities. In FY23-24, we registered zero instances of data breaches ensuring no impact on business. None of our customers were impacted in instances of breaches involving personally identifiable information.

IT risk mitigation process and infrastructure:

As an ISO 27001: 2013 certified organization, our cybersecurity strategy and roadmap are designed specifically keeping above requirements in mind and is reviewed by our senior leadership periodically. Driven by this strategy, the latest cyber security solutions introduced and deployed in the organization have effectively protected sensitive information from both external as well as internal threats.

We maintain a comprehensive Business Continuity Plan, systematically tested annually to validate its efficacy in mitigating potential disruptions. Regular IT audits are conducted to uphold industry standards and assess our systems' confidentiality, availability, and integrity. Our vigilant approach extends to proactive monitoring of dark web and adopting the learnings from threat intelligence. By prioritizing business continuity, conducting thorough audits and assessments, and prompt monitoring of IT systems, PI remains committed to maintaining the security and integrity of our digital operations.



Risk and Opportunities

Building resilience through effective risk management

A strong internal control environment has promoted effective risk management throughout PI Industries. With Board level oversight provided by the Risk Management Committee, the Chief Risk Officer, under the guidance of the Chair of the Risk Management Committee ensures effective implementation of risk management framework at PI. The Risk Management Committee and the Chief Risk Officer together drive the values and culture shaping risk management at PI. PI's mature risk management framework and enterprise resources management system is backed by an effective risk management policy which can be found [here](#).

Risk Management Process

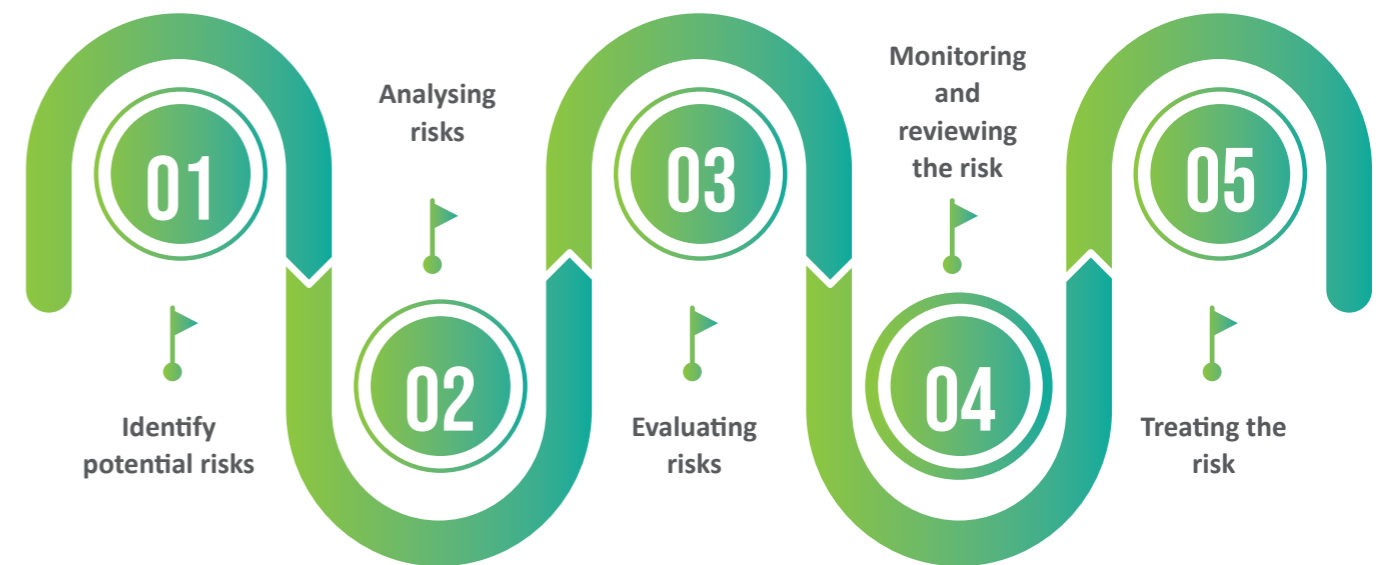
Effective risk and crisis management are vital for our long-term financial stability and adaptability. By

implementing internal control processes, we ensure compliance with current regulations and position ourselves to proactively refine these controls. Conducting robust risk assessments, including evaluating our risk exposure and determining our risk appetite, allows us to respond strategically to events that may have a material impact.

Moreover, regular and frequent risk reviews and audits enhance the effectiveness of our risk management processes.

Through a comprehensive process of enterprise risk management, we, at PI, have been implementing business strategy based on a detailed feasibility study on all businesses, new projects and related activities to minimize risk exposure and its effects on capital and earnings. Departmental functions maintain a detailed Risk Register tracking and monitoring potential risks that could impact the business.

Risk Management Process



Risk governance

Clearly defined roles and responsibilities ensure that everyone understands their part in the risk management process. The Board-level Risk management committee oversees risk policies and procedures, ensuring they align with our strategic objectives. Regular risk assessments and audits help us stay proactive, addressing potential issues before they

become significant problems. By fostering a culture of risk awareness and accountability, we integrate risk management into our daily operations, making it a core part of our decision-making process. The Company conducts regular risk management education for all non-executive directors and management. Trainings are planned and delivered through the Learning Management System (LMS) throughout the

organization on risk management principles. Practices are adopted to ensure that there is incorporation of risk criteria in the development of products and services. The Company also provides for the financial

incentives which incorporate risk management metrics. This structured approach to risk governance helps us navigate uncertainties and achieve our long-term goals.

Governing body	Roles and responsibilities	Meeting frequency	Relevant committee/ Department
Strategic oversight 	<ul style="list-style-type: none"> Board level oversight 	As required	Corporate governance Board evaluation system (third party evaluation)
Risk Management Committee 	<ul style="list-style-type: none"> Monitoring and review Recommend modifications to the Risk Management policy Provide overall guidance to risk management 	Bi-annual	Effective organization-wide risk management
Chief Risk Officer 	<ul style="list-style-type: none"> Conduct Enterprise Risk Management on a periodic basis to identify potential and emerging risks Implement internal control processes Periodic stress testing to identify uncommon, residual Conduct risk management education for all non-executive directors and management 	Quarterly review with the Risk Management Committee	Audit of the Risk management process Financial incentives which incorporate risk management metrics
BU Heads Function Heads 	<ul style="list-style-type: none"> Maintain risk registers 	Monthly	Financial incentives which incorporate risk management metrics

For FY 23-24, the Company has carried out a comprehensive assessment of the methods, tools, and processes used to identify, evaluate, control, monitor, and report risks, with an external qualified independent audit agency. Additionally, as part of its practice, PI has implemented risk management audits to be conducted at least every two years, adhering to international standards.

Emerging risks

Identification of 'Risks that Matter (RTM)' in the last financial year, categorized risks as external, internal, and residual depending on whether they emerged from events outside of the organization's control, from within the organization and those that remain after controls are accounted for. We have further identified risks as strategic compliance and governance-related, financial, IT-related, and operational.

Focusing on collaborating with strategic partners and external stakeholders, at PI, we are addressing emerging risks through a series of initiatives planned to mitigating impact of climate change, building resilience to the changing business climate and investing in adaptation strategies such as inorganic expansion into allied business verticals, product and process innovation and de-risking of the manufacturing and supply chain functions.

Effective communication

Risk-related reporting is carried out at multiple levels with the organization. Monthly connect at the business unit level ensures a robust monitoring and review process. Quarterly reviews with the Risk Management Committee have ensured Board-level oversight as well as guidance on matters of strategic importance.

Key emerging risks identified

Emerging Risk	Corporate governance Board evaluation system (third party evaluation)	Geographic unpredictability
Category	Climate Related Issues / Environmental	Geopolitical
Description	Climate-related and environmental risks encompass a range of potential issues arising from changes in the climate and environmental conditions. These include extreme weather events, shifting weather patterns, rising sea levels, and increasing regulatory pressures related to environmental sustainability. Extreme weather events such as hurricanes, floods, or droughts can damage facilities, disrupt supply chains, and affect production processes. PI considers physical risks with direct impacts of climate change on the environment, infrastructure, and communities. Manifesting in various forms, including more frequent and severe weather events, such as hurricanes, floods, droughts, and wildfires, as well as gradual changes like sea-level rise and shifts in temperature and precipitation patterns. Further, we have also considered transition risks arising from the transition to a low-carbon economy as efforts are made to mitigate climate change; including policy and regulatory changes, technological developments, market shifts, and reputational risks. Changes in climate can lead to the scarcity of essential natural resources such as water and raw materials, affecting business operations.	With the rapidly evolving geopolitical landscape, including ongoing conflicts like the Russia-Ukraine war, unrest in the Middle East, and the Red Sea crisis, there is a rise in protectionism among major economies. This shift is creating uncertainty in international alliances and cooperation, disrupting global supply chains. Countries are increasingly focusing on reducing their reliance on others. While India maintains generally positive relations with most major economies and is benefiting from the current trade tensions and geopolitical shifts, any changes in India's political or economic relations with these key countries could affect the Company's export-oriented custom synthesis manufacturing business model.
Impact	Impacts of physical risks include damage to infrastructure, loss of lives and livelihoods, disruption of supply chains, and destruction of ecosystems. We have also considered their cascading effects, such as food and water scarcity, increased displacement of people, Operational Disruptions, and heightened social and economic instability. Extreme weather events such as floods, hurricanes, or wildfires can damage facilities, equipment, and infrastructure, leading to production halts and costly repairs.	Geopolitical unrest often leads to interruptions in the supply chain. Conflicts, trade barriers, and political instability can disrupt the flow of raw materials, components, and finished goods, causing delays and increased costs. We might have to face higher costs due to increased tariffs, trade restrictions, and higher insurance premiums for shipping through such unstable regions. If such geopolitical tensions lead to restrictions or sanctions, our access to certain markets would be limited or prohibited. This can reduce sales opportunities and limit growth in affected regions. Often, such geopolitical volatility issues can result in rapid changes to trade policies, regulations, and compliance requirements. Relationships with customers and business partners may also be strained if geopolitical issues affect their operations or create trust issues.

Mitigation Actions

- Focusing on specialty products backed by technologies and having long term commitment / sickness instead of getting into opportunistic generic products, the demand scenario for which may quickly change.
- Diversifying into adjacencies and target larger market opportunity and reduce business concentration / risk.
- Crop diversification including but not limited to geographic & product category diversification.
- Conducting comprehensive assessments to identify and evaluate climate-related risks specific to your operations and supply chain.
- Implement systems to continuously monitor environmental conditions and regulatory changes.
- Create and test a business continuity plan to address potential disruptions from extreme weather events or environmental issues.
- Develop disaster recovery plans to quickly restore operations after environmental incidents.
- Invest in green technologies and sustainable practices that reduce environmental impact and support long-term resilience.
- Work with industry groups, governments, and NGOs to address environmental challenges and advocate for sustainable practices.
- Diversifying the Supply Chains, Enhance Flexibility: Backward integration and development of local sources of key input material to reduce dependence on other geographies.
- Looking out for global M&A opportunities in the vicinity of major markets/ global customers.
- Designing operations and supply chains with flexibility to quickly adapt to changing conditions.
- Establishing an alternative transportation and logistics routes to minimize the impact of disruptions in any one region.
- Monitoring the Geopolitical Developments: Regularly conduct geopolitical risk assessments to stay informed about potential threats and their impact on your business.
- Operating with multiple no. of shipping companies instead of limiting to a few. Maintaining higher inventory levels for both raw materials and finished goods. Operating with multiple shipping ports instead of limiting too few to avoid port congestion.
- Including force majeure clauses in contracts to address potential disruptions caused by geopolitical events.
- Negotiating the terms that allow for shared risk between parties, such as flexible delivery schedules or cost-sharing arrangements.
- Keep all policies up-to-date with changes in trade policies, regulations, and sanctions that may affect your business operations.

Climate-related risks

The Risk Management function also undertook a detailed climate risk analysis to identify and understand the risks associated with climate change and develop strategies to mitigate these risks. We have outlined PI's response to climate-related risks in alignment with the TCFD recommendations in PI's TCFD report FY2024-24.

Physical risks	Transition risks
Increased severity and frequency of extreme weather events such as cyclones and floods	Policy and legal – carbon pricing mechanisms
Low levels of water/water scarcity/ stress	Policy and legal - Mandates on, and regulation of, existing products and services Ex. Changes in water policy
Drought	Technology - Substitution of existing products and services with lower emissions options
Extreme heat and rising temperatures	Technology - Costs to transition to lower emissions technology



Managing climate-related risks and opportunities

This year, PI has completed a detailed analysis of climate-related risks and opportunities material to the organization. Following the guidelines given by the Taskforce on Climate-related Financial Disclosures (TCFD), PI has also published its first TCFD report this year. The same can be found in the annexure section of the annual integrated report.



Mitigating physical and transition Risk measurement

Physical risks

Risk identified	Risk type	Scope	Function impacted	Governance mechanism	Timeline for impact	Potential impact
Increased severity and frequency of extreme weather events such as cyclones and floods 	Acute	Direct operations	Operations SCM	Water management policy	0.5-1 year	Decreased revenues due to reduced production capacity Increased input costs due to supply chain disruption
Low levels of water/ water scarcity/ stress 	Acute	Direct operations	Operations R&D	Water management policy	0.5-1 year	Increased input cost of water for production and formulations

Risk identified	Risk type	Scope	Function impacted	Governance mechanism	Timeline for impact	Potential impact
Drought 	Chronic	Direct operations	Operations Sales	Water management policy Environment management policy	0.5-1 year	Reduction or closure of production activity Impact on sales and last mile distribution
Extreme heat and rising temperatures 	Chronic	Direct operations	Operations Sales	Water management policy Environment management policy	1-2 years	Increased cooling costs including procurement of water, use of electricity for cooling Impact on sales and last mile distribution

Transition risks

Risk identified	Scope	Function impacted	Timeline for impact	Potential impact
Policy and legal 	Carbon pricing mechanisms	Overall business	0.5-1 year	Increased pricing of GHG emissions due to introduction of carbon taxes or cap-and-trade systems; capital investment in less carbon intensive technologies, equipment upgrade and/or switching to cleaner fuels
	Mandates on, and regulation of, existing products and services Ex. Changes in regional water policy	Overall business	0.5-1 year	Increased production costs due to changing input prices (e.g., energy, water)
	Substitution of existing products and services with lower emissions options	Strategy & planning BU – Agchem	1-2 years	Reduced demand for existing products and services Write-offs and early retirement of existing assets (e.g., damage to property and high emission emitting assets)
	Costs to transition to lower emissions technology	Operations	1-2 years	Costs to adopt/deploy new practices and processes

Leveraging opportunities

We encourage innovation and creativity within our teams, fostering an environment where new ideas can flourish. By being agile and adaptable, our teams have identified and aligned opportunities to ensure that we are not only protecting our business from potential setbacks but also positioning ourselves for sustainable growth and long-term success.

Opportunity type	Opportunity Driver	Potential financial impact
Resource efficiency	Reducing water footprint by implementing Zero Liquid Discharge at our R&D facility and Formulation plant	Reduced indirect (operating) costs
Resource efficiency	Reducing emissions of greenhouse gases by increasing share of renewable energy, and by switching to cleaner fuels	Reduced indirect (operating) costs
Resource efficiency	Transitioning to natural products such as seaweed	Reduced indirect (operating) costs
Resource efficiency	Enhancing the Ecoscale rating of our products	Waste reduction
Products and services	Ability to diversify business activities	Increase in sales revenues from biologicals
Products and services	Increased share of biologicals by 35% in FY23-24 in our domestic agribusiness portfolio	Lower environmental impact through products
Markets	Increased market cap and creditworthiness of firm because of better reputation	Increase in access to capital



Value creation model

Input

Financial

- Total assets deployed ₹ 1,07,640 million
- Total shareholders funds ₹ 87,310 million
- Cash and cash equivalents ₹ 8,865 million

Manufactured

- 15 Multipurpose plants
- ₹ 5,851 million capex expenditure
- Implementation of total quality management

Intellectual

- 700+ strength of R&D team incl. 561 scientists, researchers and 200 doctorates
- ₹ 1,944 million incurred in R&D expenditure
- ISO quality standards certified facilities

Human

- 3,670 permanent employees
- ₹ 18,156 spent on average on training per full time employees
- Diversity and Inclusion
- More than 6 hours of OHS trainings conducted on average per full time employee

Social & Relationship

- More than 1,62,500 shareholders
- Transparent investor communications
- Reliable supplier base
- 15,000+ Channel Partners for PIIL and Jivagro combined
- 25 unique stock points for PIIL and 22 unique stock points for Jivagro
- 1,00,000+ Retailers
- CSR expenditure: ₹ 164 million* in FY23-24, with ₹ 28.44 million spent in Aspirational Districts

Natural

- 73% inputs were sourced sustainably
- Total energy consumed from non-renewable sources (excluding feedstock) 398,272.49 MWh
- Total freshwater withdrawn: 882 ml

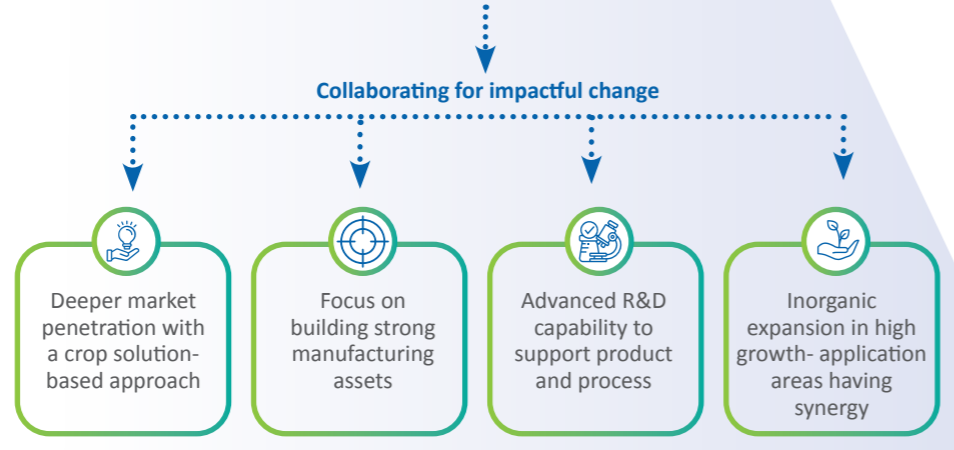
Purpose

Reimagining a healthier planet!

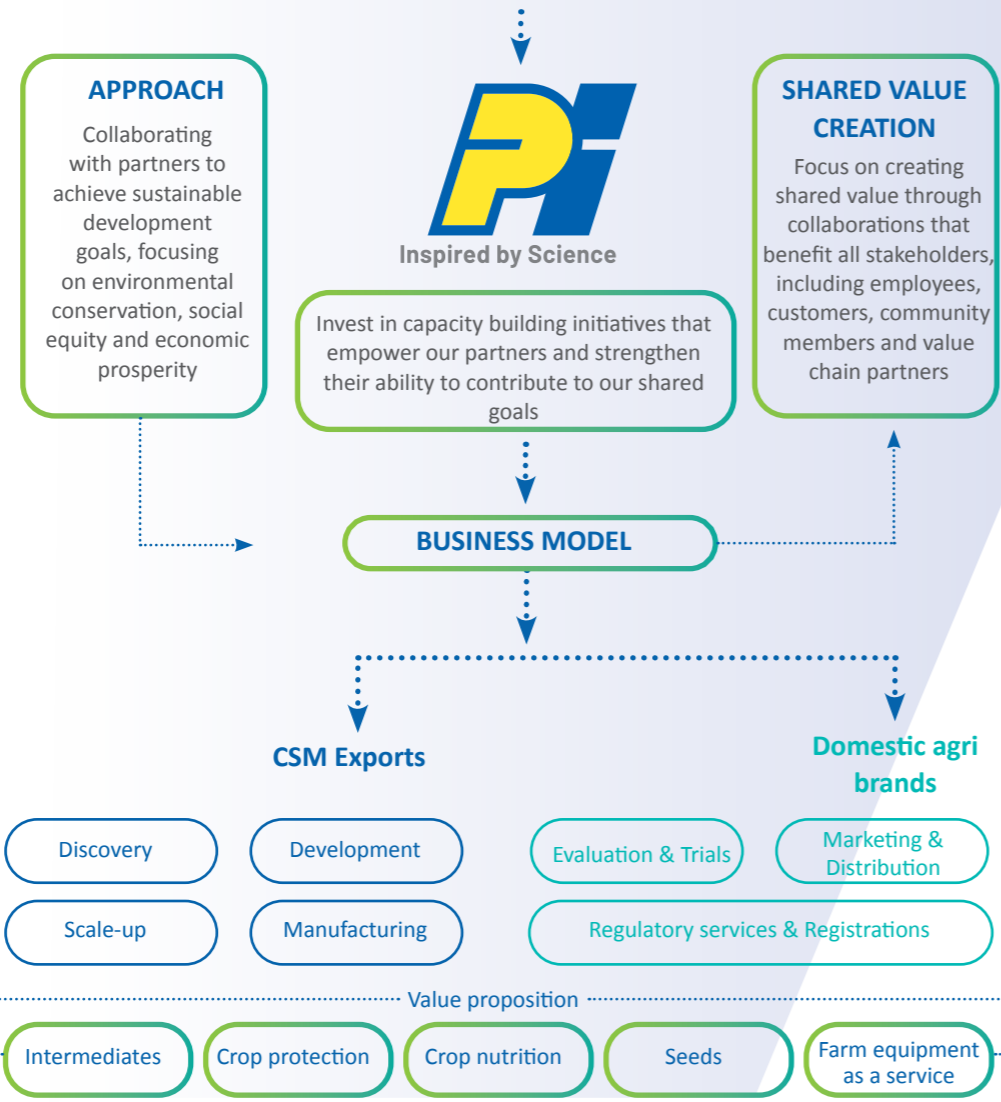
Vision

To lead with science, technology, and human ingenuity to create transformative solutions in life sciences

OUR STRATEGIC GROWTH DRIVERS



Non-conflicting business model having synergy



Output

- 18% y-o-y growth in revenue from operations
- 31% y-o-y growth in EBITDA
- 37% increase in PAT attributable to EBITDA growth and lower effective tax rate (ETR)
- 35% CAGR over a five-year period in earnings per share

- All manufacturing and R&D sites are ISO-certified
- 5% increase from FY23 in tons of input material recovered

- Inauguration of pXRD (Powder X-ray Diffraction) that will help in identification and quantification of different polymorphs
- 21 new patents filed in FY24 and 168 patents filed cumulatively
- E-factor to measure shift towards green chemistry

- 49.6% increase in total learning hours among employees
- 100% employees covered under performance management
- Pay ratio of female to male employees (base + other cash incentives) is 0.91 in FY24
- 13.6% women employees working in STEM roles in FY24
- 47% increase of women in all management positions from FY23
- LTIFR (Employees): 0
- LTIFR (Contractors): 0.09

- 86% customer satisfaction score among B2B partners recorded in FY24 covering customers that represent 88% of revenue
- 68% enrollment rate in B2C loyalty program
- 32% y-o-y increase in annual CSR budget allocation
- CSR beneficiaries outreach in FY23-24: More than 350,000

- Utilization of 100% recycled paper-based packaging material
- 5.35% share of renewable energy in total electricity mix from FY23
- 79.99 NOx emissions in FY24
- 52.41 SOx emissions in FY24
- Two sites are Zero Liquid Discharge Units
- 3.51x increase in quantity of hazardous waste recycled from FY23

Outcome

- Strong balance sheet with 11% YoY increase in Net Working Capital, showing improved capital efficiency
- 35% Return on Capital employed
- 35% CAGR over a five year period in net worth
- ₹1744 million dividend distributed in FY24 demonstrating 53% YoY growth
- Diversification through acquisition of 2 organizations in the CDMO space

- More clients served globally
- Increased manufacturing cost efficiency
- Zero product recall incidents in FY24
- On-time delivery of products
- Cost reductions through continuous process development and alternate vendor development

- First Indian company to receive approval from ISO for groundbreaking insecticide named "PIOXANILIPROLE"
- 6 molecules commercialized for exports in FY23-24
- 7 new innovative brands launched in FY23-24
- Comprehensive product portfolio offering solutions for all stages of crop growth and plant growth nutrition
- Long term partnerships with CSM export partners

- HCROI has been consistently high at >3
- Improved diversity and inclusion metrics
- High impact on business outcomes from focus on capacity building and upskilling
- Decrease in voluntary turnover rate from FY22-23

- 21% Return on equity
- 279% Total Shareholder Return (TSR) over the last five years
- 48% increase in direct and indirect channel partners
- Strong preference for PIIL and Jivagro products in the domestic agribusiness market
- Convergence with national priorities such as the National Health Mission, Swachh Bharat Abhiyan and Samagra Shiksha Abhiyan and contribution to social development

- Featured in the DJSI Sustainability Yearbook
- Retained the EcoVadis Gold medal in sustainability achievement
- 113.23 ML water recycled, marking an 87% increase from FY23
- 29% decrease in hazardous waste sent to landfill from FY23

* includes CSR expenditure for FY23-24 along with unspent expenditure from FY22-23

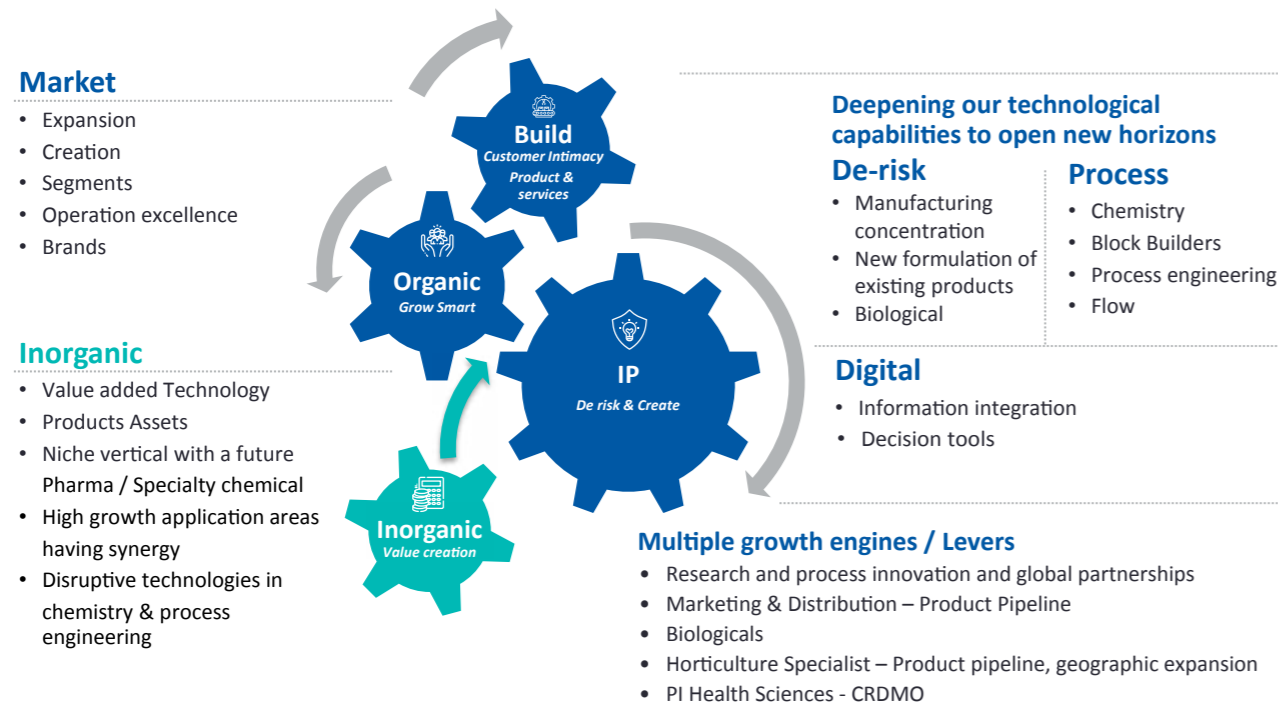


**Strategy and
Resource
Allocation**

Strategy and Resource allocation

PI's growth strategy is multi-pronged to sustain the growth momentum backed by multiple growth engines & aggressive M&A

Pursuing Multi-pronged growth strategy



Prudent financial management in place to ensure that long term shareholder value creation remains at the heart of the strategy

Four key pillars supporting the growth strategy

With 7 new products including 1 biological released this year and a robust pipeline of over 20 products under registration and development, we will continue to pursue growth drivers such as deeper market penetration through a crop solution-based approach, de-risking manufacturing and enhancing R&D capabilities. Leveraging our domain expertise in complex chemistry, we aim to maintain and strengthen our leadership position in the Indian agrisciences industry. Further, we have consistently exhibited a range of strengths, including technical competence, research effectiveness, marketing reach, in-licensing proficiency, manufacturing capability with respect for intellectual property, strong relationships, and sound governance. Setting new benchmarks, biologicals

products' revenue increased by nearly 35 percent from FY 22-23.

By partnering with like-minded organizations, we aim to tackle complex challenges, drive innovation, and create positive social and environmental impact along with generating sustainable revenue streams. This strategy outlines our approach to collaboration and its integration into our business model.

Our recent acquisitions align with our vision to lead with science and technology, creating transformative solutions in life sciences. These acquisitions mark our entry into the contract development and manufacturing organization (CDMO) in the pharmaceuticals sector, granting us access to assets in the US and Italy, and consequently, to global markets. By adhering to these strategic priorities and continually optimizing our

resources, we are poised to drive responsible growth, foster innovation, and create lasting value for our stakeholders and the planet.

Non-conflicting business model

PI's business model is built on principles of respect for intellectual property, established relationships and the interests of various stakeholders, including customers, employees, suppliers, and the community, while also ensuring the long-term success and sustainability of the business. PI's business model is well respected by our global innovator partners. A trusted brand PI has partnerships that are over 5 decades old with global innovators with zero conflicts till date.

Charting the next phase of our growth

Technology-focused approach to drive incremental business

Looking ahead to FY25, we are set to aggressively commercialize 8-10 new products, further enhancing our market presence and meeting the evolving needs of our customers. To support this growth, our capacity expansion is in line with our strategic plan, ensuring that we can meet increased demand and maintain our high standards of production. Our order book position remains robust at approximately USD 1.75 billion, providing a strong foundation for sustained growth and financial stability.

Building differentiated play in the pharma CDMO space

The commissioning of our Hyderabad R&D center marks a significant milestone, complemented by the ongoing Kilolab build-up in Lodi, Italy. These advancements are pivotal in enhancing our full suite of offerings for CRDMO, with new business leads already in the evaluation stage. We have committed substantial capex for the upgradation of our facilities, aimed at building cutting-edge capabilities that will drive our competitive edge. To further accelerate growth, our global business development team is in place, poised to intensify efforts in generating and nurturing new leads, ensuring sustained momentum in our market expansion initiatives.

Collaborating for impactful change

Discussions with global innovators for development partnerships on promising R&D leads are ongoing, reflecting our commitment to collaboration and innovation. Concurrently, we continue to evaluate opportunities for bolt-on acquisitions in the pharmaceutical sector, aiming to strategically enhance our capabilities and market presence. We continue to regularly assess the impact of our collaborations on the environment, society, and business performance through the identified key performance indicators for all functions of our business. This has ensured measurement and consequently, management of any potential negative impacts.

To reduce impact of operations on the environment and community, PI has collaborated with value chain partners in the past year to achieve sustainable development goals, focusing on environmental conservation, social equity and economic prosperity. We have initiated projects that address key challenges such as hazardous waste management, digital transformation, and talent development.

We have also established feedback mechanisms to gather input from stakeholders and continuously improve our efforts in this regard.

Focus on shared value creation

PI continues on its path to sustainability by implementing initiatives that benefit all stakeholders, including employees, customers, and value chain partners.

As a testament of our inclusive approach, we now employ 80% more persons with disabilities from FY22-23. Our focus on culture, capability development, employee connect, and talent management is evident through various initiatives. We have partnered with renowned institutions like IIT Madras and NITM to deliver specialized safety training for our manufacturing workforce, dedicating over 10,000 hours to safety training, underscoring our unwavering commitment to workplace safety.

Our domestic agribusiness portfolio along with Jivagro has created shared value by developing innovative crop protection products and services that meet

societal needs more effectively than existing solutions. We launched 7 innovative brands including 1 biological product in FY23-24. We also have a strong pipeline of biologicals and biostimulant products at different stages of development.

We have also shifted focus to increasing engagement with value chain partners to further our pursuit of a growth strategy rooted in sustainability.

Invest in capacity building initiatives

Internal capacity building is a key focus area and so we have increased spend per employees on training and development input by nearly 100 percent. The 'PARIVARTAN' sales training program aimed at enhancing sales capabilities of our AgChem sales team continues to empower them through immersion labs, allowing teams to co-create and understand role expectations, build the right attitude and skills required. To promote an inclusive and ethical workplace culture, we also conducted prevention of sexual harassment (PoSH) training in local languages.

To ensure complete alignment between internal as well as external stakeholders, the annual supplier meets held for both PIIL as well as Jivagro in January 2024 also included discussions on ESG related topics including integration of environmental stewardship, social responsibility, and good governance principles into their operations. These initiatives together reflect PI's commitment to a holistic and responsible business approach.





Financial Capital

Linkages with other capitals

- Manufactured
- Intellectual
- Human
- Social & relationship
- Natural

Stakeholders impacted

- Investors
- Employees
- Value Chain Partners

Our financial success in FY24 is a testament to the seamless collaboration across all facets of our business. By integrating efforts across operations, product development, and market strategy, we have driven significant growth and resilience. Our strategic focus on innovation and capacity utilization has propelled the commercialization of high-potential new products, both domestically and internationally. Simultaneously, our commitment to robust financial management, including effective working capital and overhead control, has fortified our balance sheet and improved profitability. This holistic approach ensures that every department works in unison towards impactful change, fostering sustained value creation for our stakeholders.

SDG Alignment

- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Key Performance Highlights

Revenue increased to INR 76,658 million at 23% CAGR	EPS increase to INR 110.85 at 35% CAGR
EBITDA increased to INR 20,252 million at 30% CAGR	Net worth increased to INR 87,310 million at 35% CAGR
PAT increased to INR 16,815 million at 39% CAGR	

Outcome

- Return on Capital Employed (RoCE) at **35%**
- Return on Equity (RoE) growing to **21%**
- The Total Shareholder Return over the last five years is 279% with over **30% CAGR**

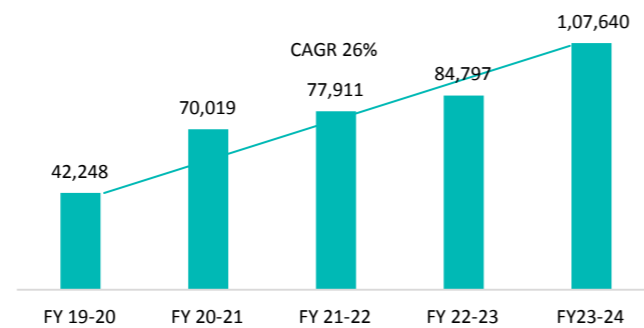
*CAGR is calculated over the period of FY20 to FY24
All figures here are on consolidated basis

In FY24, we efficiently managed our financial capital with total assets deployed at ₹107,640 million and total shareholder funds at ₹87,310 million. We employed debt amounting to ₹1,279 million in our operations, resulting in a debt to equity ratio of 0.01, up from Nil in the previous year. Our equity share capital remained steady at ₹152 million, ensuring stability in our capital structure. Additionally, we maintained a strong

liquidity position with surplus cash of ₹38,825 million (net of borrowings).

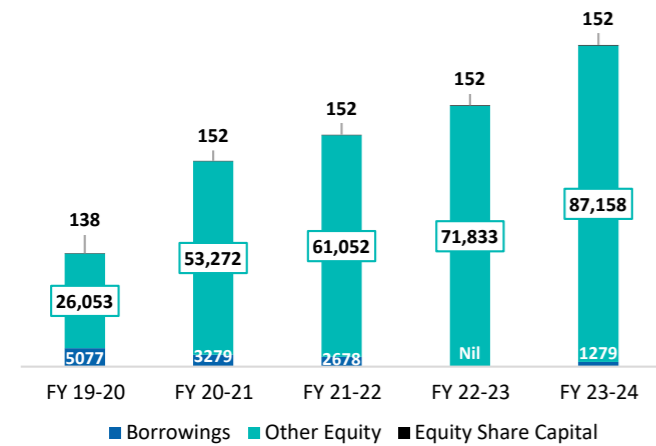
The net fixed assets increased by ₹7,902 million year-on-year. Total capex for FY24 stood at ₹10,823 million, including Pharma acquired assets of ₹4,972 million. Excluding this addition, the capex was ₹5,851 million. We continued to focus on driving higher capacity utilization by improving throughput.

Total Assets (₹ Million)

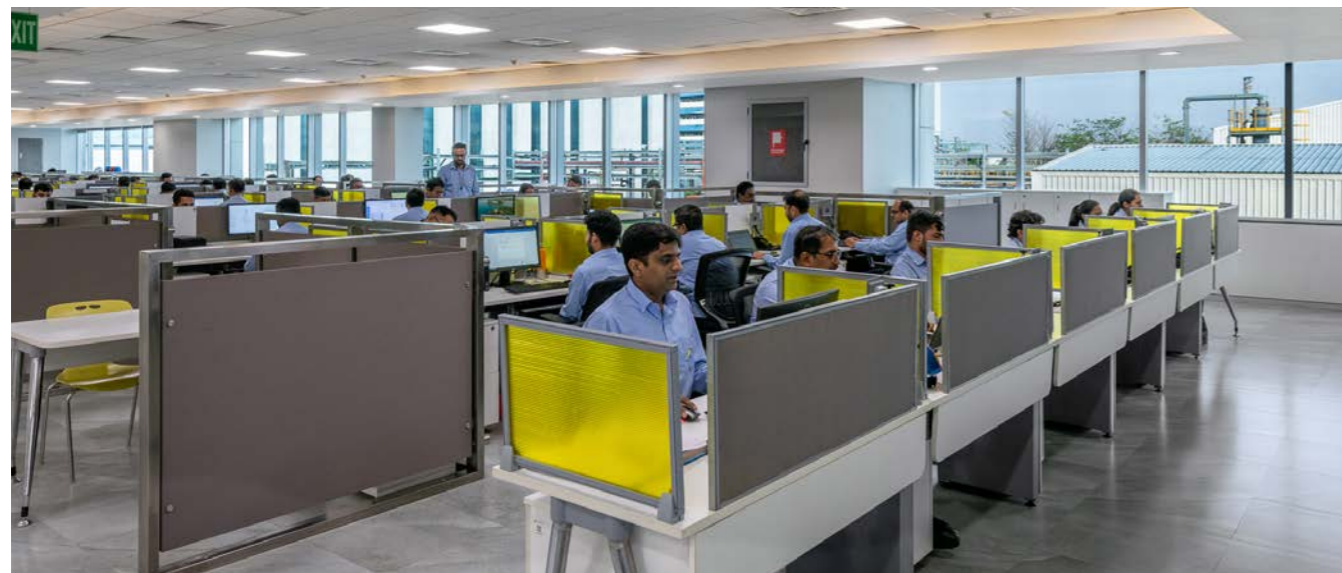
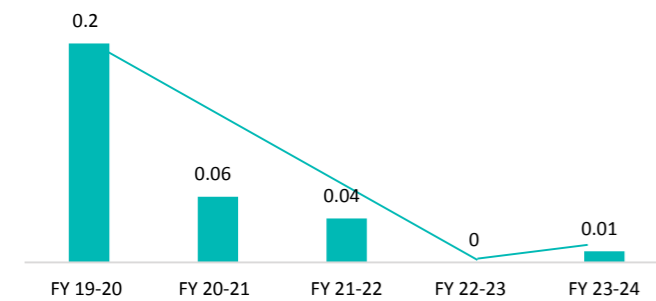


Our revenue from operations stood at ₹76,658 million. Our EBITDA and PAT margins showed significant improvement, reaching 26 percent and 22 percent respectively. In total, 13 new products were commercialized six in exports and launched seven innovative products in Domestic Agri Brands. Overall, we achieved 18 percent year-on-year revenue growth, driven by a robust 25 percent increase in export revenues to ₹62,970 million, which offset a 6 percent decline in domestic revenues. Despite facing global headwinds and industry performance pressures over the last four quarters, along with an inventory destocking cycle impacting generic products, PI consistently delivered above trends, as evidenced by a 23 percent CAGR in revenue.

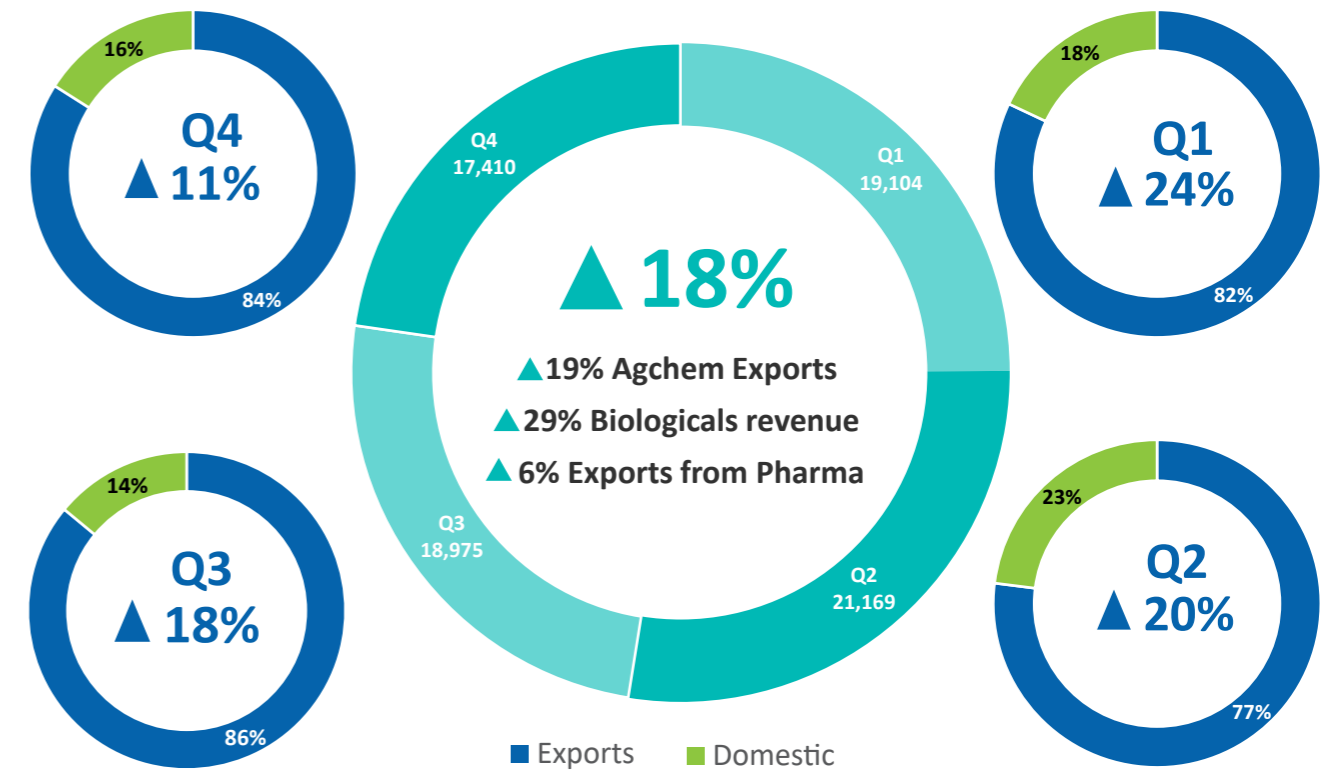
Capital Employed (₹ Million)



Debt to Equity Ratio



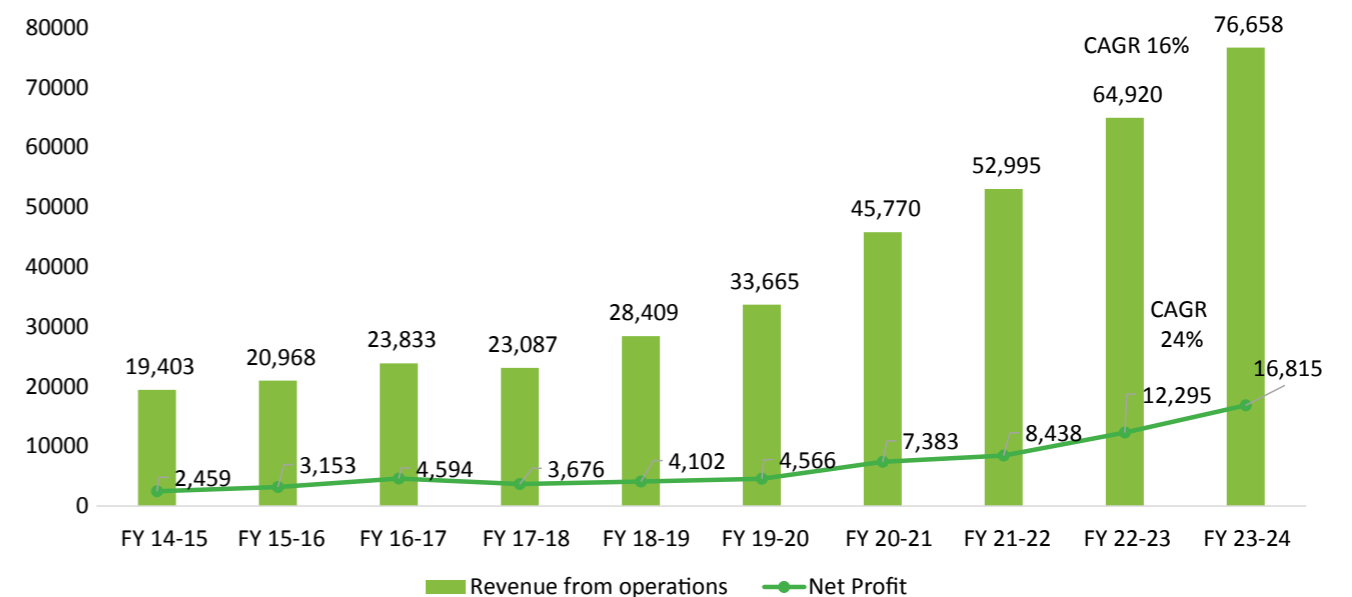
Revenue from operations for 2023-24 (₹ million)



Our Agchem exports grew 19 percent year-on-year, over a high base, mainly driven by volumes from the scale-up of existing products and the introduction of six new products. This growth comprised an 18 percent increase in volume and a 1 percent increase from price, currency, and favorable product mix. Seventy percent of this growth came from new products commercialized over the last three years. Our growth is primarily driven

by the commercialization of new products in the early stages of their life cycles, which carry significant growth potential as the innovators progress with their global execution. The newly acquired Pharma (PI Health Sciences Ltd. ("PIHSL") consolidated including overseas subsidiaries) contributed to the remaining export revenue of ₹3,149 million, approximately 6 percent of total export revenue growth.

10-year Revenue and Net Profit growth trend

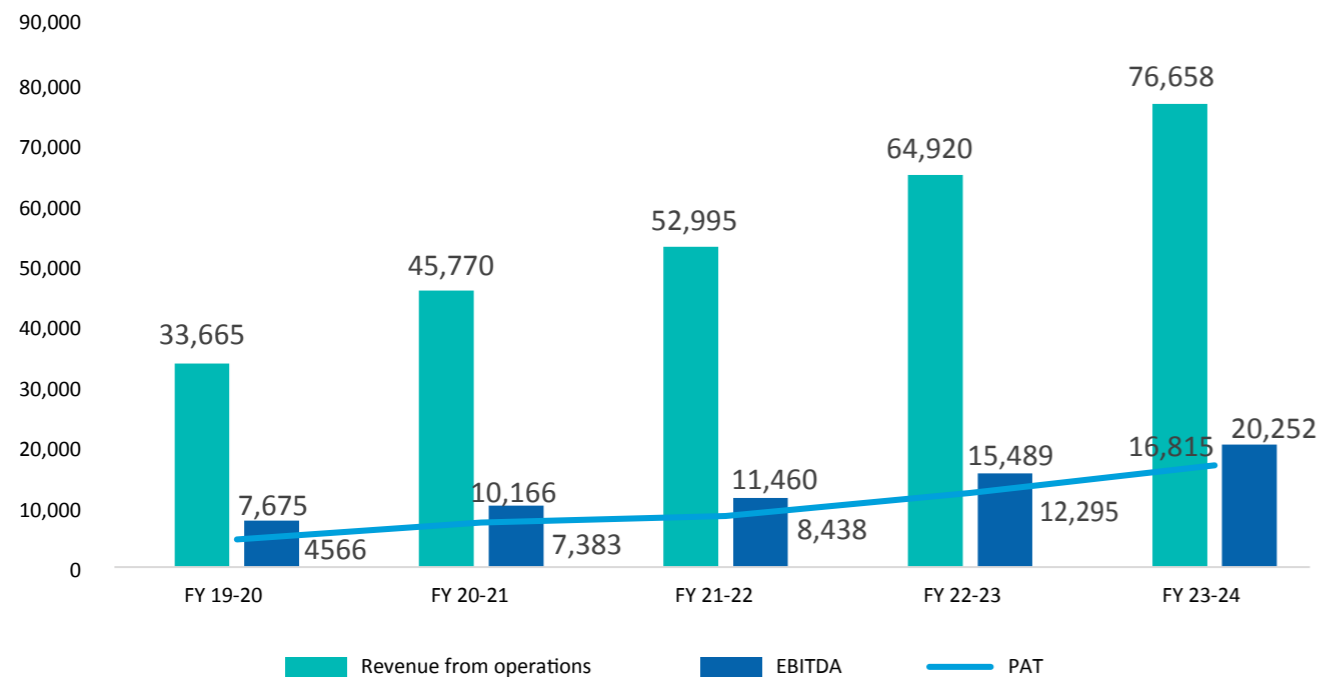


Domestic revenues were subdued mainly due to a volume drop driven by delayed and erratic monsoon patterns characterized by El Niño-induced long dry spells, impacting insecticide and herbicide sales in certain geographies. However, a favorable product mix and improved working capital management helped mitigate the financial impact. During FY24, we introduced 7 domestic agri brands, all of which were well received. Our emphasis remains on driving high-

quality revenue, with our domestic portfolio comprising in-licensed exclusive products with significant growth potential.

Over the past few years, we have increased our presence in the biologicals area, with biologicals product revenue increasing by approximately 35 percent year-on-year. Our horticulture specialist brand, Jivagro, has strengthened our position in this segment.

PI Industries' year-on-year financial performance (₹ Million)



Strengthened sales and improved value chain relationships led to a reduction in the inventory holding period, with inventory levels at ₹13,012 million, reducing from 79 days as of March 31, 2023, to 62 days. Trade working capital reduced from 79 to 59 days. Overheads increased due to the newly acquired Pharma businesses and the scale-up of exports and promotion expenses for the launch of new products.

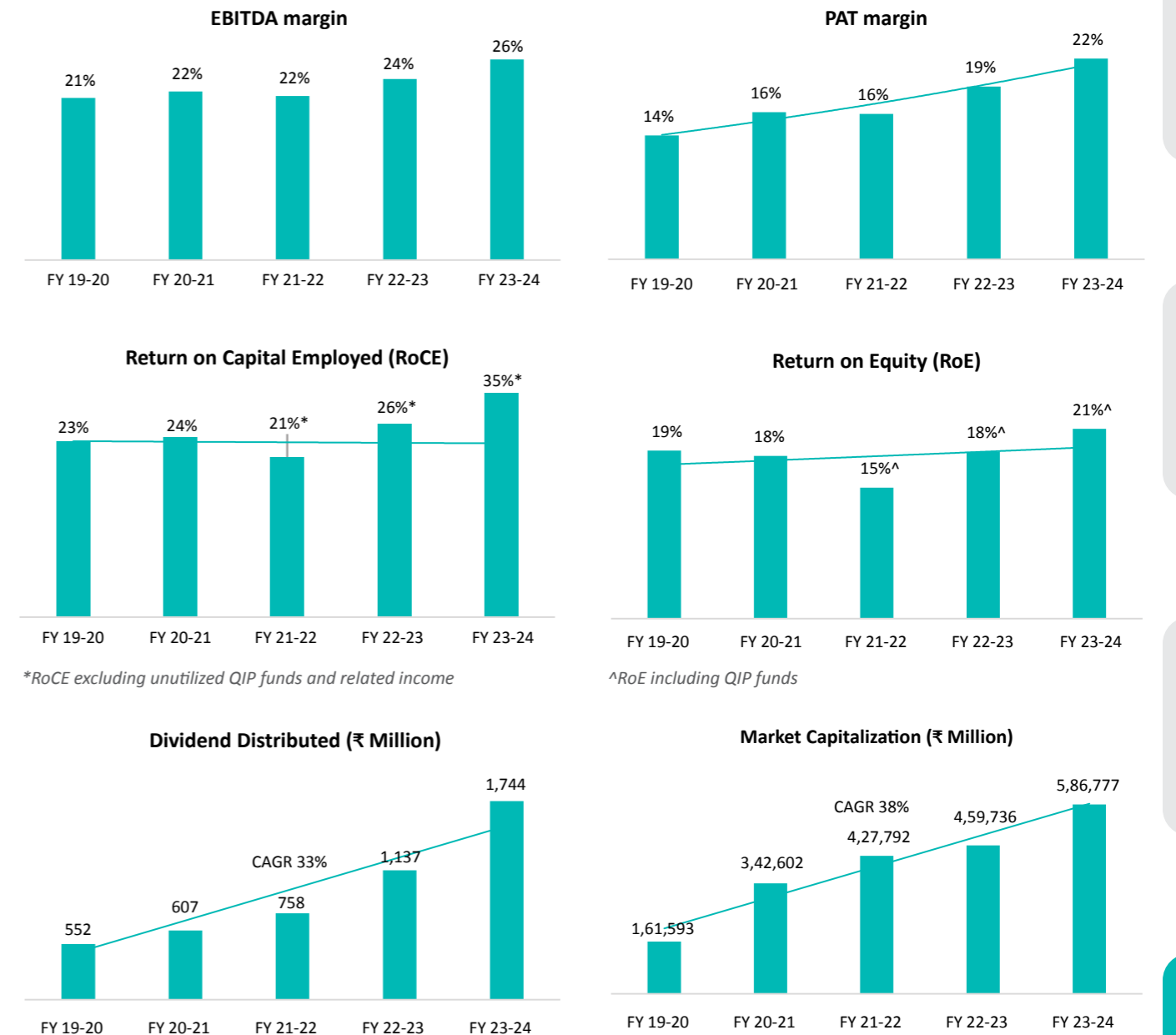
Gross margin and EBITDA margin improved by 466 bps and 256 bps respectively, mainly due to a favorable product mix and operating leverage. Net profit improved by 37 percent year-on-year, attributable to EBITDA growth and a low Effective Tax Rate (ETR).

Responsible tax governance is a cornerstone for our corporate responsibility and have established a robust tax governance structure under the purview of our Board approved [corporate tax strategy and policy](#) which is implemented effectively with Board

oversight. The effective tax rate for FY24 was 11.3 percent, with a one-off gain of around 3 percent in our Pharma subsidiary, PI Health Sciences. (The ETR for FY25 is expected to increase to 24 percent due to the tax exemption of our second SEZ unit at Jambusar reducing from 100 percent to 50 percent). Thus, effectively utilizing our tax strategy is key for managing our financial capital while adhering to regulations, rulings, concessions, reliefs, and Transfer Pricing Principles in all our operating jurisdictions. Details of individual jurisdictions' tax positions are made available in the country-by-country reporting as required and communicated by the concerned tax authorities.

The improved business performance enabled us to create and distribute value to our shareholders, with Return on Capital Employed (RoCE) at 35 percent and Return on Equity (RoE) growing to 21 percent.

The total dividend distributed to shareholders stood at ₹11.50 per share, with an aggregate dividend of ₹1,744 million in FY24, demonstrating a growth of 53 percent over previous year at a CAGR of nearly 33 percent. The Board has proposed a final dividend of ₹9 per share for FY24, subject to shareholder's approval. Our market capitalization as of March 31, 2024, was ₹586,777 million, with a CAGR of 38 percent over the last five years.

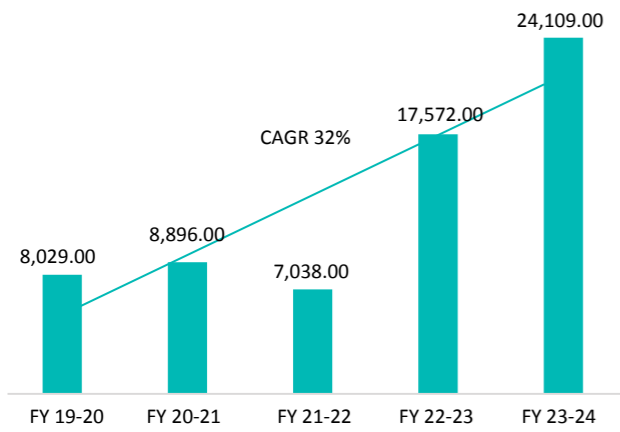


We maintained a robust cash flow position, with cash flow from operating activities registering a 37 percent year-on-year growth despite facing various challenges in FY24, such as inflationary pressure and rising input costs. Our effective tax strategy, combined with increased cash generation from operations, helped us grow our Net Cash Flow from Operations at a CAGR of 31 percent over the last five years to ₹20,359 million.

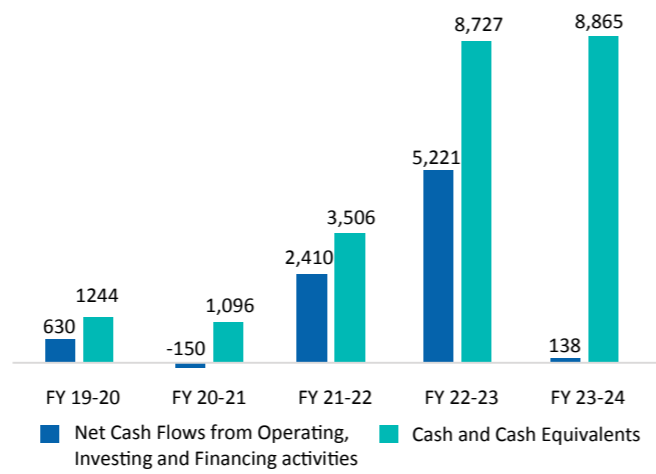
The acquisition of a subsidiary, the purchase of capital assets, and more than double the increase in the purchase of current investments saw cash used in

investing activities jump over threefold from ₹4,962 million to ₹18,005 million. This offset the year-on-year increase in cash generated from operations and a decrease in outflow from financing activities, reducing the Net Cash Inflow to ₹138 million. Free Cash Flow increased by 20 percent to ₹14,155 million (FY23: ₹11,751 million) and Cash Flow from Operating Activities increased by approximately 36 percent to ₹20,359 million. Remaining QIP funds remained invested in deposits and debt mutual funds with an SLR philosophy while final deployment aligned with PI's long-term growth strategy is underway.

Cash generated from Operations (₹ Million)



PI Industries' year-on-year Net Cash Flow and Cash position (₹ Millions)



Our Economic Value Creation*

As per GRI 201-1, we have provided information regarding the direct economic value generated and distributed by PI to offer transparency and insight into how we create value and distribute our economic benefits across various stakeholder groups.

	FY 2023-24	FY 2022-23
A. Direct Economic Value Generated#	78,735	66,510
Revenues	76,658	64,920
Other Income	2,077	1,590
B. Economic Value Distributed	65,473	56,110
Operating Costs	52,580	46,498
Employee Wages and Benefits	7,013	5,266
Payments to Providers of Capital	2,044	1,508
Payments to Government^	3,657	2,650
Community Investments**	179	188
C. Economic Value Retained [A-B]	13,262	10,400

**It includes community investment commitments made for prior years amounting to `23 million for FY 23-24 and `51 million for FY 22-23
^It does not include the amount paid by the Company towards Goods and Services Tax amounting to `1,649 million for FY 23-24 and `830 million for FY 22-23

#Direct Economic Value Generated includes financial assistance received from the Government authorities in the form of export incentives amounting to `506 million for FY 23-24 and `303 million for FY 22-23

*GRI 201-1 Direct economic value generated and distributed. | GRI 201-4 Financial assistance received from government





Manufactured Capital

Linkages with other capitals

- Financial
- Social & Relationship
- Natural
- Human
- Intellectual

Stakeholders impacted

- Communities
- Employees
- Suppliers
- Customers

SDG Alignment

Key Performance Highlights

Number of manufacturing facilities across geography

Outcome

15 MPPs out of which 8 plants are Distributed Control System and fully automated while 7 are semi automated across 3 manufacturing locations

SDG Alignment

- 8 DECENT WORK AND ECONOMIC GROWTH
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 7 AFFORDABLE AND CLEAN ENERGY

Key Performance Highlights

Raw material/packing material suppliers assessed for sustainable sourcing including their environmental impacts

Contribution of renewable energy in the total electricity mix

Outcome

100% of raw material/packing material suppliers assessed for sustainable sourcing including their environmental impacts

Contribution of 5.35 percent from renewable energy in the total electricity mix

SDG Alignment	Key Performance Highlights	Outcome
	Increase in input material recovered and reused	5% year-on-year increase in input material recovered and reused
	Water efficiency through reduced usage or recycling	113.23 ML water recycled through RO permeate, sewage treatment, etc.
	Increase in recycling of hazardous waste	78% hazardous waste recycled, registering a 89% y-o-y increase

In our pursuit of collaborating for long-term sustainable growth, we acknowledge the pivotal role of manufactured capital in shaping a more promising future for all. Our unwavering commitment to collective growth entails the optimization of our manufactured assets, encompassing our infrastructure, facilities, and technological resources. These assets serve as the cornerstone of our value-creation efforts, enabling us to execute our growth strategy effectively.

Manufacturing assets and capabilities

Aligned with our strategic goals, we have expanded our manufacturing infrastructure and capabilities, extending beyond the Agrochemical sector. By integrating sustainable business practices such as backward integration of key products and implementing adaptive controls to optimize yield, quality, energy consumption, and throughput, we have bolstered our cost competitiveness and enriched our value proposition with enhanced efficiencies.

The company's manufacturing capabilities are anchored by four integrated production facilities spanning over 100 acres. These facilities house a total of 15 Multipurpose Plants (MPPs) out of which 8 plants are equipped with advanced distributed control systems (DCS) for comprehensive automation and 7 plants are manual and batch controlled. The manufacturing units feature specialized high-pressure reaction facilities designed for highly automated future operations.

Complementing the main production sites, one formulation unit is based in Panoli that caters to both domestic and international markets. The key strength of the multipurpose plants is dynamic process capabilities, handling complex process chemistry and affording the flexibility to rapidly develop and launch new products while enabling rapid scale-up to meet evolving global and domestic customer demand.

This world-class manufacturing setup, combining cutting-edge automation with multipurpose production capabilities, positions the company to be an agile leader in delivering innovative solutions tailored to diverse customer needs across global markets.

Our relentless pursuit of operational excellence has led to substantial improvements in operation efficiencies, effectively counteracting the challenges posed by increasing input costs in past years. Furthermore, we have achieved noteworthy milestones by introducing cutting-edge process innovations at the R&D and Kilo Lab/Pilot Plant level at two different locations to cater to global business demand. Through our unwavering dedication to stringent quality control and assurance, reinforced by relevant certifications, we have seamlessly aligned ourselves with the evolving demands of our global innovator partners.

The Company's formulation facilities process agrochemicals in various formats like Water Dispersible Granules (WDG/WG), Suspension Concentrates

(SC), emulsifiers (E/EC), dusts/powders (DP), and granules (GR), with world-class storage and processes. Manufacturing units feature utilities for water and heat recovery, recycling, and reduction, driving Green Initiatives.

We have continued to invest in cutting-edge technologies to guarantee the highest level of process and product safety, quality, productivity, and consistency. We have been improving process level efficiencies to reduce our environmental footprint.

Certifications	PN01	PN02	PN03	PN05	PN06	R&D	Coverage
ISO 9001: Quality Management System	✓	✓	✓	✓	✓		83%
ISO 14001: Environmental Management System	✓	✓	✓	✓	✓	✓	100%
ISO 45001: Safety Management System	✓	✓	✓	✓	✓	✓	100%
ISO 50001: Energy Management System	✓		✓	Certification awaited			17%
ISO 17025: National Accreditation Board for Testing and Calibration Laboratories (NABL)	✓		✓	Certification awaited		Certification awaited	33%
ISO 27001: Information Security Management System	✓	✓	✓	✓		✓	83%

Focus on energy transition and low carbon operations

Our focus on shifting to renewable energy and cleaner fuels have led to an increase of more than 2x in our renewable energy consumption in the last two years and 18,831 MT decrease in CO2 emissions due to fuel switching. Further, captive solar power projects and procurement of renewable/hybrid energy from our suppliers have increased the overall share of renewable energy in our total energy mix.

PI has taken multiple initiatives at different locations to improve its performance in terms of energy conservation and a commitment to shift to low carbon operations. Some of these initiatives at different locations are listed below:

Panoli:

- Use of hybrid power through open access at Panoli sites.
- Use of Gujarat Electric Board power to reduce auxiliary power wastage from Gas Generator Sets.
- Use of Raw water in place of Demineralize water in major products.

- 40 % Power saving by usage of Freon based Trane chilling Unit for CHW generation in-place of Ammonia Based Frick Units.
- 31% Power saving by fixing correct capacity Primary Pumps in -15 Brine circuit
- IE1 to IE3 motor replacement of 110KW in Utility
- VFD installation in process Cooling Tower pump 160KW, 110 KW & Dissolved oxygen control in ETP

Jambusar Location:

- 2% power saving in Cooling water pumping power by flow optimization through installation of Pressure Transmitter in closed loop with Variable Frequency Drive.
- 4% power saving in Chilled water pumping power by flow optimization through installation of Pressure Transmitter in closed loop with Variable Frequency Drive.
- 3.5% power saving in -15 OC Chilled Brine secondary pumping power by flow optimization through installation of Pressure Transmitter in closed loop with Variable Frequency Drive.

- d. 9.5% reduction in power consumption reduction in CT-4 cooling tower pump through installation of VFD in closed loop with line pressure transmitter.
- e. Use of Raw water in place of Demineralize water in major products.
- f. Installation of VFD in +7 CHW primary pump to save pump power at SPM29.
- g. Auto stop of DM water transfer pump when all plant DM water makeup line valves are in closed condition
- h. Automation in N2 Plant in SPM29 for Auto ON-OFF based on N2 storage tank pressure to reduced Specific air consumption

Udaipur R&D:

- a. 387 kWh Roof top solar plant installed at R&D centre.

Managing waste and water

Our commitment to growth goes hand in hand with our responsibility towards environment. We continue to accentuate our efforts to use and manage natural resources judiciously. Our in-house initiatives like rainwater harvesting at Udaipur, steam purchase plan at Panoli and RO projects at Jambusar have helped us conserve water. Further, moving bed biological reactor helps us reduce water consumption by recycling water. Our plan is for gradual shift towards implementing projects such as ROs at Panoli manufacturing sites to help reduce our water footprint while also ensuring that our discharges are managed in the best possible way within the regulatory framework and in-line with the permissions given by regulatory agencies.

We are also committed to reduce the amount of waste generated during production. We believe that measuring is the first step to action, thus, we implemented a unique protocol to calculate

Environment factor (E-factor) for all waste generation from the product. Over the past couple of years, we have implemented our best efforts to reduce E-factor through world class R&D studies/experiments and finally, at commercial scale. . Imbibing the principle of circularity, we have partnered with multiple industries to ensure co-processing, pre-processing or recycling of our waste through environmentally friendly practices. Further, we continue to improve our yields via recycling, minimizing physical losses and conversion improvement.

“STRIVE” Committees at PI

STRIVE-- Steps Towards Recurring Improvement and Value Excellence

In line with the values of “Curious” and “Creative” outlined in the PI Compass, we are dedicated to enhancing our processes by optimizing raw material and energy usage, as well as improving waste management practices. Our STRIVE committees, composed of cross-functional teams and overseen by the Operations Excellence team, drive this effort forward. The STRIVE committees have been on the forefront of our internal collaboration to drive business excellence. These teams actively question traditional methodologies and actively seek out innovative, creative, and forward-thinking technologies that prioritize both cost-effectiveness and sustainability. Two key initiatives by STRIVE committees this year were energy and water conservation and catalyst recycling.

Enhancing the manufactured capital

Demand Responsiveness through Efficient Supply Management

PI follows a 3-year rolling business plan for manufacturing products. Asset utilization is mapped to manage demand effectively. Demand forecasts by business team are translated into annual plans by asset planning team, maximizing plant utilization through campaign mapping.

Technologically Empowered Process Optimization

All Jambusar plants are fully automated with Distributed Control Systems (DCS), utilizing latest Foundation Fieldbus (FF) and Remote Input/Output (RIO) technologies. PI has Asia’s biggest RIO installation combining Yokogawa and Truck systems. Alongside DCS, efficiency monitoring tools like Golden Batch Tool



are deployed. Trained manpower supports state of the art manufacturing processes. Production efficiencies are tracked at plant through Digital Manufacturing Technologies (DMT), at site through Digital Rights Management (DRM), and at company levels through regular functional reviews.

We successfully completed the scale-up of our in-house developed agrochemical molecule and delivered the material for formulation development. Demonstrating our chemistry and engineering capabilities, we commercialized complex chemistry involving the in-situ generation and usage of toxic gas, achieving enhanced performance. We also completed the basic engineering and HAZOP for the commercialization of high-pressure oxidation involving a toxic fluorinated compound. By gaining customer confidence, we delivered material from our scale-up facility to a new customer for an electronic chemical that meets stringent quality requirements. Additionally, we utilized our Vapor Liquid Equilibrium (VLE) data generation facility for fractionating critical new liquid molecules. Furthermore, we created advanced facilities for process safety evaluation, including RC1mx and ARC, to gain deep insights into our processes.

Benefits derived towards cost reduction through continuous process development and alternate vendor development

We have developed indigenous technology that has led to cost reduction, the use of environmentally friendly synthetic routes, and the conservation of foreign exchange. Through innovative solutions, we have generated intellectual property by creating new technologies. We initiated developmental processes at the lab scale to convert several batch processes into continuous, uninterrupted processes, thereby reducing our manufacturing footprint. Training sessions among different R&D groups have resulted in effective and innovative solutions.



We successfully developed and commercialized a product using an inexpensive hydrogenation catalyst. Additionally, we created indigenous distillation technology for concentrating hazardous and explosive raw materials, leading to cost reduction and reduced dependency on imported sources. By expanding various products in-house with a reasonable level of CAPEX, we have become a consistent and sustainable partner as a supplier. We also successfully developed and commercialized a product using an alternate chlorine route instead of H₂O₂ and HCl, and another product using a phase transfer catalyst instead of a metal-based catalyst. Finally, we developed in-house technology to reduce and recycle spent HCl at our Jambusar and Panoli plants, which has been successfully implemented.

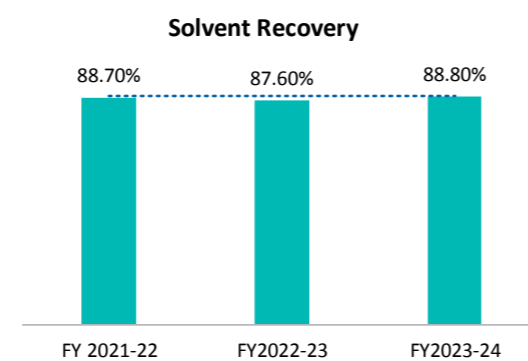
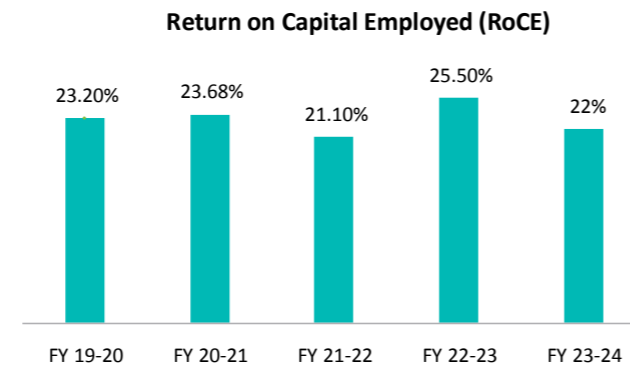
Pursuing Quality Leadership

All manufacturing sites are ISO 9001:2015 certified with best-in-class quality systems and analytical infrastructure. Robust quality control and assurance processes ensure consistent product quality through critical analysis from raw materials to finished goods, including in-process checks. Samples are tested as per in-house developed Standard Methods against defined quality plans. Analytical labs have ISO 17025 NABL accreditation. Laboratory Information Management System (LIMS) has been deployed for efficient quality controls.

Unified Environmental Performance Management Capabilities

Implementing a moving bed biological reactor has enabled us to recycle 35 percent of our water, while our utilization of online effluent treatment analysis has significantly decreased waste output. To diminish our reliance on electricity generated from fossil fuels, we have established a rooftop solar plant at our Udaipur facility, resulting in a twofold increase in renewable energy consumption and a reduction in greenhouse gas (GHG) emissions from our operations. Additionally, we are dedicated to enhancing the EcoScale rating of our products, with over 60 percent currently classified in the green category. As a culmination of our green initiatives, both our R&D facility in Udaipur and the

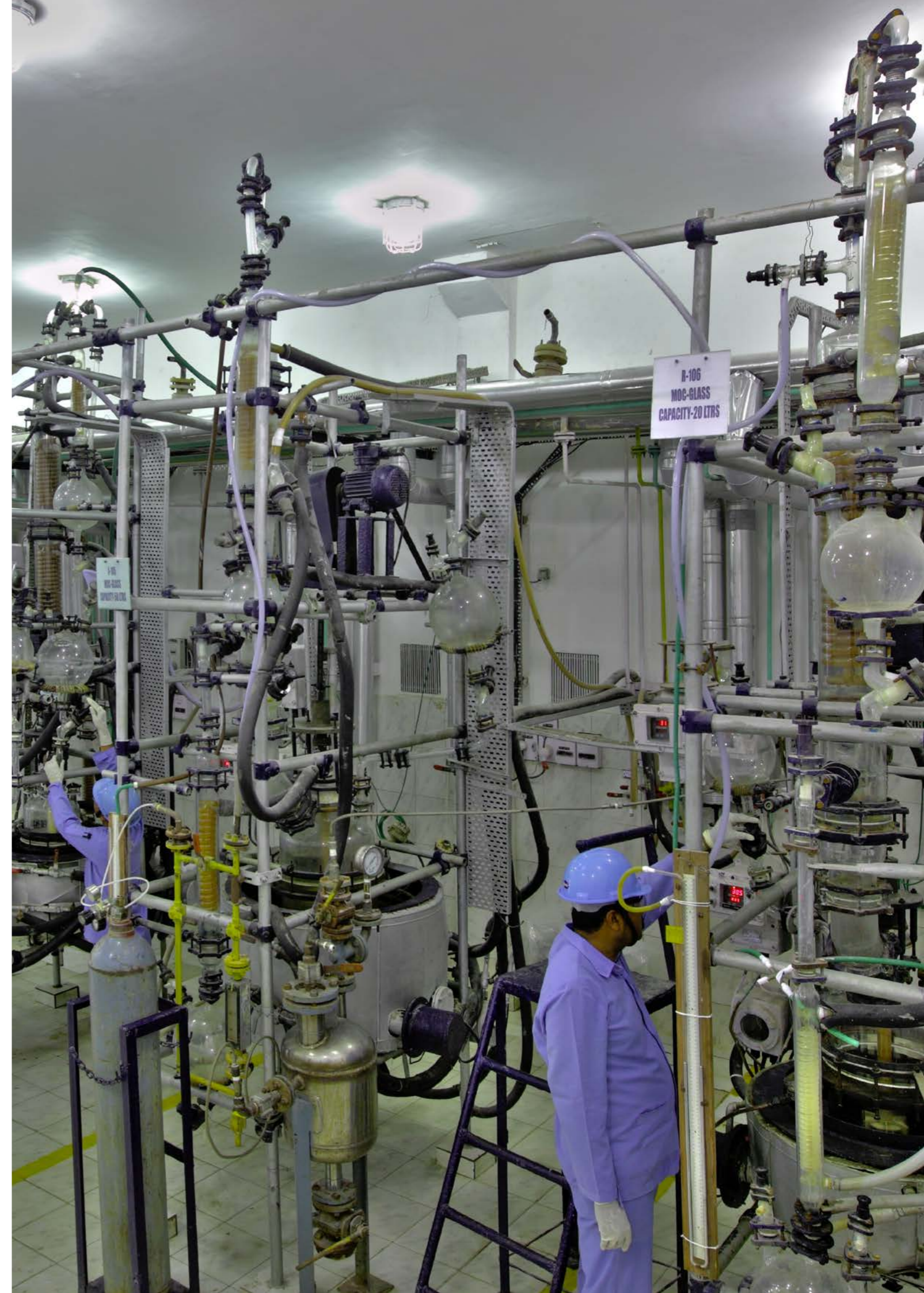
Formulation plant in Panoli have transitioned into zero liquid discharge units. Moving forward, we are systematically working on converting our technical units into zero liquid discharge units too.



Capacity expansion and way forward

Given the pivotal role of manufacturing in both our organic and inorganic growth strategies, we anticipate a heightened focus on capacity expansion. The sustained growth in demand for existing products, coupled with a robust pipeline of products at various developmental stages, and our goal of commercializing 4-5 products annually, will drive increased production activity.

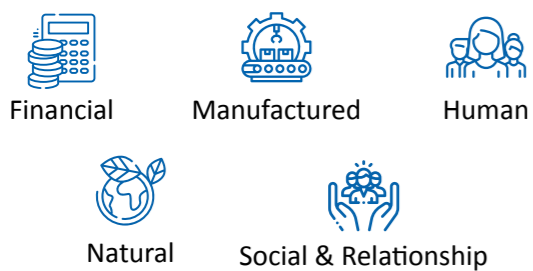
Concurrently, we remain dedicated to maintaining low carbon emissions intensity and minimizing freshwater consumption per metric tonne of production. This commitment is underpinned by our focus on circularity, bolstering supply chain sustainability, fostering process innovation, and advancing engineering practices.





Intellectual capital

Linkages with other capitals



Stakeholders impacted



SDG Alignment



Key Performance Highlights

R&D sites assured with ISO 14001, ISO 45001, ISO 50001, ISO 17025, ISO 27001

Outcome

Coverage of sites with ISO quality assurance and product safety standards

SDG Alignment



Key Performance Highlights

Nearly 35% biologicals contribution to domestic agribusiness revenue

Team of 700+ employees in the R&D Team
561 scientists and researchers, 200 PhD doctorates
21 patents filed in FY 23-24

INR 1,944 Million spent in R&D in FY 24
14.71% spent on improving environmental impact of products and processes

Outcome

Focus on increasing share of biologicals in domestic agri brands portfolio

Attracting the best talent in R&D to work at PI

Continued focus on R&D to improve environmental impact

All figures here are on consolidated basis

Innovation is, for us, a vital engine for driving sustainable long-term growth. Innovations guided by Green Chemistry are critical to our strategy of ensuring business resilience and value creation. We have extensive Research and Development (R&D) facilities with scientists and researchers who harness scientific knowledge with a positive momentum.

We leverage our scientific knowledge in collaboration with customers, world-class academia and global R&D institutions to deliver differentiation and a competitive edge in science.

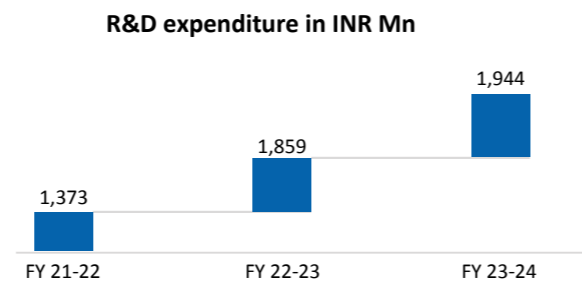
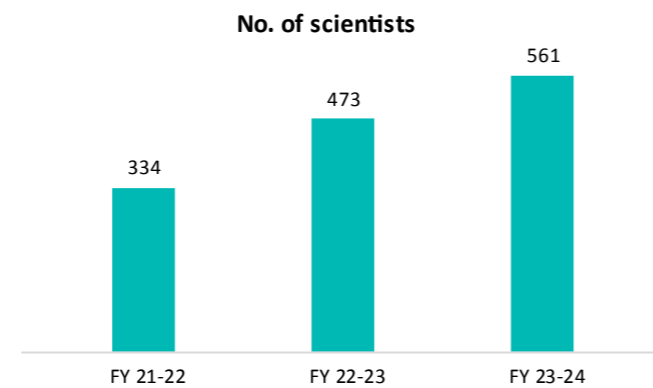
Innovation at PI is focused on science-differentiated products and solutions that are based on the principles of green chemistry and sustainability. Our 561 passionate and highly competent scientists are working continuously and committedly to deliver on our innovation efforts and plans. Our state-of-the-art R&D center in Udaipur is driving these efforts. It is designed to nurture a strong culture of cutting-edge research, which is further promoted by our industry academia collaborations.

Our innovation strategy

The ethos of “leading through innovation” permeates our approach to both process and R&D. We deploy a variety of methods to assemble our R&D team, with the goal of enticing top-tier talent from the industry. Our recruitment strategy encompasses campus recruitment, referral initiatives, and walk-in recruitment events to ensure we pinpoint the most promising candidates. Furthermore, we have forged

partnerships with esteemed consultants to tap into exceptional talent in specialized domains. Our R&D team has consistently grown in size, with 561 scientists on board by the conclusion of FY24, reflecting a 16.70 percent year-on-year expansion.

We invested INR 1944 million in R&D in FY 24, out of which INR 322 million was towards initiatives to improve environmental impact of our products and production processes.



Our internal R&D expertise has empowered us to effectively rival our peers on both a global and local scale. Our dedication to crafting sustainable solutions stems from the collective prowess of our skilled team of scientists. We have instituted systematic protocols to tackle scientist attrition, safeguarding the continuity of our innovative endeavors by maintaining a robust talent pool. Recently, we have introduced a practice to assess the balance between knowledge acquisition and the depletion caused by attrition. To mitigate any loss of knowledge due to attrition, we remain committed to prioritizing employee well-being and fostering the benefits outlined in our human capital initiatives.

Environmental stewardship in crop protection

Our Crop Protection Product Innovation team operates a state-of-the-art R&D infrastructure tailored to our crop protection endeavors. This facility encompasses chemical discovery labs, biological testing greenhouses, and on-site resources for initial field trials. Our R&D projects primarily target plant disease management, pest control, and weed population regulation. Scientifically, our work spans the chemical synthesis process, from discovery to scale-up, and includes analytical techniques for structural elucidation, quantification, and preparative purification. Additionally, our team utilizes molecular design, modeling, classical biological evaluations, greenhouse experiments, and field testing, supported by biochemical and molecular biology research and formulation development. We streamline collaboration and data management through an integrated electronic documentation system.

Continuously striving to enhance product effectiveness while reducing environmental impact, our innovation extends to processes, maintaining the highest QHSE standards. Collaborating with manufacturing teams, we increase the use of renewable raw materials, minimize waste generation, conserve energy and water, reduce carbon footprint, enhance product and process safety, and lessen environmental impact. Product design prioritizes waste reduction, monitored through an EcoScale to minimize waste per metric tonne of production. We aim to transition most of our product line to top-performing waste reduction standards, prioritizing high use case efficiency with minimal environmental impact. Strategically, we aim to boost the share of biologicals in our portfolio and enhance soil organic content. Currently, biologicals

contribute about 35 percent of domestic agri-brands revenue.

Integrating ESG initiatives and technological advancements – key initiatives in FY 23-24:

- We have implemented ESG criteria to evaluate research projects, aiming to gauge the environmental, social, and governance impact of resulting products. This early assessment aids in project prioritization and proactive measures. Each project undergoes ESG scoring based on predefined parameters. This assessment has been completed for all 13 current research projects, conducted biannually for every project in the PI R&D portfolio against 7 ESG parameters.
- Previously, e-factor management focused solely on client compounds in the CSM business for product life cycle management. The ISO designation for PI’s proprietary product marks a new milestone, with the ploxanilprole project underway. This proactive step in environmental impact management in the agrochemical sector sets a benchmark for sustainable practices, emphasizing responsible waste management for long-term environmental sustainability.
- We also implemented Process Analytical Technology (PAT) at our Panoli and Jambusar manufacturing sites across 10 high-volume continuous manufacturing processes in FY24. PAT enables real-time quality control and performance attribute measurements, optimizing design, analysis, and control. This initiative significantly reduces analysis time without solvents or reagents, ensures 100 percent-control to prevent faulty batches, and boosts plant throughput and efficiency. By integrating on-line PAT, we mitigate non-compliance risks, minimize waste, cut costs, enhance product quality throughout its lifecycle, and advance our environmental, social, and governance (ESG) commitments.

Low carbon products through biotech for innovation

Biotechnology revolutionizes agrochemical production by leveraging precision biology and fermentation to create enzymes for crop protection agents. Advancements in biotechnology enable eco-friendly synthesis, aligning with PI’s commitment to a healthier planet. PI’s biotechnology department aims to

transition chemical processes to green biocatalysis, utilizing nature's enzymes for targeted purposes. This shift reduces reliance on hazardous chemicals, minimizes environmental impact, and enhances compliance with regulatory standards for sustainable operations. In FY 23-24, revenue from low-carbon products grew by a significant percentage, becoming a key driver for future growth. We recorded 12.4 percent of revenues for Agchem and 18.3 percent for Jivagro from low-carbon products, indicating increasing market acceptance.

A state-of-the-art biotechnology laboratory has been established at PI's Udaipur R&D Centre. The laboratory has competencies in various sub-divisions of biotechnology, viz. bioinformatics (for enzyme discovery, selection and improvement), molecular biology (for industrial robust engineered microbial strain development), biochemistry (for enzyme assay, characterization, bioconversion), and fermentation & downstream (for biomass/enzyme production, bioconversion, product purification). Efforts have been initiated to use both natural and engineered enzymes/microbes for:

- Developing of alternatives to various chemical conversions as greener processes at developmental stages, and subsequently for manufacturing.
- Resolving the industrial effluent management issue through environment friendly ways by treating organic waste using select microbes and thereafter possibly produce bioenergy

Quality assurance and product safety

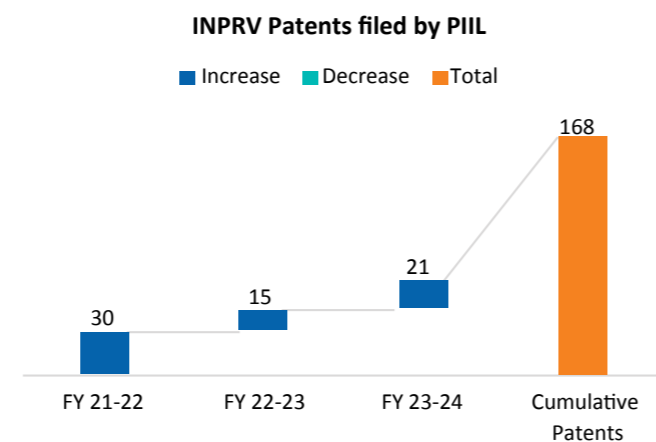
- ISO 14001:2015 (Environment Management System),
- ISO 50001:2018 (Energy Management System), ISO 45001:2018 (Occupational Health and Safety Assessment System), ISO 27001: 2018 (Information Security Management System), Responsible Care,
- ISO 17025:2017 National Accreditation Board for Testing and Calibration Laboratories (NABL), Good
- Laboratory Practice.

Intellectual Property

We employ advanced techniques for conducting thorough prior art searches to identify proprietary intellectual property (IP). Our priority lies in safeguarding our intellectual capital through the filing of patents, which are diligently prosecuted to secure grants. To ensure ongoing protection, we diligently fulfill maintenance fee obligations once a patent is granted. Additionally, we proactively monitor and track competitor activities in relevant domains, providing stakeholders with weekly updates on the latest developments in the field. We successfully set up our knowledge management function which is responsible for literature and patent search, customer and competitor intelligence, patent filing and prosecution and managing our intellectual property. This function complements the science and technology related activities across R&D, PI business unit groups, and other corporate functions.

Intellectual property portfolio

Intellectual Property is a key growth pillar for us and provides us a competitive advantage. Cumulatively, we own 168 patents to our name. In FY24, 21 patents were filed. These patents add value to our consistent investment in our R&D function and gatekeep the competitive advantage.



Sustainable innovation and impactful progress

In the financial year 2023-2024, PI continued to uphold its commitment to Environmental, Social, and Governance (ESG) principles by conducting a comprehensive waste reduction assessment as part of our e-factor estimation initiative. This assessment has enabled us to identify areas for improvement and implement strategies to minimize waste generation across our operations.

Our Research and Development (R&D) team demonstrated remarkable progress by actively working on 55+ projects spanning various stages of development, encompassing both AgChem and electronic chemicals. Notably, we achieved a significant milestone with the successful commercialization of one new in-house process, demonstrating our dedication

to continuous process innovation. Moreover, out of the 20 projects undertaken for Life Cycle Assessment (LCA), 18 have been completed facilitating a holistic understanding of their environmental impact and paving the way for sustainable practices. As a result of these efforts, we have achieved tangible outcomes, including reduced waste generation, enhanced throughput, and decreased energy consumption, contributing to our overall environmental stewardship objectives.

Our team of 561 scientists remained actively engaged in 55+ projects throughout the year, leveraging their expertise and collaborative efforts to drive innovation across various domains. Furthermore, we are pleased to report the successful planned commercialization of six molecules in the financial year 2024, reflecting our ongoing commitment to delivering impactful solutions to our customers and stakeholders.





Human capital

Linkages with other capitals



Manufactured



Intellectual



Social & Relationship

PI Industries prioritizes a collaborative approach to growth, viewing employees as key stakeholders in our success. Their well-being and development are paramount, as identified in our FY 2022-23 materiality

Stakeholders impacted



Employees



Value Chain Partners

assessment. Our approach focuses on key HR areas like occupational safety, health benefits, inclusion, and labor relations, ensuring a sustainable and responsible future for all.

SDG Alignment



4 QUALITY EDUCATION



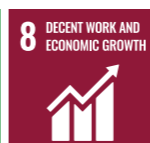
10 REDUCED INEQUALITIES



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH

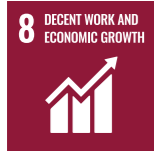
Key Performance Highlights

- 3,670 permanent employees and workers in the workforce
- 9 Persons with Disabilities (PwD)*
- Female participation of 15.42% in STEM positions and 8% in all management positions in FY24
- LTIFR- Permanent Employees – 0
- LTIFR- Contractual Workers-0.09
- All sites ISO 45001 sites certified

Outcome

- Stable and well-established workforce, delivering continuous expertise
- Diverse team leading to improved decision-making and company culture
- Karkhana Suraksha Puraskar during the 53rd National Safety Week and the APEX India Safety Excellence Gold Award
- Best in class safety practices

SDG Alignment



Key Performance Highlights

- Flexible work schedules
- Employee wellbeing measures
- Paid maternity and childcare leave for female employees and paid paternity/adoption leave for male employees are provided.
- Childcare facilities, breastfeeding, and lactation rooms across operational offices
- Mental Health Awareness sessions
- 1,05,082 total hours spent on training and development.
- HCROI is 4.30 in FY23-24

Outcome

- Increased employee satisfaction and morale
- Attracting and retaining top talent
- Fosters a culture of gender equality and family support
- Improved employee retention, especially among mothers
- Increased employee awareness of mental health resources
- Enhanced knowledge and skills of the workforce

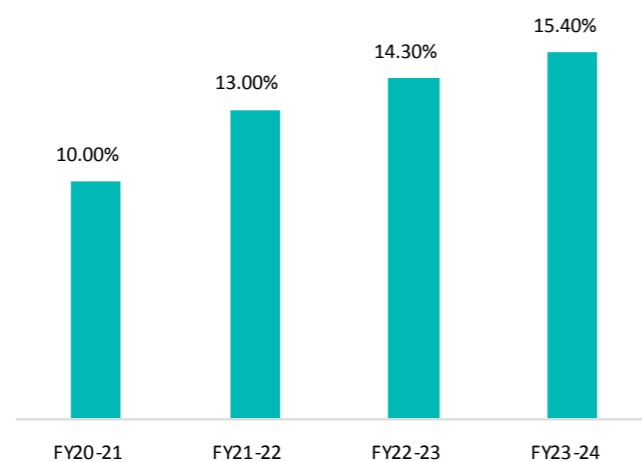
*includes permanent employees and contract workers

Human Rights and Inclusion

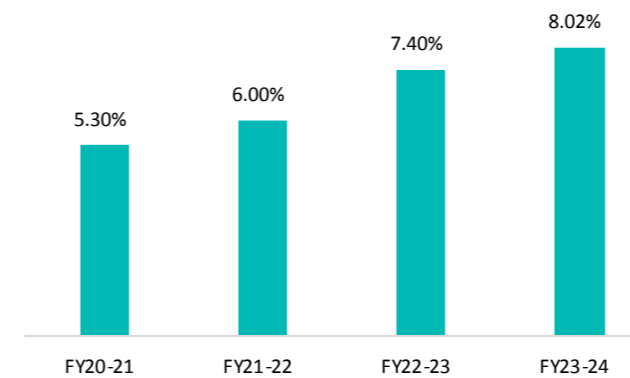
Human Rights and Inclusion are critical areas of focus for us at PI due to their high materiality. We are dedicated to fostering a diverse and collaborative workforce, upholding strict policies against discrimination and harassment. Our team represents individuals from diverse backgrounds, including women in management, STEM, and other key roles, illustrating our dedication to inclusivity.

In line with our commitment to fostering a respectful and inclusive workplace, we maintain a zero-tolerance approach to all forms of discrimination and harassment, promptly investigating and taking corrective action as needed, including disciplinary measures.

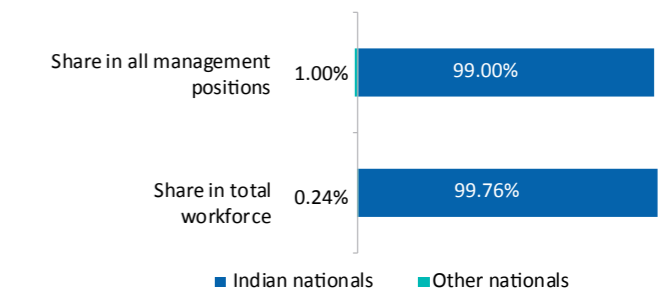
Women in STEM-related positions



Women in all management positions

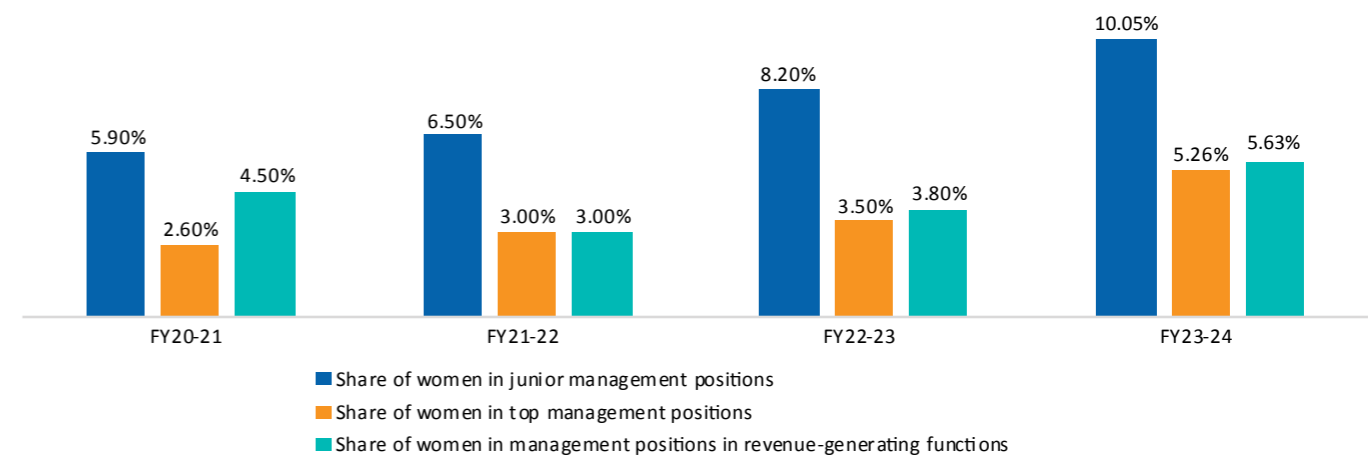


Workforce breakdown by Nationality



Entities included: PIIL and Jivagro Limited

Women in management positions



As a multinational company, we welcome people from different nationalities bringing in a range of perspectives, diverse experiences, and ideas to the table. This diversity and inclusivity has led to more innovative solutions, better decision-making, and a stronger sense of inclusion within the organization.

To achieve gender pay parity, we proactively identify and address potential gaps through regular reviews and benchmarking exercises. This commitment ensures fairness and equal opportunity for all employees, fostering a merit-based culture of performance and compensation. Women in our total workforce is 5.34% for FY23-24

Workforce breakdown across levels, age and gender

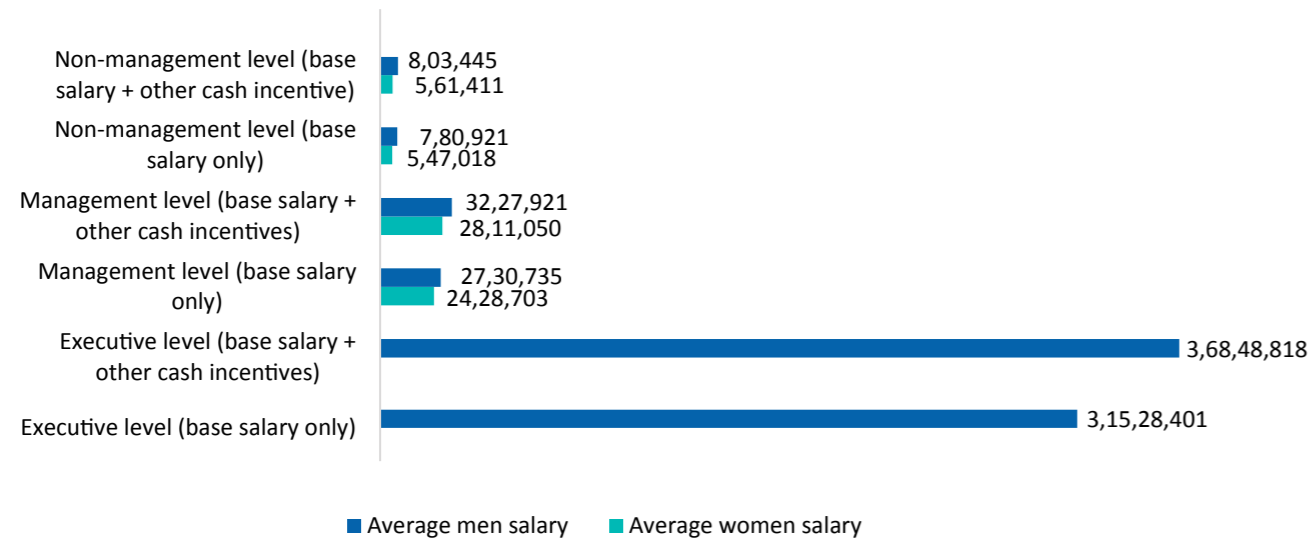
Level	Male			Female			Female Total	Grand Total	
	≤30 Years	30-50 Years	>50 Years	Male Total	≤30 Years	30-50 Years			>50 Years
Senior Management	0	60	63	123	0	4	2	6	129
Middle Management	0	189	44	233	0	16	0	16	249
Junior Management	24	307	46	377	15	25	2	42	419
Executives	384	631	40	1,055	62	38	1	101	1,156
Officer and Associates	491	1,043	124	1,658	27	4	0	31	1,689
Worker	0	12	16	28	0	0	0	0	28
Total	899	2,242	333	3,474	104	87	5	196	3,670
Fixed Term Employees	24	8	3	35	0	0	0	0	35
Grand Total	923	2,250	336	3,509	104	87	5	196	3,705

Gender pay indicators

To achieve gender pay parity, we proactively identify and address potential gaps through regular reviews and benchmarking exercises. This commitment ensures fairness and equal opportunity for all employees, fostering a merit-based culture of performance and compensation.

We prioritize achieving gender pay equity at all organizational levels, conducting thorough analyses of pay metrics to minimize the gender gap and swiftly rectify any discrepancies. The mean gender pay gap was found to be 9.49 percent in FY23-24 with an overall gender pay ratio of 0.91.

Gender Pay Indicators



*International Employees considered

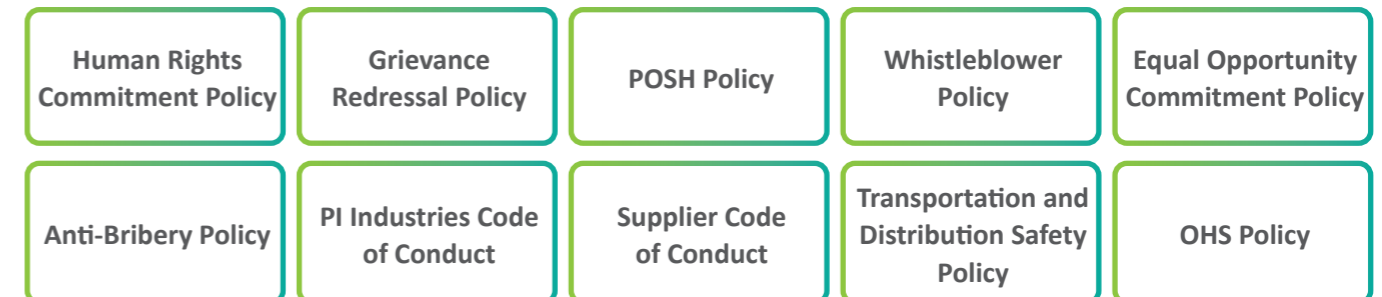
Designation level	FY 23-24	
	Ratio of base salary (women to men)	Ratio of remuneration (base salary + other cash incentives) (women to men)
Senior Management	0.82	0.85
Middle Management	1.01	0.98
Junior Management	1.02	0.98
Executives	0.74	0.71
Officer and Associates	0.42	0.42
Worker	0.00	0.00
Total	0.90	0.91
Fixed Term Employees	0.00	0.00
Grand Total	0.91	0.91

Promoting freedom of association and fostering social dialogue

At PI, believe in fostering social dialogue through various forums present across our manufacturing and corporate office sites. These forums help us to ensure that our employee voices, grievances, and other key aspects around working conditions are heard and addressed. Platforms such as Safety and Canteen Committee, with equal representation from management and workers have become vibrant forums for employees to raise concerns related to wellbeing. Additionally, our Internal Works Committee handles grievances workplace-related matters and ensure adequate representation of workforce both permanent and contract.

We empower our employees by ensuring 100% have collective bargaining rights. We also conduct regular compensation benchmarking surveys and annual appraisals that factor in industry standards and market adjustments. This commitment to fair compensation practices fosters a positive work environment, minimizing remuneration-related concerns among our employees.

Our policy framework to address human rights:



Human Rights Due Diligence

We prioritize responsible business conduct by integrating human rights due diligence throughout our operations and supply chain, aligning with the OECD Guidelines, UNGC and ILO principles. We proactively follow the norms related to consequence management to address grievances in all aspect of our operations, the value chain, activities related to the customer, and new ventures. Grievances are registered following due process and addressed under the company's grievance redressal mechanism. Considering the well-being of employees, third-gender, women, children, indigenous communities, migrant workers, third-party personnel, and local communities is integral to our approach.

Human Rights

We steadfastly uphold human rights across all operations, value chain, activities related to the customer, and new new business relations (mergers, acquisitions, joint ventures, etc.). Whether with external stakeholders such as customers, suppliers, or in routine and strategic activities with internal stakeholders prioritize the dignity and fundamental rights of every individual. We adhere to frameworks such as the Universal Declaration of Human Rights (UDHR), International Labour Organization (ILO) standards, and Indian Labor Laws, guaranteeing compliance with minimum wage requirements, regulations on child labor, forced labor, human trafficking, anti-bribery and anti-corruption laws, and health and safety regulations. Additionally, our strict enforcement of the anti-sexual harassment policy ensures a safe workplace for all employees.

partners to mitigate risks and promote sustainability.

PI Industries is committed to upholding the highest standards of human rights and ethical conduct throughout our operations. We actively cultivate a work environment that respects and empowers all employees and workers.

- **Training and Awareness:** We prioritize employee education on human rights. Regular discussions, e-modules, and training sessions led by HR and functional teams ensure all employees, including new hires, understand their rights and our company's Code of Conduct and Human Rights Commitment Policy.
- **Dedicated Ethics Officer:** A designated Vigilance and Ethics Officer oversees addressing any human rights impacts or potential violations.
- **Robust Reporting Mechanism:** Our "vigil mechanism" published on the company website allows confidential reporting of compliance concerns.
- **Open Communication:** Regular regional and zonal manager meetings with HR facilitate open communication, fostering trust and mutual respect between employees and management.
- **Grievance Redressal:** We have a Grievance Management Portal to monitor and address employee concerns effectively. We are expanding its use across all functions.
- **Supply Chain Responsibility:** Mandatory

evaluations of our vendor's EHS management systems and sustainability practices are conducted. Vendors must ensure fair labor practices, including adherence to minimum wage, health & safety standards, and non-discrimination. These requirements are also included in agreements with institutional clients.

In FY 23-24 we adopted a targeted approach for conducting Human Rights assessments. We have internalized a supplier ESG screening and assessment process of our supplier base to identify tier 1 and significant suppliers. Our significant suppliers constituting 30% of tier 1 suppliers underwent Human Rights assessment.

- **Independent Audits:** In FY 23-24, 100% of our plants and offices underwent third-party audits against child labor and forced labor indicators, demonstrating our commitment to ethical sourcing and operations.

Our Company's Code of Conduct and Human Rights Commitment policy prioritize fair and reasonable treatment of complaints, with zero tolerance for retaliation. Regular training sessions on the Code of Conduct, including Human Rights Commitment and the Vigil Mechanism, safety guidelines, promote workplace best practices. Employees are encouraged to report discrimination or harassment issues without fear of retaliation and can access all policies through the MyPI portal. Our Whistleblower Policy outlines procedures for addressing concerns related to discrimination and harassment.'

Human Rights Assessment	FY23-24	FY 22-23
% of total own operations assessed in last three years	100%	100%
% of total contractors and Tier 1 suppliers assessed in last three years	30%	86%
% of total joint ventures assessed in last three years	-	100%

Number of conflicts addressed	FY23-24	FY 22-23	FY 21-22
Child labour/forced labour/involuntary labour	Nil	Nil	Nil
Sexual harassment	3	3	Nil
Discriminatory employment	Nil	Nil	Nil

Human Capital Development

At PI, we view our people as the driving force behind our sustainable success. Therefore, we prioritize human capital development, recognizing its significant impact on financial performance. We assess our investments in training, upskilling, and reskilling, fostering a collaborative learning environment where employees can continually grow and contribute to our shared success.

Learning and Development

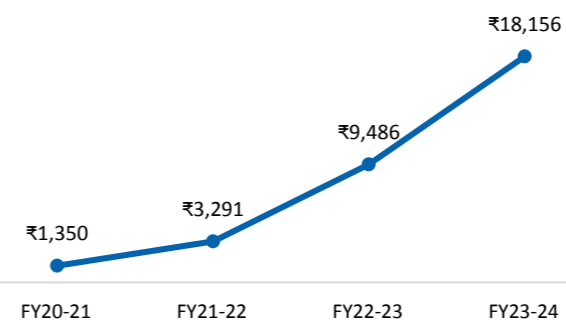
PI fosters a culture of continuous learning and growth through a collaborative 3P approach: Product, Process, and People. This framework guides us in building a comprehensive capability roadmap for employees. We leverage technology alongside strategic collaborations with esteemed management institution like IIM Udaipur and Aachen University, Germany. These partnerships empower employees to acquire in-

demand tech and management skills through online modules and boot camps delivered by our expert partners.

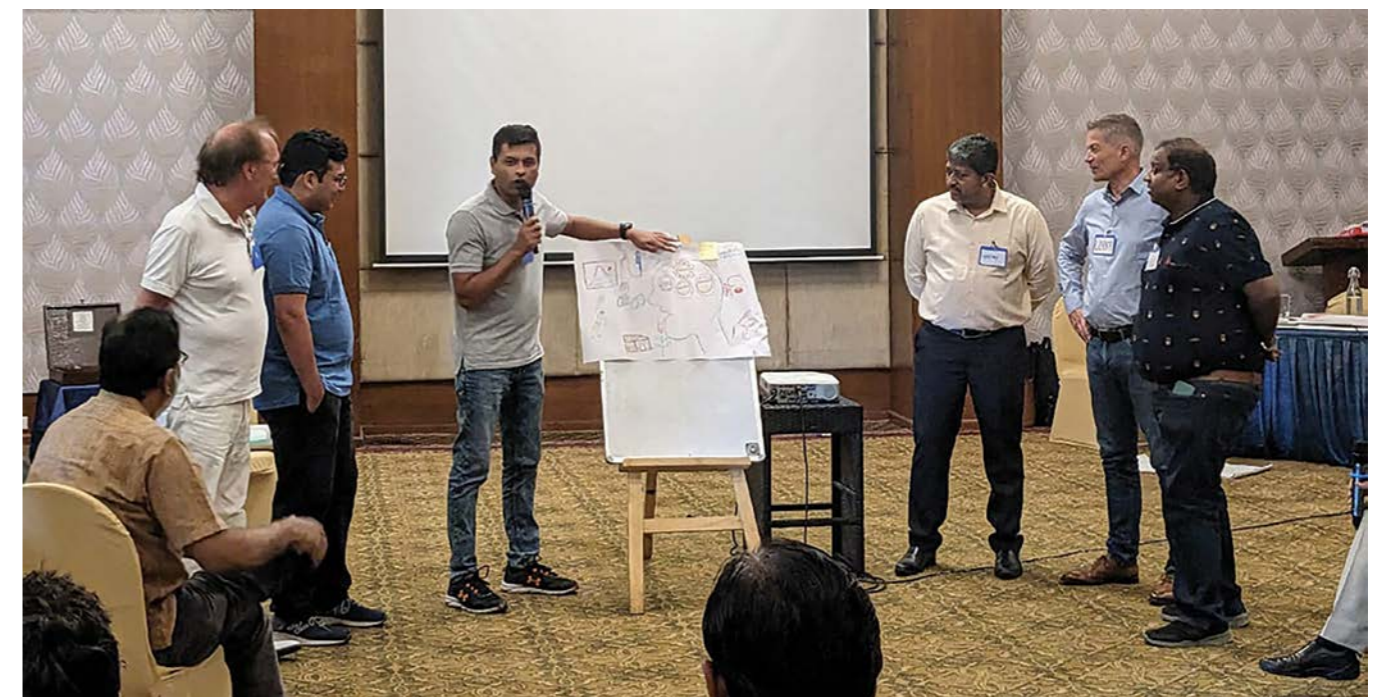
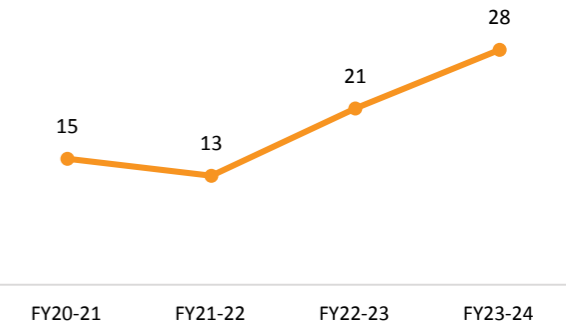
Our state-of-the-art Learning Management System (LMS) with platform tie ups such as LinkedIn Learning and Percipio (Skillsoft) partnership further enhance self-paced learning avenues for employees. Access to various learning resources, industry insights and unconstrained access to learning platforms enable employees to build skills and capabilities across the organization. The increased Management Executive enrollment exemplifies the success of this collaborative approach to upskilling the workforce.

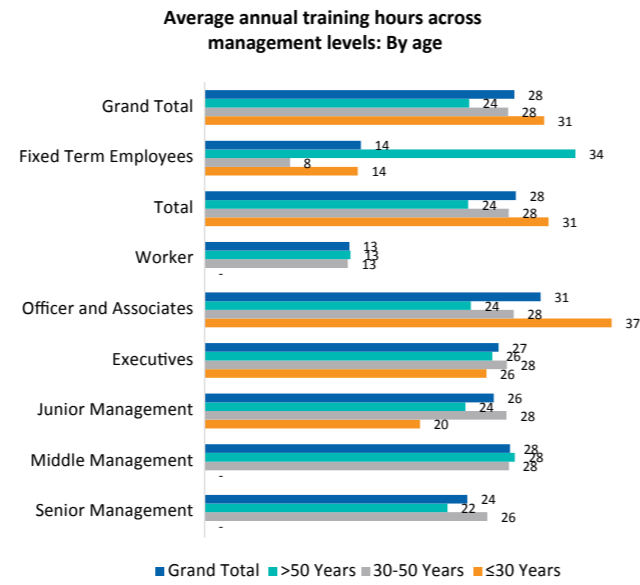
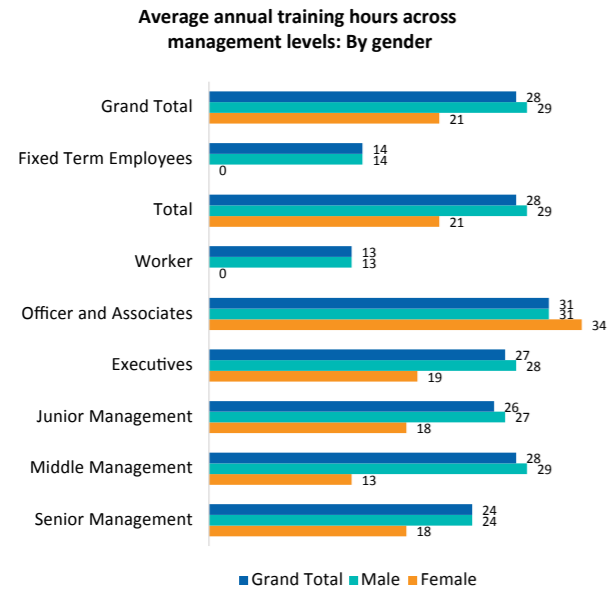
Our investment in Training & Development is substantial, with an average spend per employee across INR 18,156. This commitment translates directly to employee engagement. 100 percent of our global workforce actively utilizes the Learning & Development tools, with an average of 28 hours.

Average amount spent annually per FTE on training and development

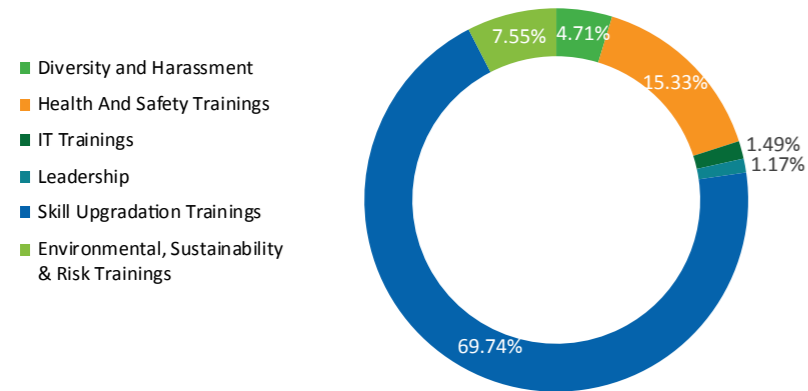


Average hours spent annually per FTE on training and development





Trainings hours distribution: By category of training provided in FY 23-24



In FY 23-24 our approach to capacity building included workplace-related training and training on technical content to facilitate the implementation of the organization’s strategy. This has resulted in a motivated workforce, improved employee retention, and elevated organizational performance giving PI a competitive edge. We have noticed a substantial increase of 48.9 percent in the total training and development hours from FY22-23.

Training and Development inputs	FY23-24
% of the total workforce across all locations who received training (internally or externally) on environmental issues	54.68%
% of the total workforce across all locations who received training on diversity, discrimination and/or harassment	100%

Listed below are additional initiatives undertaken during FY24 aimed at enhancing the skill sets of our employees with measurable outcomes.

Leadership Development:

- **Behavioral Event Interviewing (BEI) Workshops:** Designed to refine leadership behavioral

competencies, aiding in talent identification and development.

- **Management Development Program (IIM Udaipur):** Equipped emerging leaders with valuable insights into corporate strategy and management, fostering well-rounded leaders.

- **Udbhav Program:** A holistic leadership development program for senior managers, focusing on identifying strengths, functional and behavioral development needs, and strengthening the leadership pipeline.

Employee Development Programs:

- **Being Creative workshop:** Assisted in cultivating an environment of constructive debate and innovation within the R&D department, centered on promoting team cohesion around themes of growth, change, unity, success, and adaptability.
- **Emotional Intelligence workshop:** Helped develop self-awareness, leadership skills, and emotional intelligence competencies among R&D employees, emphasizing building emotionally intelligent leaders and fostering respectful communication. The net promoter score of the training stands at 76 percent
- **Performance Coaching & Feedback Workshop:** To equip the people managers with effective coaching and feedback skills to lead high-performing teams, emphasizing empathy, assertiveness, and impactful communication in performance conversations. 60 percent of the participants endorsed the course.
- Corporate R&D, Biology and other teams participated in team building workshop aimed at improving mutual trust, respect, and communication skills, with a focus on fostering collaboration and managing conflicts effectively.

Specialized Training Programs:

- **PARIVARTAN for Sales Capability Enhancement:** Focused on improving role clarity, fostering growth mindsets, and promoting collaboration within the sales team. The net promoter score of the course was 90 percent.
- **Crop Training:** Provided comprehensive knowledge on crop agronomy, pest and disease management, and nutrient deficiency to employees working closely with customers, aiming to enhance service to farmers and differentiate the company in the marketplace. The program has led to an increased confidence in our field sales team due to enhanced crop knowledge.

- **Product Training:** Enhanced employee’s knowledge of the product portfolio, marketing communication, and unique value propositions, enabling effective communication with farmers and fostering a culture of continuous improvement within AgChem Brands & Jivagro teams.

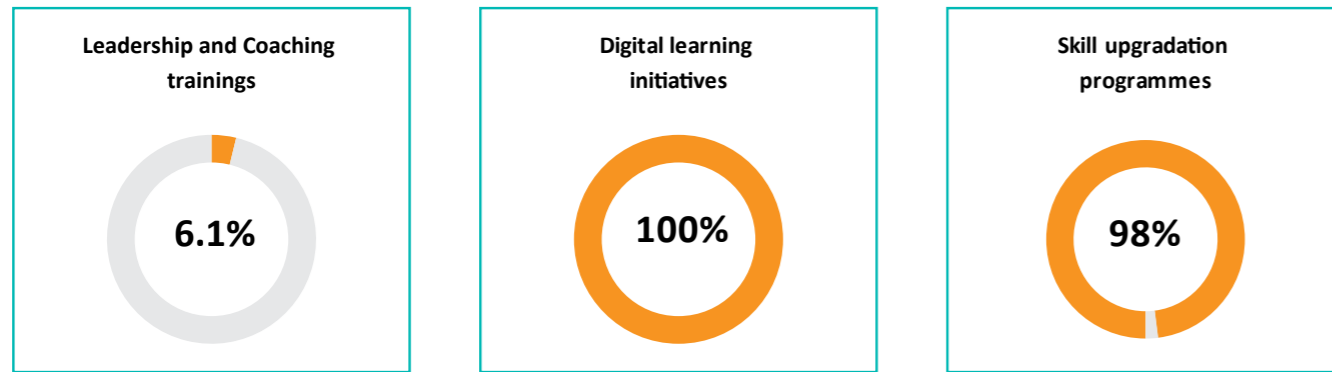
- **Digital Training:** Focused on enhancing the digital capabilities of the Sales & Marketing team and optimizing the utilization of digital tools like Neoint & Mpower.

- Strategic partnerships with esteemed institutions like Boston University, enabling access to seminars on cutting-edge topics like Data Science and AI Research, ensuring our workforce remains at the forefront of technological advancements.

- ESG-related trainings designed to address unique needs and responsibilities of different departments were conducted by PI’s Sustainability and CSR team. External consultants were called upon to curate and deliver specialized content on a range of topics including sustainable supply chain management, ESG regulatory landscape and reporting practices in India, Product Lifecycle Accounting, TCFD reporting and Scope 3 accounting. These trainings have equipped our employees with the necessary knowledge and skills to support and drive the achievement of PI’s sustainability goals and ambitions. Further, our Sustainability and CSR team also popularized bulletins on key ESG topics for general consumption of all staff members. Our employees today have enhanced understanding of their role in promoting sustainability, social responsibility, and good governance within and for the organization.

- Safety-related training is provided to employees to prepare better in case of emergencies and prevent them in the first place. “Transformer” Program is a three-Month Foundation Program on Process Safety and Workplace Safety by Academia and Industry. This program will enhance the competency and capability of asset facing personnel and develop a pipeline of leadership in Workplace and Process Safety functions. Currently, these collaborations are with IIT, Chennai for Process Safety Programs and NITIE, Mumbai for Workplace Safety Programs.

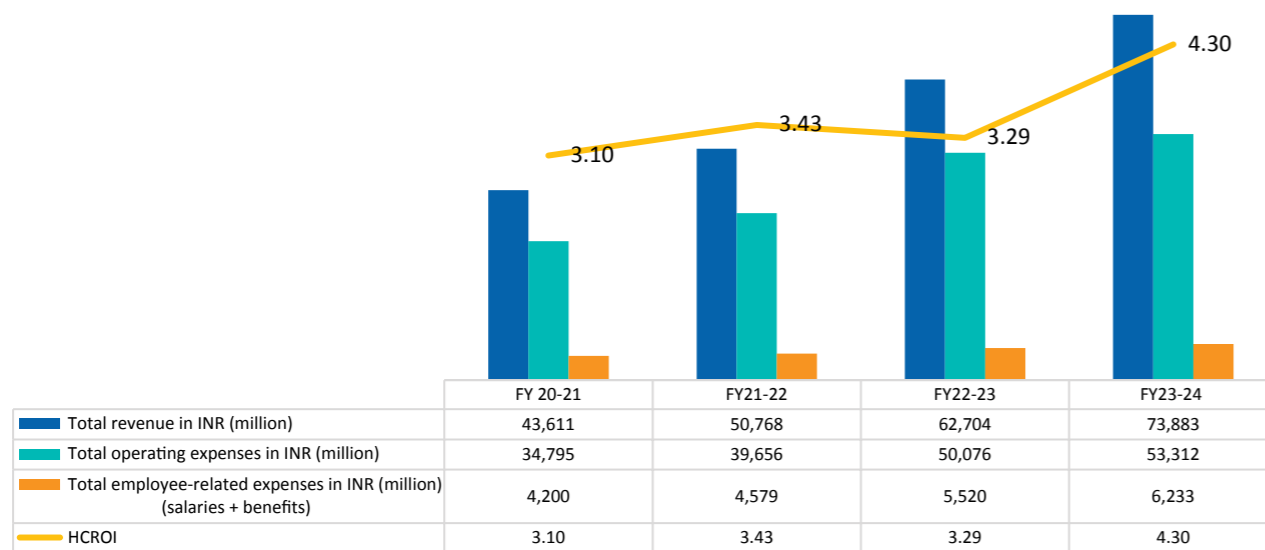
Participation across employee development programs as a percentage of total FTEs



Our commitment to employee development and well-being delivers a demonstrably high return on human capital. This translates to a highly skilled and adaptable workforce— a critical competitive advantage in today’s dynamic markets. This is evidenced by 80 percent employees indicating top level of engagement, satisfaction and wellbeing in the biannual employee

satisfaction survey conducted by our organization. We have also maintained an HCROI that has been consistently greater than 3. By continuously upskilling our people and prioritizing their well-being, we ensure not only sustained success, but also the agility to navigate future challenges and seize new opportunities.

HCROI: Year-on-year trend



Talent Attraction

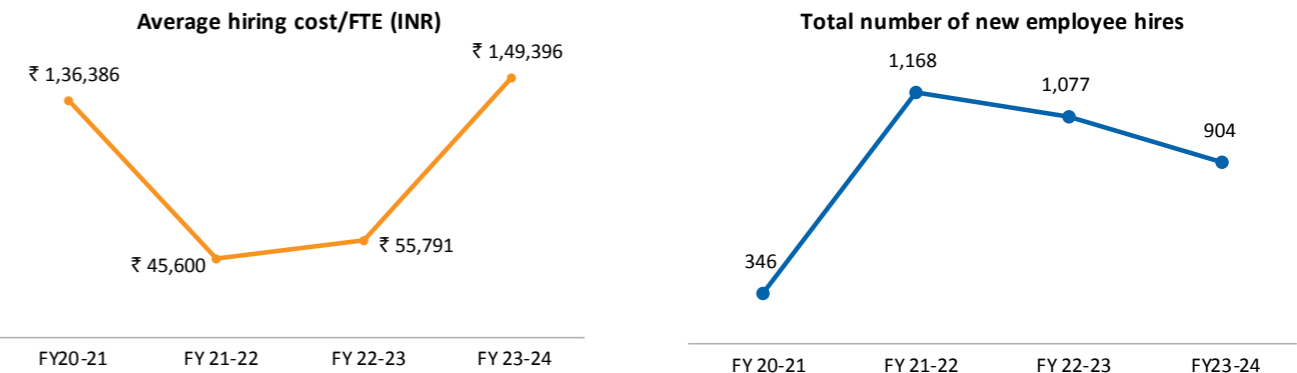
Our meticulously crafted talent strategy focuses on employee development, well-being, and competitive compensation which is benchmarked regularly. We actively invest in attracting the best talent at PI. This year we grew by 904 We offer competitive salary and benefits package to attract and retain top talent.

- Anubhav Initiative: In FY 23-24, PI recruited 16 Management Trainees (MTs) from premier institutions like SPJIMR, IIM Kozhikode, MDI Gurgaon, and IIM Mumbai, with 25% being women. These MTs will embark on a year-long

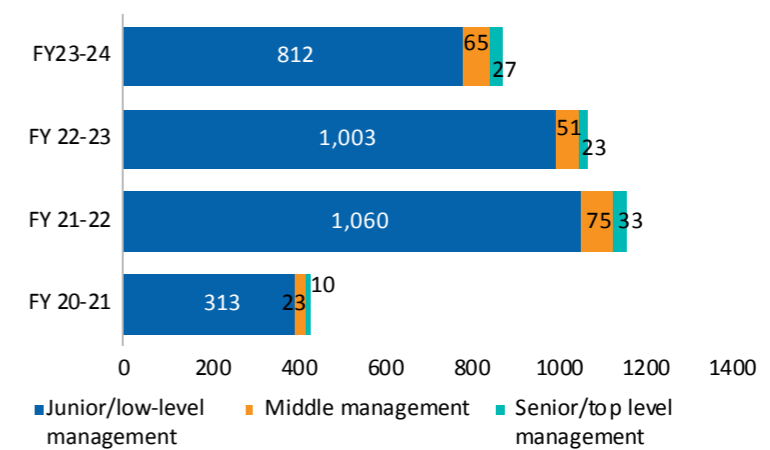
learning journey, engaging with senior leaders and utilizing virtual and self-paced resources to foster their curiosity, courage, and creativity

- PI also hired 32 Graduate Engineer Trainees (GETs) from esteemed engineering institutes such as IIT Patna, NIT Calicut, MNIT Jaipur, MNNIT Allahabad, and SVNIT Surat. The recruitment of GETs underscores PI’s commitment to attracting top-tier engineering talent and fostering their growth within the company.

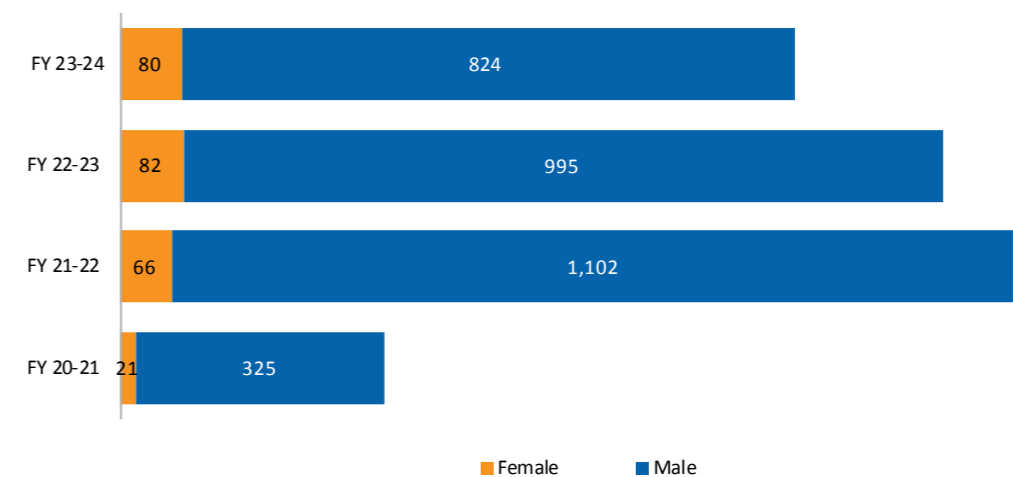
Project Aagaman, our flagship onboarding initiative, continues to streamline talent acquisition and attract diverse skillsets. We believe in a supportive environment for all employees. Flexible work arrangements, health insurance, paid leave, parental leave, and childcare facilities demonstrate this commitment.



Trends in hiring: By management level



Trends in hiring: By gender



As part of our employee support and wellbeing program, we provide key benefits to full-time employees within the organization. These benefits typically include:

- Healthcare
- Disability and invalidity coverage in the form of accident insurance
- Parental leave including 26 weeks of maternity leave and 1 week of paternity leave
- Retirement provision in the form of gratuity

- Access to vehicle lease

These benefits are extended to our permanent, full-time employees at significant locations where PI has manufacturing sites, R&D facilities and office premises such as Mumbai, Gurgaon, Udaipur, Vadodara, Panoli, Jambusar and to field employees based in the rest of India too.

Parental leave coverage: Employees

	Male	Female
Total number of employees that were entitled to parental leave	3,481	196
Total number of employees that took parental leave	177	7
Total number of employees that returned to work in the reporting period after parental leave ended	177	7
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	125	4

Parental leave coverage: Workers

	Male	Female
Total number of workers that were entitled to parental leave	28	-
Total number of workers that took parental leave	3	-
Total number of workers that returned to work in the reporting period after parental leave ended	3	-
Total number of workers that returned to work after parental leave ended that were still employed 12 months after their return to work	NA	NA

Performance management

PI fosters a continuous feedback culture, driving employee development through collaborative goal-setting and effective performance management. Our comprehensive framework covers all full-time employees and emphasizes both individual and team success. We conduct annual performance reviews to ensure ongoing development and alignment. This year, we continued investing in manager training

on providing effective feedback and facilitating collaborative goal-setting conversations. Our successful 360-degree feedback program, encompassing all leadership levels, fosters a collaborative approach to performance improvement across the organization.

In FY23-24, 89 percent of the total workforce across all locations received regular performance and career development reviews.

Participation in performance and career development reviews: Workforce breakdown

	Employees	Workers
Male	89.63%	100%
Female	76.53%	N/A (No female worker)

Note: The performance percentages are lower this year because the base now includes all employees, including those who joined after October 15th and are not eligible for performance appraisals.

We utilize People Analytics (PA) for Strategic Workforce Planning (SWP) to make data-driven decisions that align with our organizational goals. We are proud to achieve 100 percent coverage of our employees in this process, ensuring efficient and comprehensive workforce strategies that support both employee needs and company success.

Long term employee incentives and recognition

We attract and retain top talent through a comprehensive suite of employee support programs and a robust Rewards & Recognition policy. A deferred

cash incentive program additionally incentivizes retention at the junior management and above level.

We continued cultivating the culture of excellence and motivation through our recognition programs. Team and Spot Awards acknowledge outstanding performance and innovation, inspiring employees to excel in their roles. Employees are acknowledged annually for their exceptional performance throughout the year through a comprehensive recognition and rewards program. This initiative highlights and celebrates their contributions and achievements, fostering a culture of appreciation and motivation.

Employee engagement

We consistently encourage celebrations and events to commemorate our employee's achievements and mark significant milestones with meaningful festivities. In FY24, we continued our tradition of organizing various events. Some of the notable events we hosted include:

Cultural and Social Events:



Women's Day Celebration



Diwali Celebration



Diwali celebration



PI Founder's Day Celebration



Traditional Celebrations



PI Founder's Day Celebration

Health and Wellness Activities:



Environment Day: Tree plantation activities



International Yoga Day



Cyclathon Challenge



Metamorphosis - Weight Reduction Challenge

Employee Recognition:

- Meritorious Students Recognition- Recognizing children who scored above 70 percent in their studies, strengthening family connections.
- Long Service Award

Organizational Events:

- Corporate Townhall
- Promotion Celebrations

Other Engagement Activities:

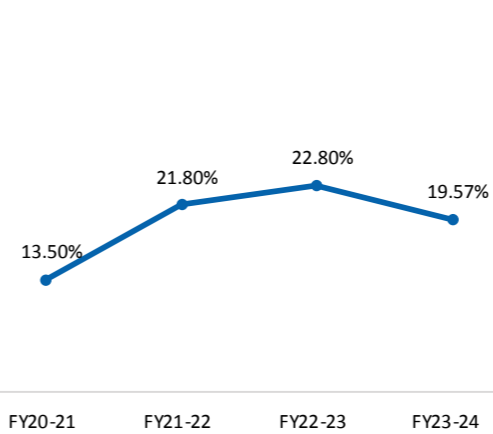
- Seminar on Finance/Investment
- Outdoor Sports Month
- Competitions (Singing, Dancing, etc.)
- National Science Day: Quizzes and essay writing competitions
- Virtual Health Talks (covering topics such as mental health awareness, dietary guidelines, diabetes prevention, recent advances in orthopedics, parenting for working women, and stress management)

Talent retention

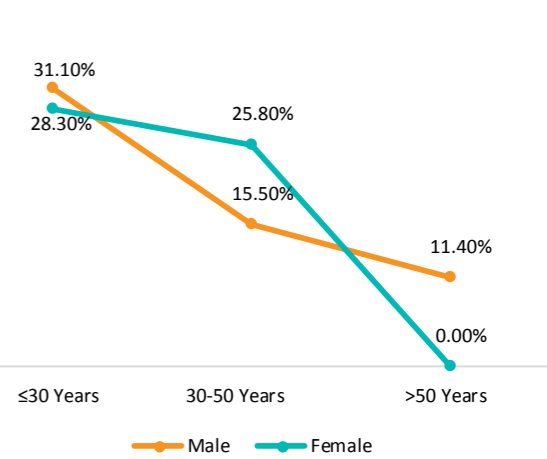
We actively monitor trends across demographics and levels to identify root causes and implement proactive solutions that enhance employee satisfaction, engagement, and retention. This fosters a culture of inclusion and empowerment, reducing voluntary turnover and building long-term commitment to PI's success. Additionally, PI has been highly effective in keeping their high-potential employees engaged. This has resulted in an impressive retention rate of 92.3 percent for high-potential employees in the FY 23-24.

Overall employee turnover rates

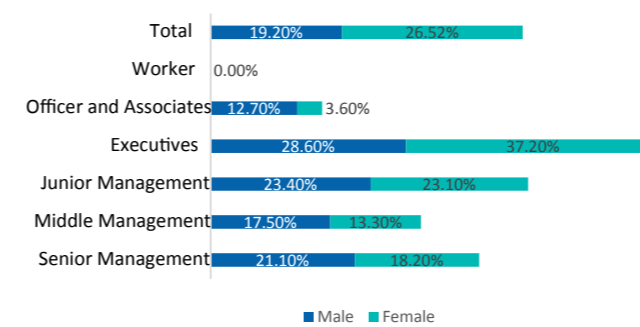
Trends in total employee turnover rate



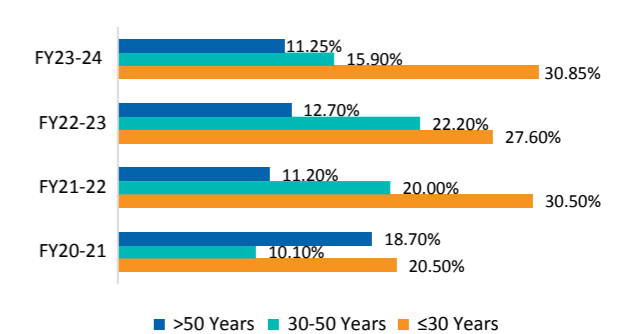
Total Employee turnover rate in FY23-24: Breakdown by age groups and by gender



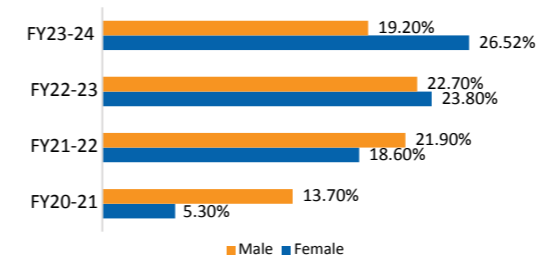
Total Employee turnover rate across management levels for FY23-24: Breakdown by gender



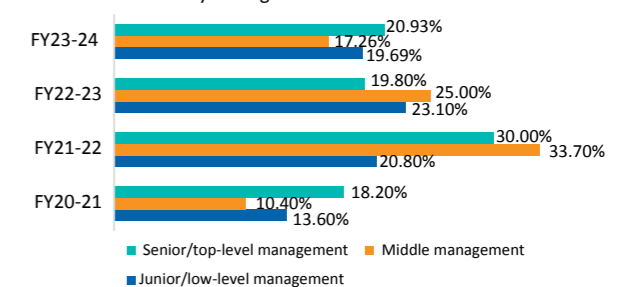
Trends in total employee turnover rate: By age group



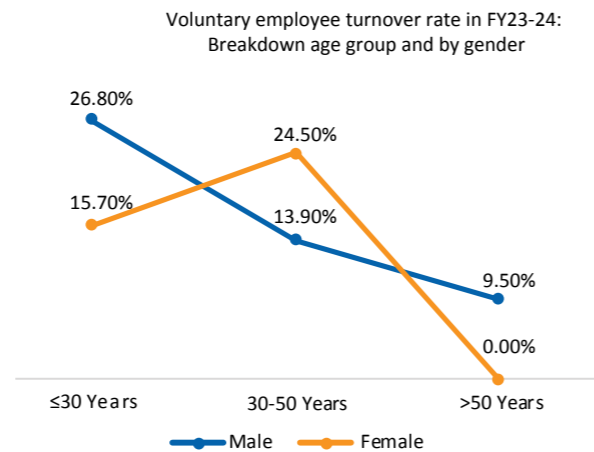
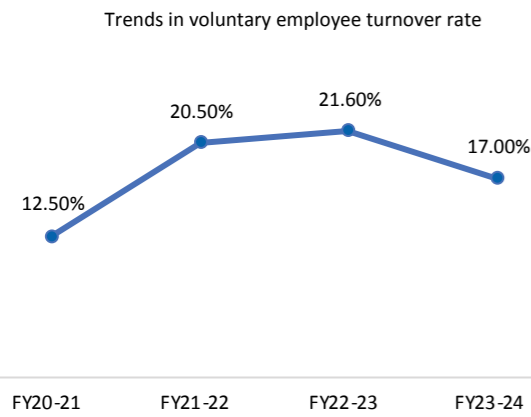
Trends in total employee turnover rate: By gender



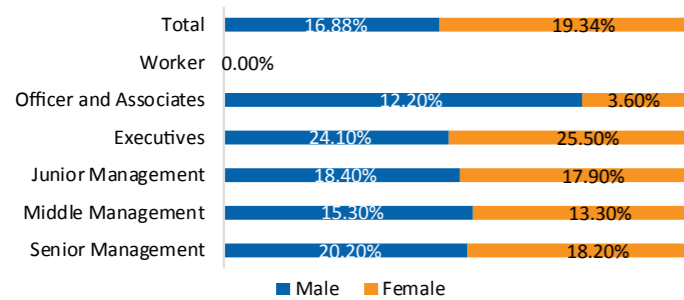
Trends in total employee turnover rate: By management level



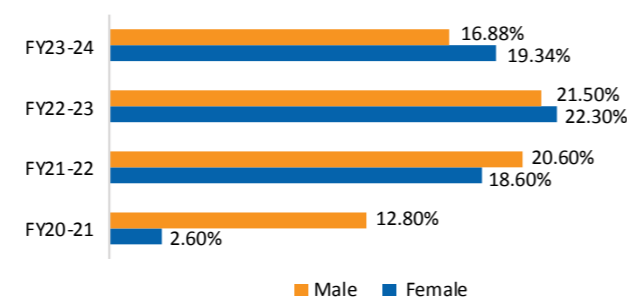
Trends in voluntary employee turnover rate



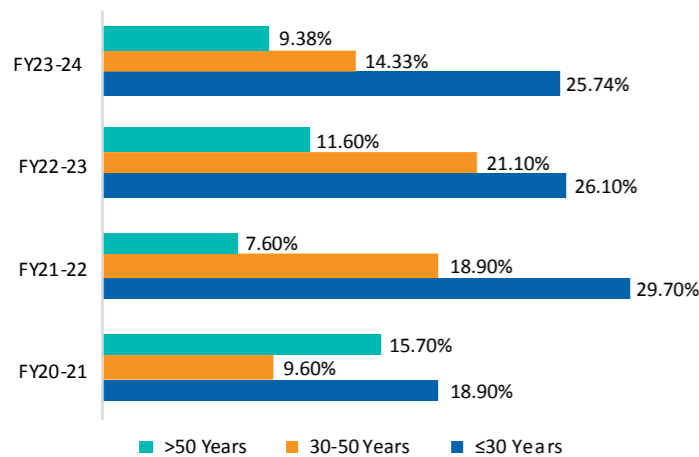
Voluntary employee turnover rate across management levels in FY23-24: Breakdown by gender



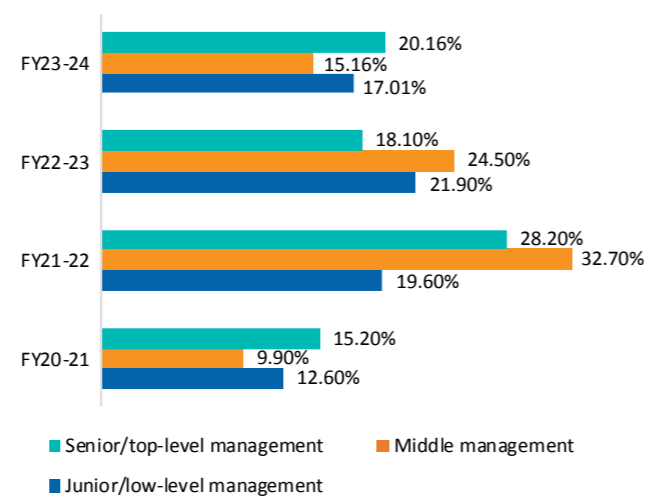
Trends in voluntary employee turnover rate: By gender



Trends in voluntary employee turnover rate: By age group



Trends in voluntary employee turnover rate: By management level



Note: Fixed Term Employees are not included for FY23-24 turnover rates

Employee engagement, satisfaction, and well-being surveys are critical tools in our talent management strategy. We focus on key areas like purpose, happiness,

and stress to identify opportunities for improvement and create a thriving work environment.



Employee satisfaction	FY23-24	FY 22-23
% of employees with top level of engagement, satisfaction, wellbeing, or employee net promoter score (eNPS)	80%	80%
% of employees who responded to the employee satisfaction survey	53%	53%

Occupational Health & Safety (OHS)

As a material topic of very high criticality the safety and health of our people at the workplace is our prime focus. All our manufacturing facilities are ISO 45001 certified. Our Occupational Health and Safety (OHS) Management Policy reflects our unwavering commitment to ensuring a safe work environment for all employees and personnel. Proactive risk assessments, action plans with quantifiable targets, and emergency preparedness measures mitigate potential hazards. We empower employees through OHS training and investigate incidents to prevent recurrence. Furthermore, our commitment extends to the supply chain by integrating OHS criteria into procurement practices. Hundred percent of all our employees and workers at our offices and depots are covered by an OHS system which has been internally audited. Additionally, 100 percent of employees and workers at our manufacturing and R&D facilities are covered by an OHS system that has been audited by an external party.

Proactive Hazard Identification:

A digital EHS portal streamlines incident reporting, safety observations, investigations, and audits. Extensive employee training ensures its effective use. Regular safety walks by area managers and leadership teams complement formal risk assessments like Hazard Identification and Risk Assessment (HIRA), Hazard Identification and Job Safety Analysis (JSA) to proactively identify and mitigate hazards. Rigorous verification procedures like Hazard and Operability Study (HAZOP) and Pre-Startup Reviews minimize risks further. We actively encourage near-miss reporting and foster a culture of safety ownership through employee recognition and rewards.

Two-Pronged Safety Approach:

Our safety strategy adopts a dual focus, emphasizing both occupational safety and process safety:

- **Occupational Safety:** We ensure that all work activities adhere to a well-defined work permit

system. Process systems undergo verification against risk-assessed Photoionization Detector (PIDs) and Standard Operating Procedures (SOPs). Additionally, comprehensive safety training is provided to all personnel.

- **Process Safety:** We prioritize enhancing the capacity and capability of personnel directly engaged with our assets. Collaborations with esteemed institutions like the Indian Institute of Technology (IIT) and National Institute of Industrial Engineering (NITIE) facilitate this objective. Furthermore, we conduct process safety studies across the product lifecycle and maintain a robust change management program complemented by regular audits and verification exercises.

Taking a proactive approach to health and safety, prioritizing the well-being of our employees. This commitment manifests through a multi-faceted program:

- **On-site medical support:** Our full-time medical officers and well-equipped ambulances ensure immediate care and timely emergency response.
- **Financial security & healthcare access:** Group medical coverage and partnerships with leading hospitals offer comprehensive health benefits.
- **Preventative healthcare:** Regular programs address physical and mental health topics, promoting employee wellness.
- **Emergency preparedness:** Collaboration with Gujarat Institute of Disaster Management (GIDM) equips personnel to handle emergencies and chemical incidents, further strengthening safety performance.

By actively managing occupational health hazards and a steadfast commitment to employee well-being, we had zero fatality in the last 3 years at PI. Our Fire Safety Management Process is highly regarded in the vicinity of our manufacturing plant. However, safety at the workplace is also a measure of internalized best



practices by all stakeholders involved. We recorded one contractor fatality at one of our manufacturing sites in FY 23-24. Following the Corrective and Preventive Actions (CAPA) principles measures have been taken to identify, prevent, or eliminate the causes of non-conformities, deficiencies, or other undesirable situations in processes, products, or services. These measures have been implemented as essential for ensuring quality, compliance, and

continuous improvement in the future. Our team conducts periodic Risk assessments, process reviews, implementing quality control measures, training, and regular maintenance of equipment.

As a testament to our commitment to safety, we were honored to receive the Karkhana Suraksha Puraskar during the 53rd National Safety Week and the APEX India Safety Excellence Gold Award in 2023.

Occupational Health & Safety	FY 19-20	FY 20-21	FY21-22	FY22-23	FY23-24
LTIFR- Permanent Employees	1.9	0.88	0	0	0
LTIFR- Contractual Workers	0.61	0.35	0	0.11	0.09
Work-related fatalities (permanent vs contract)	Employee: 2 Contractual: 4	Employee: Nil Contractual: Nil	Employee: Nil Contractual: Nil	Employee: Nil Contractual: Nil	Employee: Nil Contractual: 1

Process Safety Events: Tier 1 Unit	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24
Number per million hours worked	0.07	0.15	0	0.07	0.07

Standalone PIIL Highlights for FY 23-24

Overall, PI Entity headcount Including International Employees

Level	Male			Male Total	Female			Female Total	Grand Total
	≤30 Years	30-50 Years	>50 Years		≤30 Years	30-50 Years	>50 Years		
Senior Management	0	58	62	120	0	4	2	6	126
Middle Management	0	170	42	212	0	16	0	16	228
Junior Management	18	282	40	340	13	25	2	40	380
Executives	358	600	38	996	59	38	1	98	1,094
Officer and Associates	491	1,043	124	1,658	27	4	0	31	1,689
Worker	0	12	16	28	0	0	0	0	28
Total	867	2,165	322	3,354	99	87	5	191	3,545
Fixed Term Employees	24	8	3	35	0	0	0	0	35
Grand Total	891	2,173	325	3,389	99	87	5	191	3,580
Non-Executive Directors	0	0	5	5	0	1	1	2	7

New Employee Hires

Level	Male			Male Total	Female			Female Total	Grand Total
	≤30 Years	30-50 Years	>50 Years		≤30 Years	30-50 Years	>50 Years		
Grand total	432	318	12	762	44	29	2	75	837

Hiring rate-By gender and age group

Level	Male			Male Total	Female			Female Total	Grand Total
	≤30 Years	30-50 Years	>50 Years		≤30 Years	30-50 Years	>50 Years		
Grand total	49.60%	14.93%	3.93%	23.05%	48.35%	35.80%	50.00%	42.61%	24.04%

Total Turnover Rate Numbers

Level	Male			Total	Female			Total	Grand Total
	≤30 Years	30-50 Years	>50 Years		≤30 Years	30-50 Years	>50 Years		
Grand total	258	311	27	596	25	20	0	45	641

Total Turnover Rate Percentage

Level	Male			Total	Female			Total	Grand Total
	≤30 Years	30-50 Years	>50 Years		≤30 Years	30-50 Years	>50 Years		
Grand total	29.62%	14.60%	8.85%	18.03%	27.47%	24.69%	-	25.57%	18.41%

Voluntary Turnover Rate Numbers

Level	Male			Total	Female			Total	Grand Total
	≤30 Years	30-50 Years	>50 Years		≤30 Years	30-50 Years	>50 Years		
Grand total	223	283	22	528	15	19	0	34	562

Voluntary Turnover Rate Percentage

Level	Male			Total	Female			Total	Grand Total
	≤30 Years	30-50 Years	>50 Years		≤30 Years	30-50 Years	>50 Years		
Grand total	25.60%	13.29%	7.21%	15.97%	16.48%	23.46%	-	19.32%	16.14%

Parental leave coverage

a. Total number of employees that were entitled to parental leave	Gender	Male	3,361
		Female	191
a. Total number of workers that were entitled to parental leave	Gender	Male	28
		Female	0
b. Total number of employees that took parental leave, by gender.	Gender	Male	177
		Female	7
b. Total number of workers that took parental leave, by gender.	Gender	Male	3
		Female	0
c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	Gender	Male	177
		Female	7
c. Total number of workers that returned to work in the reporting period after parental leave ended, by gender.	Gender	Male	3
		Female	0
d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	Gender	Male	124
		Female	4
d. Total number of workers that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	Gender	Male	NA
		Female	NA

Return to work ratio and Retention ratios

Return to work rate of Male Permanent Employees	100%
Return to work rate of Female Permanent Employees	100%
Total Return to work rate of all Permanent Employees	100%
Return to work rate of Male Permanent Workers	100%
Return to work rate of Female Permanent Workers	NA (No female worker)
Total Return to work rate of all Permanent Workers	100%
Retention rate of Male Permanent Employees	82.67%
Retention rate of Female Permanent Employees	100%
Total Retention Rate for all Permanent Employees	83.12%
Retention rate of Male Permanent Workers	None applied
Retention rate of Female Permanent Workers	NA (No female worker)
Total Retention Rate for all Permanent Workers	None applied

Average training hours per year per employee

Levels	Female	Male	Grand Total
Senior Management	17.53	24.04	23.73
Middle Management	12.51	27.37	26.32
Junior Management	15.91	25.51	24.50
Executives	18.14	26.92	26.13
Officer and Associates	34.06	30.70	30.76
Worker	-	13.25	13.25
Overall Average	19.76	28.45	27.99
Fixed Term Employees	-	14.31	14.31
Overall Average (Including Fixed Term Employees)	19.76	28.31	27.85

Total training hours

Levels	Female	Male	Grand Total
Senior Management	105.15	2,884.27	2,989.42
Middle Management	200.08	5,801.73	6,001.81
Junior Management	636.29	8,672.59	9,308.88
Executives	1,777.32	26,807.79	28,585.11
Officer and Associates	1,055.93	50,899.36	51,955.29
Worker	-	370.89	370.89
Total	3,774.77	95,436.63	99,211.40
Fixed Term Employees	-	500.82	500.82
Grand Total	3,774.77	95,937.45	9,9712.22

Percentage of employees receiving regular performance and career development reviews

Level	Male	Female	Total Workforce	% of total male employees	% of total female	% of total Workforce
Senior Management	110	5	115	91.67%	83.33%	91.27%
Middle Management	192	14	206	90.57%	87.50%	90.35%
Junior Management	302	33	335	88.82%	82.50%	88.16%
Executives	872	71	943	87.55%	72.45%	86.20%
Officer and Associates	1,544	24	1,568	93.12%	77.42%	92.84%
Worker	28	NA	28	100.00%	NA	100.00%
Overall Employees	3,048	147	3,195	90.88%	76.96%	90.13%
Fixed Term Employees	NA	NA	NA	NA	NA	NA
Overall Employees (including Fixed Term Employees)	3,048	147	3,195	89.94%	76.96%	89.25%

Note: Percentages for performance numbers are coming out to be lesser this year as we have included all employees in the base. Thus, it includes the employees joined after 15th October who are not eligible for performance appraisals

Diversity of employees & governance bodies - by age group

Levels	≤30 Years	30-50 Years	>50 Years
Board of Directors (Non-executive Directors)	0.00%	14.29%	85.71%
Senior Management	0.00%	49.21%	50.79%
Middle Management	0.00%	81.58%	18.42%
Junior Management	8.16%	80.79%	11.05%
Executives	38.12%	58.32%	3.56%
Officer and Associates	30.67%	61.99%	7.34%
Worker	0.00%	42.86%	57.14%
Fixed Term Employees	68.57%	22.86%	8.57%
Overall Employees	27.65%	63.13%	9.22%

Diversity of employees & governance bodies - by gender

Levels	Male	Female
Board of Directors (Non-executive Directors)	71.43%	28.57%
Senior Management	95.24%	4.76%
Middle Management	92.98%	7.02%
Junior Management	89.47%	10.53%
Executives	91.04%	8.96%
Officer and Associates	98.16%	1.84%
Worker	100.00%	0.00%
Fixed Term Employees	100.00%	0.00%
Overall Employees	94.66%	5.34%

Ratio of basic salary and remuneration of women to men

Levels	Ratio of Basic salary (women to men)	Ratio of remuneration (women to men)
Senior Management	0.81	0.84
Middle Management	1.01	0.99
Junior Management	1.01	0.98
Executives	0.74	0.72
Officer and Associates	0.42	0.42
Worker	-	-
Fixed Term Employees	-	-
Overall ratio (including Fixed Term Employees)	0.92	0.93

Work-related injuries

Safety Incident/Number	Employees	Contractual workers
Man-hours worked	64,70,237.00	1,06,83,487.00
Fatality rate	-	0.09
Rate of high consequence work related injury	-	-
Rate of recordable work related injury	-	0.09
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	-	0.09
Total recordable work-related injuries*	-	1.00
No. of fatalities	-	1.00
High consequence work-related injury or ill health (excluding fatalities)	-	-

The main type of work related injuries relate to basic first aid cases, medical treatment cases, etc.


Note: *Total recordable work - related injuries includes fatalities & high consequences work related injuries.






Social and Relationship Capital


Linkages with other capitals



Intellectual




Human




Natural

Guided by the results of our FY2022-23 materiality assessment, Pl's approach to social and relationship capital focuses on key areas such as customer responsibility initiatives and community support.


Stakeholders impacted




Value Chain Partners



Communities



Customers



Employees

Through collaborative partnerships and innovative programs, we aim to create a positive impact on our communities and strengthen relationships with all stakeholders.

SDG Alignment



2
ZERO HUNGER

Key Performance Highlights

- **86%** customer satisfaction score among B2B partners recorded in FY24, representing 88% of customers by revenue
- **87%** customer satisfaction score amongst B2C segment in FY24
- Net Promoter Score of 45

Outcome

Strong customer relationship building

Corporate overview

<p>SDG Alignment</p>	<p>Key Performance Highlights</p> <ul style="list-style-type: none"> Outreach of about 2,06,299 beneficiaries to enhance health, hygiene and sanitation 33,387 children and youth reached through education and skill development programmes More than 30,000 farmers supported through sustainable agriculture initiatives 13,578 women empowered 	<p>Outcome</p> <ul style="list-style-type: none"> Improved access to critical healthcare services. Improved access to clean water and promoting sustainable water management practices. Reduced environmental impact. Enhanced access to quality education in rural communities. Increased empowerment of women Improved quality of education Enhanced digital learning opportunities. Increased employability through skill enhancement
-----------------------------	---	---

Stakeholder Engagement

PI leverages a robust collaborative network to drive its global reach and innovation. We maintain strong relationships with over 15,000 channel partners and manage 25 unique stock points for PIIL and 22 for Jivagro. Ensuring seamless product delivery to a nationwide network exceeding 1,00,000 retailers across both PIIL and Jivagro. Our reach extends beyond borders, with products available across six continents and nearly 38 countries, facilitated by strategically located global offices. We have visited about 2 million farmers in the year FY 23-24.

Customer Engagement

At PI, we co-create value with our customers. We go beyond engagement by developing customized experiences through collaboration, fostering lasting relationships. Through market research, competitor analysis, and direct feedback, we gain a deep understanding of both B2B and B2C customer needs. We build strong relationships across both segments. In the B2B space, this involves collaboration with partners on product development and fostering trust, transparency, innovation, and timely delivery. Strategic partnerships and feedback mechanisms further solidify these bonds. Our robust customer relationships are evidenced by our net promoter score of 45.

In the year 2023-24, we have successfully launched 7 product launches which includes one biological in our agricultural product category. These brand campaigns received great traction that increase customer engagement.

For B2C customers under the Jivagro brand, we leverage a robust marketing and distribution network to excel in brand building and customer fulfillment. Our multi-pronged approach includes pre-launch activities like demonstrations and brand awareness campaigns, followed by post-launch initiatives focused on branding, promotions, and demand generation. We directly engage farmers through targeted campaigns, field demonstrations, and farmer engagement programs, all supported by a wide network of retailers.

We undertook an extensive B2C survey across 15 states of India with a sizeable coverage of 5,000 farmers. Our B2C customer satisfaction survey results exhibited strong performance across satisfaction level, with 77 percent customers falling into the category of highly satisfied and satisfied. Further the survey also assessed key metrics of satisfaction across product effectiveness, pricing & value realization, and support staff services.

Knowledge Empowerment:

- PI is focused on providing sustainable crop solutions to the farmers with an aim of improving productivity in the farm.
- Extensive Educational Outreach:** Jivagro prioritizes farmer education through extensive demand generation activities like demonstrations, field days, village meetings, and mega farmer meetings. Over 2,00,000 activities were conducted in the past year alone.
- Tailored Campaigns:** Strategic campaigns address specific regional and crop needs. Examples include the 100-day Grape campaign and the Chilli campaign in southern regions. These initiatives bring together farmers, experts, and consultants to share knowledge and best practices.
- Content Marketing:** Compelling content, informative videos, and interactive social media posts provide valuable knowledge and foster engagement with farmers.
- Innovative Campaigns:** Initiatives like the Ultimate selfie contest and Armatura testimonials, leveraging local languages and relatable content, resonate with farmers and enhance understanding.

Capability Building for Exceptional Service:

- Field Team Training:** Jivagro invests in capability training. Over 4,700 hours of technical and product training were delivered, making the field team horticulture specialists.
- Pre- and Post-Training Assessments:** Feedback is actively solicited to refine training programs and ensure they effectively meet the needs of the field team.

Strategic Partnerships for Expertise:

- Collaboration with Research Institutions:** Jivagro collaborates with renowned research institutions like NRC Grapes and NRC Pomegranate for knowledge exchange and cultivation practice optimization.

Technology-Driven Solutions:

Jivagro Mitra is a mobile application that revolutionizes the sales process for distributors in the agricultural sector. It offers several key benefits:

- Streamlined ordering via mobile app or website
- Comprehensive account Management for informed decision-making
- Seamless communication between distributors and the company
- Order tracking for better inventory planning

mPower: mPower is an innovative tool that helps in planning of various customer connect programs. It allows efficient planning and monitoring of demand generation activities, empowering teams to optimize efforts on the ground.

PI Mitra: It is the digital tool that helps us to engage our channel partners directly through digital means and this tool is used for creating orders and passing on loyalty benefits.

Employee Engagement

We prioritize a high-performing workforce by fostering a culture of open communication and employee engagement. Regular town hall meetings, employee surveys, and performance reviews provide us with valuable two-way communication channels. This proactive approach allows us to identify and address employee needs effectively, leading to increased satisfaction and retention. Furthermore, we invest in our employee's long-term success through comprehensive talent development initiatives and a robust benefits program designed to support their professional growth, well-being, and financial security. This commitment is demonstrated by our significant continued contributions to social security benefits such as provident and gratuity funds. For a detailed breakdown of our comprehensive benefits package, please refer to the Human Capital section of this report.



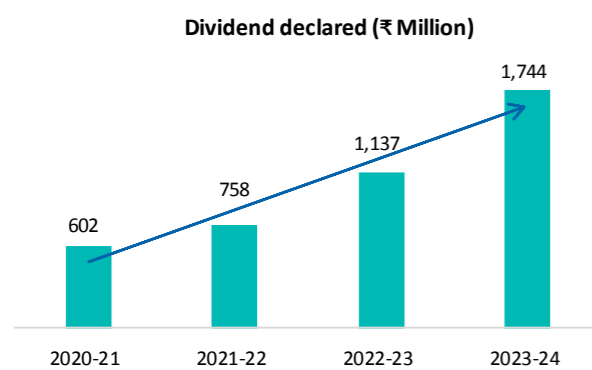


Benefits distributed among employees and shareholders

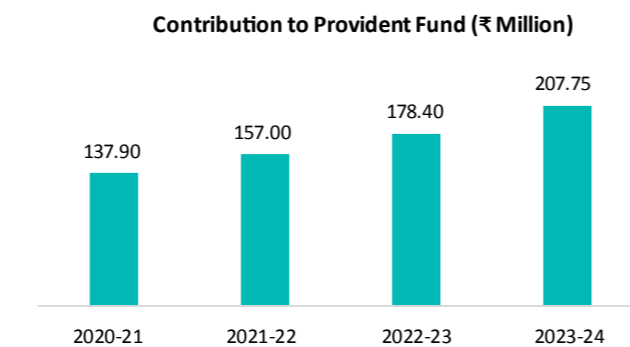
Building on another year of exceptional financial performance, PI is pleased to announce a significant increase in shareholder dividends. Compared to last year, dividends have risen by 53 percent. Over the past five years, PI has delivered a remarkable Total Shareholder Return of 279 percent, with a CAGR exceeding 30 percent.

PI is committed to its employee's well-being, reflected in its contributions to provident and gratuity funds. The Human Capital section delves deeper into employee benefits extending beyond these social security measures.

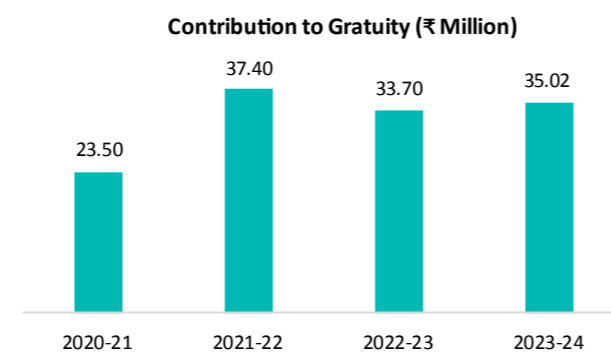
Dividend distributed in INR million



Provident Fund distributed



Gratuity paid (in million rupees)



Supplier Engagement

We cultivate a network of responsible and sustainable partners through annual capacity-building programs. These programs equip them with the tools and knowledge to mitigate social and environmental risks within their operations. This not only strengthens our supply chain's resilience but also enhances its performance against pre-defined sustainability metrics, driving mutual benefit. We actively monitor progress through regular audits, assessments, and collaborative meetings conducted by our procurement teams. For a comprehensive breakdown of our supplier sustainability initiatives, please refer to the Supply Chain Management section of this report.

Corporate Citizenship

PI recognizes its responsibility as a corporate citizen to contribute positively to the social and environmental well-being of the communities it operates within. Our commitment to sustainability is embedded throughout our operations, fostering a culture of environmental consciousness and social equity.

We actively participate in industry bodies like the Confederation of Indian Industry (CII), the Federation of Indian Chambers of Commerce & Industry (FICCI), and CropLife India, engaging in industry dialogues and initiatives to drive positive change. In totality we contributed to 17 trade associations and equivalent organizations amounting to INR 9.16 million. Among these, our largest contributions have been towards CropLife India (INR 2.7 million), CII (INR 2.7 million) and Asia Business Council (INR 1.6 million). Taking up the responsibility of furthering the dialogue on climate change and sustainability, PI executives have participated in events both in India as well as abroad.

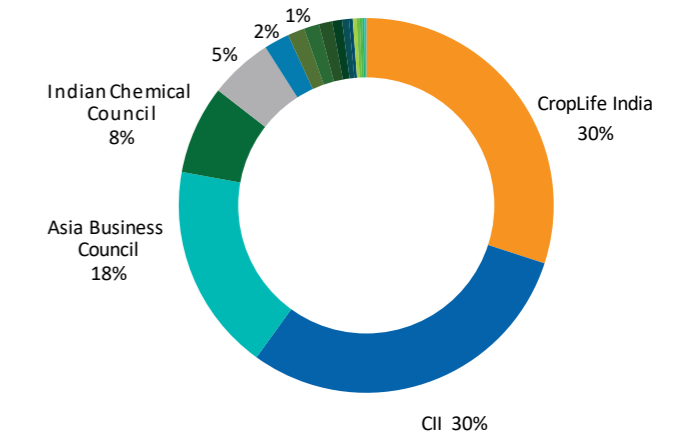
In June 2023, senior executives from PI participated in Engaging India @ Almedalen which is a co-thinking and co-solutioning platform for stakeholders from India and the Nordics to address global issues of sustainability, inclusive growth, and climate action. While the VCMD, Mr. Mayank Singhal delivered the keynote address, our Chief Scientific Officer, Prof. Dr. Alexander Klausener presented the business case for biologicals as a new-age green alternative to the current technology used in agriculture for crop-yield enhancement. Ms. Shilpa Sachdeva, Head, Legal Risk and Compliance also participated in the panel discussion on Co-solutioning for the Planet - Sustainable change in hard to abate sectors.

Further, Ms. Shilpa Sachdeva, is a member of the CII National Committee on Legal Services and Arbitration, and the Chair of the Sub-Committee on Consumer Protection and Product Liability & Product Recall.

In October 2023, PI also supported the CII Legal Services Conclave on Globalization of Businesses – Legal Support and Institutional Solutions. The event attempted to address the impact of globalization, geopolitical tensions and climate change on regulatory compliance for businesses.

Ms. Sachdeva also moderated the panel on Navigating Legal Challenges in Net Zero Transitions at the event.

Trade Association Contributions

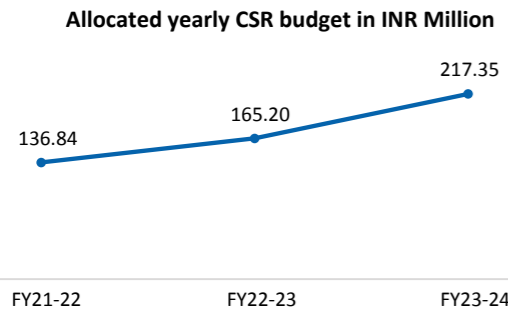


We have no official lobbying, interest representation or similar due to the unregulated nature of the space in the domestic economy. PI also made total monetary contribution to local, regional, or national political campaigns / organizations / candidates of INR 257.50 million during 2023-24.

Our dedication to social equity is further underscored by our robust Corporate Social Responsibility (CSR) efforts. Our initiatives are effectively implemented through our philanthropic arm, the PI Foundation. This commitment extends beyond financial performance,



demonstrating our long-term vision for a sustainable future. Our CSR commitments have been represented below:



Community engagement

PI recognizes that our success is intrinsically linked to the well-being of the communities we operate in and the environment we share. We are committed to fostering a sustainable future by aligning our business goals with national priorities, creating shared value for all stakeholders. We believe that by contributing to national goals, we can not only ensure our own long-term success, but also play a vital role in building

“The PI Foundation serves as a cornerstone to this commitment, acting as a strategic lever for both Jivagro and PIIL. Through impactful collaborations, we cultivate thriving communities and a healthier planet.”

a more equitable and sustainable future for India. The PI Foundation serves as a cornerstone to this commitment, acting as a strategic lever for both Jivagro and PIIL. Through impactful collaborations, we cultivate thriving communities and a healthier planet. Our guiding philosophy, “Caring, Sharing, Growing”, directs our collaborative efforts across four key areas:

Women’s Empowerment

We recognize the crucial role women play in driving socio-economic development at the community level. Our initiatives focus on education, skill development, and access to resources, empowering women to become active participants in the workforce and contribute to India’s economic growth. By investing in women’s potential, we not only create a more equitable society but also unlock a powerful driver for national progress. In collaboration with local NGOs and self-help groups, we support women in rural communities with income-generating opportunities and essential skills to bridge the gap and empower their economic growth.



- **Project Asmita and Integrated Agriculture and Inclusive Dairy Value chain project:** This collaborative program with government and financial institutions has benefitted over 28,000 individuals. About 9,800 women trained in financial literacy and entrepreneurship, connecting 1,139 with financial institutions in FY 2023-24. Collaborating with Dudhdhara dairy, government departments, and local banks, we have facilitated a 25-30 percent increase in annual incomes, democratizing processes and fostering self-sustainability through federations.

Jivagro’s Jeevika Program, launched in November 2023, empowers women farmers in four Indian states, tackling gender disparity in agriculture. Overcoming barriers like limited resources and education, Jeevika provides capacity building through training, exposure visits, and master trainers. Enabling farm activities, the program facilitates credit access and stakeholder collaboration Farmer Producer Organizations (FPOs) for program sustainability. The program has trained about 7,200 women farmers in the FY 2023-24.

Health & Sanitation

We believe access to quality healthcare and sanitation is a critical national development priority. We collaborate with stakeholders to improve healthcare infrastructure, promote hygiene practices, and ensure community well-being. Through strategic partnerships with local healthcare providers, the Foundation implements comprehensive initiatives to bridge the healthcare gap in rural villages, with a particular focus on improving the well-being of women and children.



- **Swasthya Seva -Mobile Medical Unit:** This mobile medical unit provides essential primary care services and preventive health education, directly reaching over 89,600 individuals in FY 2023-24 (with a total of over 7,11,000 individuals served to date).
- **Blood Bank Partnership:** Recognizing the importance of timely blood availability, the PI Foundation collaborates with the Rotary Club to address blood needs in rural communities. This collaborative effort has benefitted over 14,272 individuals in FY 2023-24, contributing to a total of over 55,200 individuals served.
- **School Sanitation Initiative:** The Foundation prioritizes hygiene by constructing and maintaining sanitary school toilets, creating a healthier learning environment for students.
- **Anganwadi Nutrition Program:** In collaboration with local authorities, the Foundation tackles childhood malnutrition by implementing a comprehensive program in 66 anganwadis. This program also focuses on raising awareness about adolescent girl health.
- **Eye Care Camps:** The Foundation organizes free eye checkups and treatment camps, reaching over 6,200 school children aged 4-14 in FY 2023-24. “Saving Little Heart” Program: Demonstrating a commitment to the most vulnerable, the Foundation funds life-saving heart surgeries for underprivileged children suffering from congenital heart defects. In FY 2023-24, twelve children benefitted from this critical program.

Education & Employability

We invest in education and skill development programs to bridge the gap between education and employment. These programs capitalize on India’s demographic dividend, by empowering individuals and strengthening the local talent pool. Partnering with local educational institutions, we expand access to quality education and equip youth with job-relevant skills to enhance their employability.



- **Skill development:** Trained over 600 youth in FY23-24 and 4,000+ youth till date in job-ready fields (BPO, Electrician, Advanced Excel, Chemical operations etc.). Serves around 100 villages, equipping youth with in-demand skills for immediate income contribution.

- **Learning Improvement Program:** Collaborated with stakeholders & partners to strengthen foundational literacy and numeracy skills of children from grade 1-8, impacting more than 6,900 children in FY23-24 and about 63,000 students till date.

Technology enabled smart classes: Partnered with the NGO & the government to implement technology-enabled SMART Classrooms in 100 rural government schools, benefiting 18,000 students in FY23-24. This initiative has boosted student attendance and confidence, fostering a positive learning environment.

Partnering with the Gujarat Institute of Disaster Management (GIDM) since December 2023, the initiative builds capacity in Chemical/Industrial Disaster Risk Management (CIDRM) for local youth, trainers, and stakeholders. This collaborative effort aims to enhance community preparedness, minimize risks, and promote sustainable development through knowledge transfer and improved response capabilities. Early success includes training 295 youths in FY23-24.

Environmental sustainability and income enhancement of farmers:

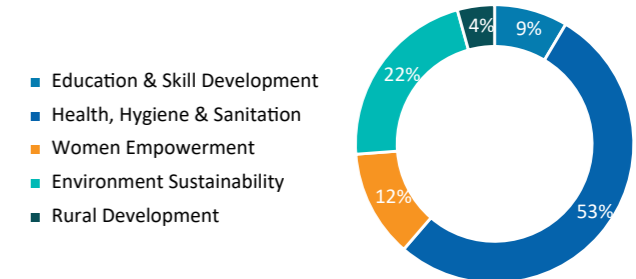
We are committed to environmental stewardship, aligning with India's sustainability objectives. We promote water conservation, sustainable agriculture, and renewable energy adoption. Recognizing agriculture's importance for national food security and our own success, we prioritize farmer support. Through collaborative initiatives with agricultural experts and research institutions, the PI Foundation empowers farmers to embrace sustainable agricultural practices that enhance their livelihoods while minimizing environmental footprints.



- **Water Conservation through Direct Seeded Rice (DSR):** This program, a collaboration with diverse stakeholders like agricultural departments, KVKs, and FPOs, educates farmers on the water-saving DSR technique and improving the productivity of paddy farmers. Over 7.66 lakh farmers have benefited, impacting 20.8 lakh acres and saving an estimated 1.7 trillion liters of water. In FY2023-24 alone, the program benefitted 16,000+ farmers, impacting 122 acres and saving 305 million liters.
- **Project Bandhan (Sustainable Cotton Farming and Pink Bollworm Control):** Partnering with KVKs, state agricultural authorities, and universities across four states, this program raises awareness and promotes effective control of the pink bollworm in cotton and thereby improving the overall yield of cotton crop. Collaborative efforts focus on localized learning modules and innovative technologies like PBKnot pheromone traps. In FY 2023-24, this initiative benefitted over 10,200 farmers across 1,160 acres, leading to a 24 percent yield increase, 22 percent cost reduction, and a 25 percent per-acre income boost.
- **Project Sahyog:** Project Sahyog focuses on knowledge transfer, training on adequate usage of agrochemical, and entrepreneurship development for farmers. Engaging over 4,000 farmers annually across 23,000 acres, Sahyog has benefitted over 10,600 farmers across 29,300 acres, leading to significant income enhancement.
- **Green Belt Development:** Working closely with the Gujarat Pollution Control Board, PI Foundation develops green belts near its operations to address air pollution concerns. This program aims for long-term benefits, conserving local ecology, enhancing biodiversity, and positively impacting the lives of about 5,000 nearby residents.

- **Promoting Sustainable Practices for Millet & Cotton Farmer:** Partnering with KVK, Gurgaon, this program provides high-quality seeds, crop and pest management guidance, and conducts demonstrations for cotton and millet farmers. To date, 215 farmers benefitted impacting more than 1,000 acres of land.

Project outreach in FY23-24 by thematic area
Total beneficiaries reached: 360,874



Category	Project	Project outreach in FY 23-24
Health and Hygiene	Upkeeping and maintenance of school toilets under Swachh Bharat Abhiyan	3,500
	Project Swasthya Seva-- Preventive Health Care through Mobile Medical Vans	89,600
	Eye Vision Care (Provide primary health care to support vision care)	6,215
	Blood Bank beneficiaries	14,272
	Feeding Hunger (Support elimination of hunger & reduction in malnutrition in the underprivileged children)	28,500
	Integrated Drinking Water & Watershed development support project	10,500
	Strengthening of drainage system (Improve the rural infrastructure for promoting hygienic conditions)	3,700
	Supporting Oxygen supply continuity in the hospitals in rural areas	50,000
	Saving Little Hearts	12
	Education & Skill Development	Technology enabled smart classes
Learning Improvement Program		6,976
Support to school children by providing science kits & study material, bench desk, etc.		6,104
Skill Development – a. Vocational Training on Chemical, QA, QC Operations -DDU		116
Skill Development -b. Employability linked skill development training in Advanced Excel, electrician, BFSI, BPO		500
Skill Development -c. Capacity building program on Chemical/Industrial Disaster Risk Management in collaboration with GIDM		295
Supporting differently-abled children in their education		335
Providing pre-school learning to children and industry-relevant professional skills to create livelihood opportunities for underprivileged youth	150	

KEY PROJECT HIGHLIGHTS- Women Empowerment & Environment Sustainability FY 23-24:

Project ASMITA	
No of SHG Formation(cumulative)	506
No of Women associated with the program (cumulative)	6,338
Indirect Outreach (Family members)	25,352
No of Women Accessed loan from Financial Institutions like Bank, Federation, SHGs & others	1,139
No of women trained on Financial & Legal Literacy	9,888

Jivagro-Jeevika Program	
No. of Women beneficiaries reached	7,240
No. of master trainers trained	20
No of trainings conducted	103

Water conservation through accelerating the adoption of Direct Seeded Rice technique	
Number of farmer beneficiaries	16,000
Total Water conservation	305 million litres
Acreage covered (in acres)	122
% Increase in yield of paddy/ acre	18
% decrease in cost of cultivation	30

Project Bandhan (PB Knot)	
No of Farmers Outreach	10,235
Acreage covered (in acres)	1,160
% increase in the yield of crop per acre	24.08
% increase in income of the farmer/ season/ acre	27.67
% decrease in the average costs of cultivation/ acre	22.67

Project Sahyog	
No of Farmers Outreach	4,000
Acreage covered (in acres)	23,224
Total number of farmers who are given Tractor Mount Sprayer	226
Avg income generated by a farmer by renting TMS per season	52,000

Sustainable Farming for Millets and Cotton Farmers	
No of Farmers Outreach	215
Acreage covered (in acres)	1,005

Green Belt Development	
Total number of beneficiaries	5,000
Land covered	14 acres covered






Natural capital

Linkages with other capitals

- Financial
- Manufactured
- Intellectual
- Social & Relationship

Stakeholders impacted

- Communities
- Investors

SDG Alignment



Key Performance Highlights

Carbon emission intensity in FY2023-24 is **2.36**

Outcome

Carbon emissions per million rupees of revenue from operations

SDG Alignment

- 15 LIFE ON LAND
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 7 AFFORDABLE AND CLEAN ENERGY

Key Performance Highlights

- 14 acres of green belt developed by converting barren land into farmland
- Electricity generated from solar rooftop projects
- 8,540.03** MWh electricity from renewable energy in FY 2023-24

Outcome

- Enhanced biodiversity
- Improved energy management
- Contribution of renewable energy to total energy consumption

SDG Alignment

Key Performance Highlights

55,697.58 MT of waste recycled in FY 23-24

7,782.37 MT of hazardous waste disposed through operations including co-processing in FY 23-24

113.23 ML water recycled

Outcome

Reduction in waste sent to landfill

- Reduction in hazardous waste sent to landfill
- Collaborating with strategic partners to reduce impact on the natural environment

Continued focus on water stewardship

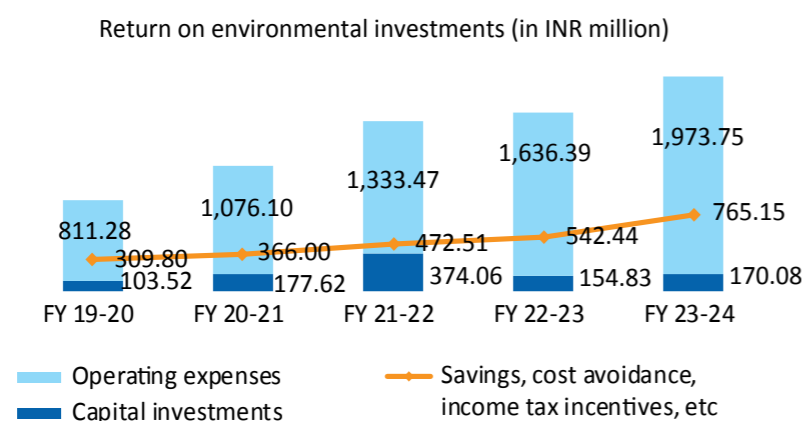
PI's approach to environmental stewardship has been guided by the results of the materiality assessment conducted in FY2022-23. Environment-related topics identified such as waste management, water management, climate change, emissions control and energy management align with concerns of the domestic as well as international agrochemicals industry.

PI's updated environmental policy published in August 2023, therefore, encapsulates these material topics and reflects PI's commitment to managing its impact on the physical environment. The policy provides a framework for communicating this commitment to employees, customers, investors, and other stakeholders. The policy also helps shape the organization's decision-making processes towards resource conservation and pollution prevention and supports the achievement of PI's sustainability-linked goals.

PI's environmental management policy can be accessed at the following link: <https://www.piindustries.com/wp-content/uploads/2023/09/Environment-Management-Policy-new.pdf> While PI's sustainable growth strategy has helped shape its goals and ambitions, ground level realities such as regulatory policies in the Jambusar SEZ, challenges with open access and the ongoing insolvency litigation in the SEZ have impacted PI's pursuit of its targets and goals.

Our commitment to ensuring environmental sustainability

Demonstrating our commitment, over the past 4 years we have gradually increased our investments linked with environmental stewardship, and economic viability to create long-term value for our shareholders while contributing to the well-being of society. Focused on a strategy for decarbonization and resource conservation, our initiatives have brought incremental savings and operational efficiency.



Directing investments in energy conservation, recycling and waste reduction initiatives has led to cost savings and revenue generation.

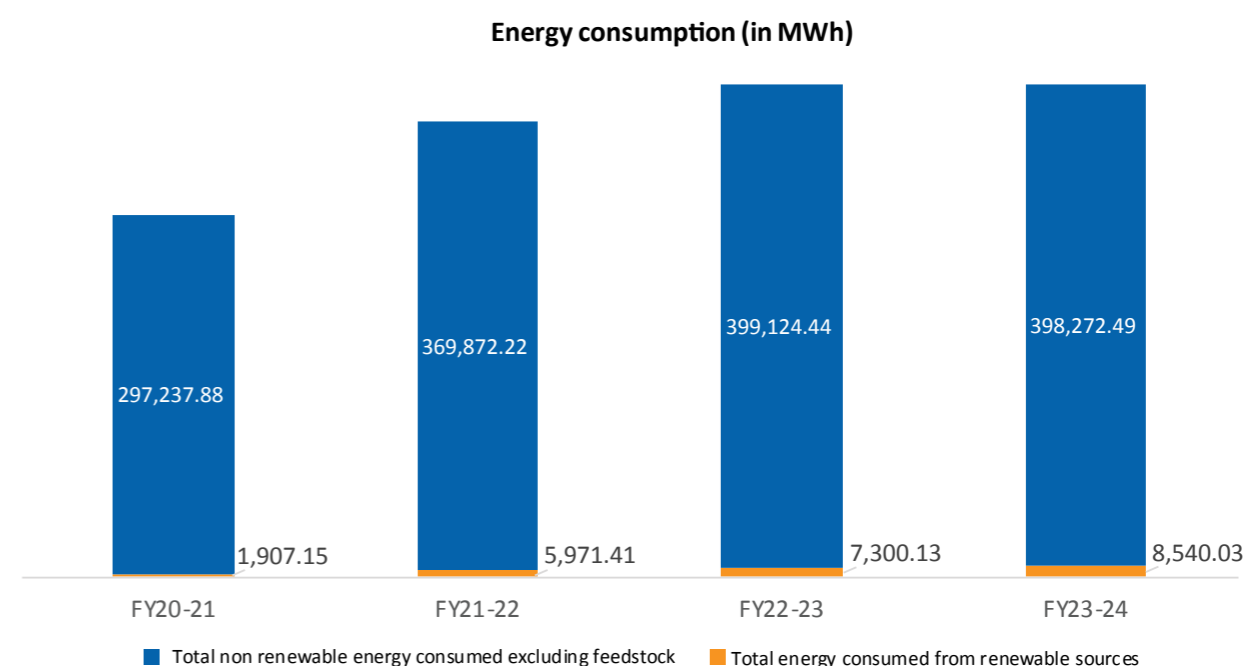
Energy management

PI has set up a robust process to continuously measure energy performance and is ISO 50001: 2018 certified. Working towards effective energy management, we have implemented strategies and practices to continually reduce energy consumption, improve energy efficiency, and optimize energy use to achieve cost savings and our sustainability goals.

We have made significant strides in increasing our renewable energy usage thus improving our overall energy efficiency. Continuous monitoring of fuel consumption has also led to implementation of fuel switching initiative at our plants in the Jambusar location. In December 2023, we began using LNG as a cleaner fuel and reduced emissions at Jambusar by replacing fossil fuels FO/LDO. Under the Gujarat Renewable Energy Policy of October 2023, there is

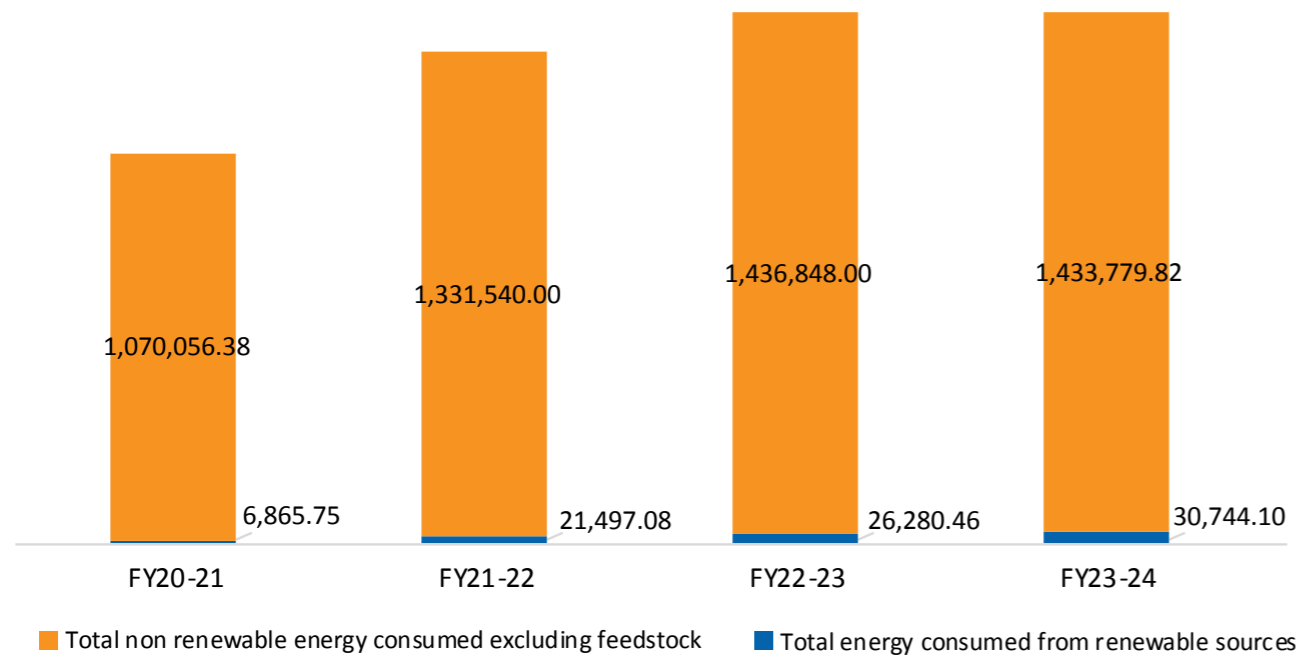
no capacity restriction with respect to consumer's contracted demand with DISCOMs. As a result, we have ramped up purchase of hybrid power by increasing contracted load for consumption. We set up rooftop solar plants starting with Jambusar in June 2022 and later in our Udaipur premises from October 2022.

We are committed to further enhancing the proportion of renewable energy in our total electricity consumption moving forward. Despite encountering challenges in executing large-scale power purchase agreements (PPA) attributable to continued litigation in Special Economic Zone (SEZ) where our operations are situated in Jambusar along with state level policy changes our rooftop solar projects remain on course. Although the uptake of renewable energy in our overall electricity consumption has been slower than anticipated, we remain proactive in exploring avenues to overcome these hurdles and further advance our sustainability objectives. In FY23-24, share of renewable energy as a share of total electricity consumption has remained at 5.35 percent against a target of 7.2 percent.



*The above graph presents energy consumption from non-renewable sources excluding feedstocks depicted in MWh

Energy consumption (in Gj)



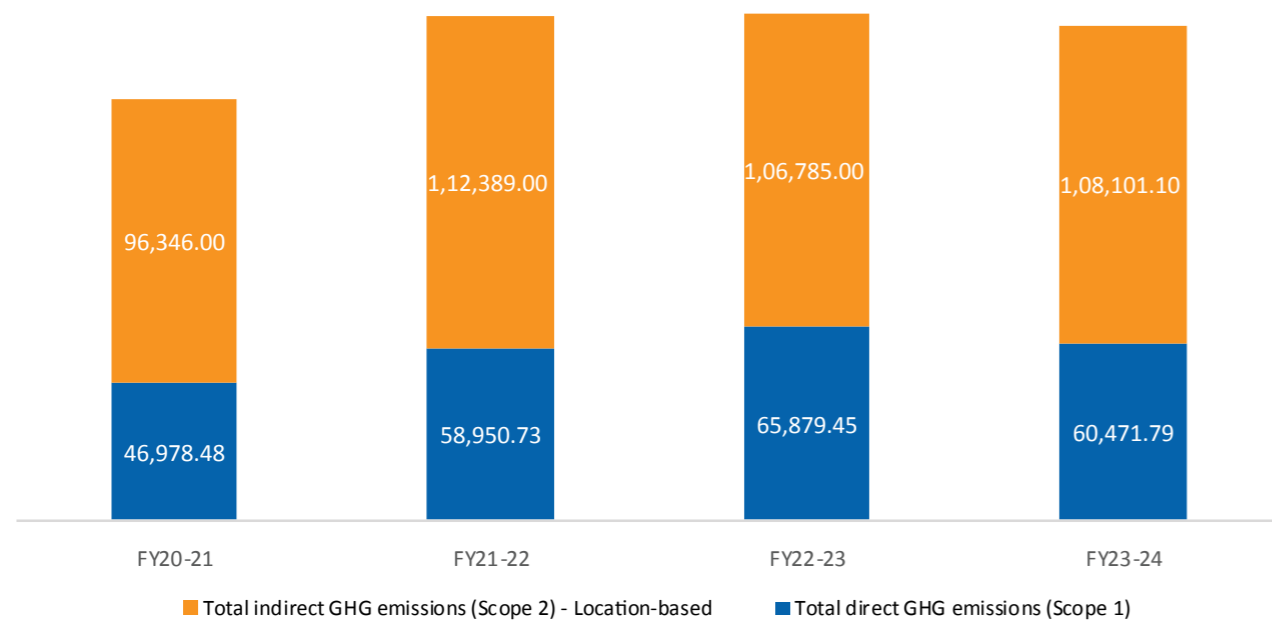
*The above graph presents energy consumption from non-renewable sources excluding feedstocks depicted in Gigajoules

Emissions measurement and control

To enhance sustainability and transparency, we've adopted CO2e calculations for Scope 1 and Scope 2 emissions starting FY23-24, restating values from FY20-21 and FY21-22 for comparability. We've recalculated GHG emissions based on actual fuel consumption for FY20-21 and FY21-22, while data from FY22-23 onwards includes emissions from non-production activities.

Process efficiencies implemented have helped us reduce emissions between FY2021-22 and FY2022-23. We have also gradually increased our purchase of hybrid power and have executed phase I of our rooftop solar initiative to increase the share of renewable energy in our overall electricity consumption. However, the gradual rate of increase of the share of renewable energy in our total electricity consumption has not

GHG emissions in MT CO2e

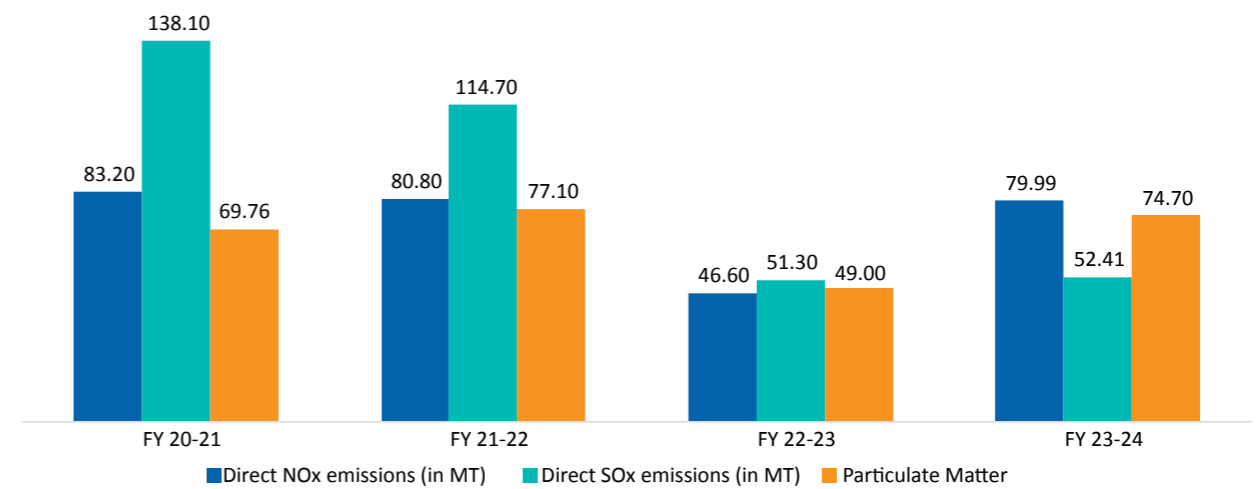


been able to keep pace with increasing electricity consumption. Regulatory permissions on account of policy issues have hampered our plans to increase renewable energy consumption at the manufacturing sites. As a result, in the reporting year, we registered a 2% reduction in absolute emissions from FY2022-23. Against the target of 1,93,403 tons in absolute

CO2e emissions, we achieved 1,68,572.89 MT CO2e in FY23-24.

We place the utmost importance on air quality and the health of our employees and workers and actively monitor NOx and SOx emission levels.

Air emissions



Water management

PI updated its water management policy in August 2023 to measure, monitor and effectively manage water-related challenges and to protect our business from significant and unforeseen costs caused by quantity and quality issues. As a Responsible Care © organization, we are committed to reducing freshwater consumption in our business operations.

The location of PI's manufacturing sites i.e. Bharuch district, in the state of Gujarat, has been categorized as 'Safe' whereas our R&D site in Udaipur district, in the state of Rajasthan, has been categorized as 'Critical' by India's Central Groundwater Board Assessment of 2022. Cognizant of the impact on local communities, we have been optimizing freshwater usage by implementing a comprehensive approach to water management incorporating principles of both conservation and circular economy.

Reuse of aqueous layer from process into scrubber; reuse of aqueous layer from one process stage for

neutralization in another stage; implementation of RO systems, recycling of RO permeate and treated sewage, reduction in water washing in manufacturing process and replacement of DM water with raw water in manufacturing has helped us reduce our freshwater consumption over the years. In FY23-24, against a target of 845 ML, PI has recorded total freshwater withdrawal of 882 ML.

As a best practice, we have also instituted rainwater harvesting in some of our facilities to help conserve water. Demonstrating responsible discharge of wastewater, PI does not discharge wastewater effluents to source. 46 percent of the total wastewater generated is sent to third parties without any treatment. 54 percent of the wastewater generated is provided tertiary treatment at PI's facilities before it is sent to third parties. The resultant net freshwater consumption stands at 585.11 ML in FY23-24.

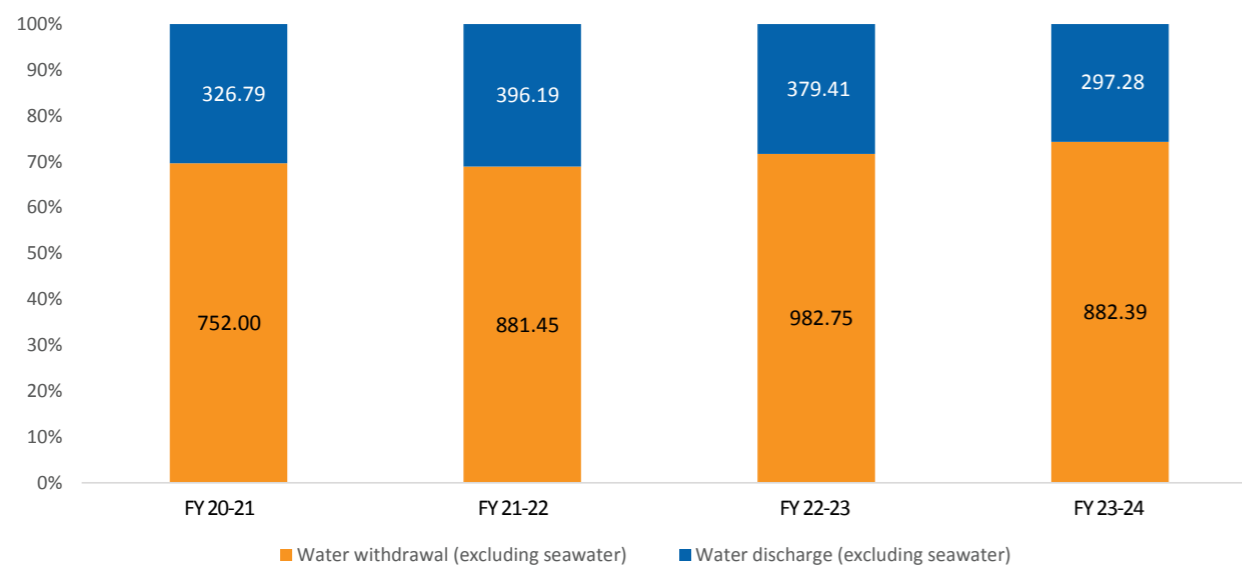


Solid waste is carefully segregated into hazardous and non-hazardous waste for further disposal. To reduce hazardous waste sent to landfill, we have instituted partnerships with cement and fertilizer companies for co-processing of waste. With regards to downstream waste generated from end of life of sold products, PI also collects plastic packaging for safe disposal. This is

also aligned with the Extended Producer Responsibility applicable under the Plastic Waste Management Rules, 2016.

Treatment, storage, and disposal facility along with MoUs for co-processing with cement and fertilizer industries has helped decrease quantity of hazardous waste generated since the beginning of Q4 FY24.

Net freshwater consumption (in ML)



Net freshwater consumption:	FY20-21	FY21-22	FY22-23	FY23-24
	752.00	881.45	927.11	585.11

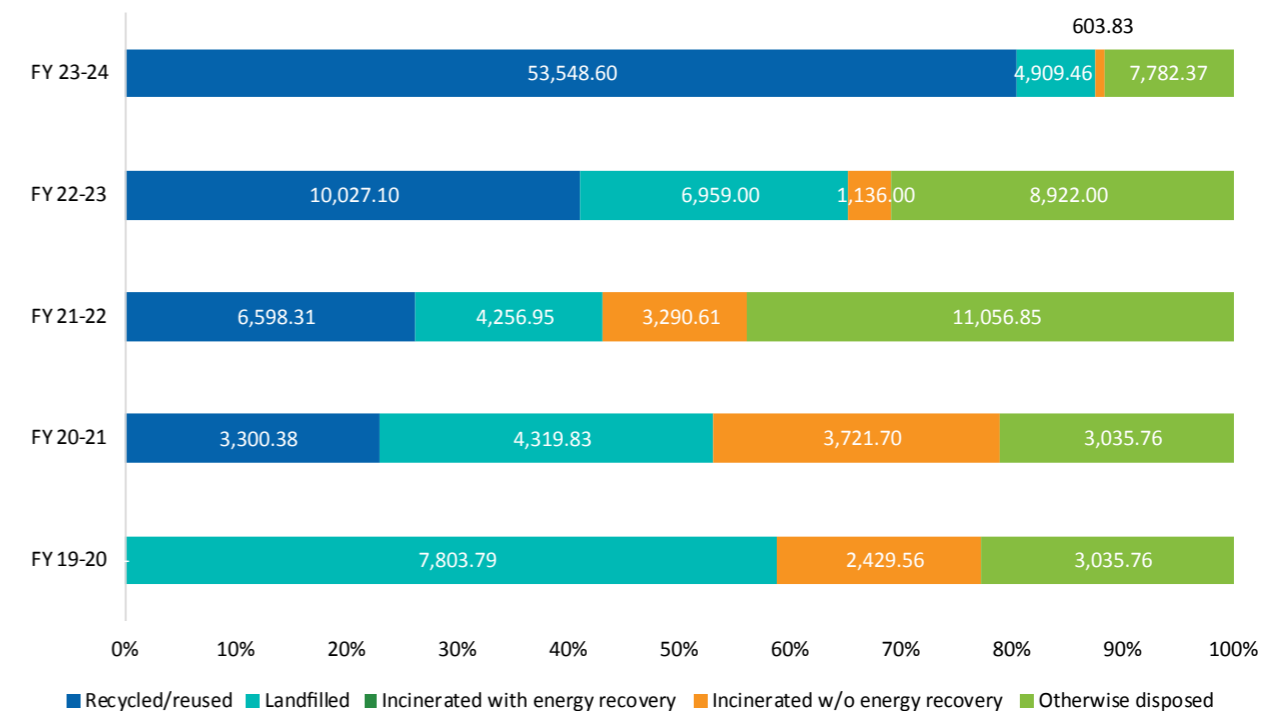
Note: We have recalculated net water consumption for FY23-24 to align with the guidelines given under the SEBI-prescribed Business Responsibility and Sustainable Reporting (BRSR) format.

Waste management

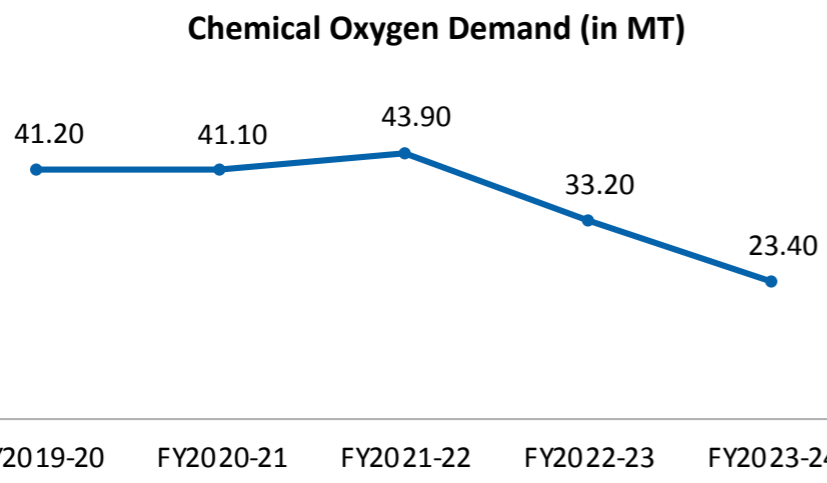
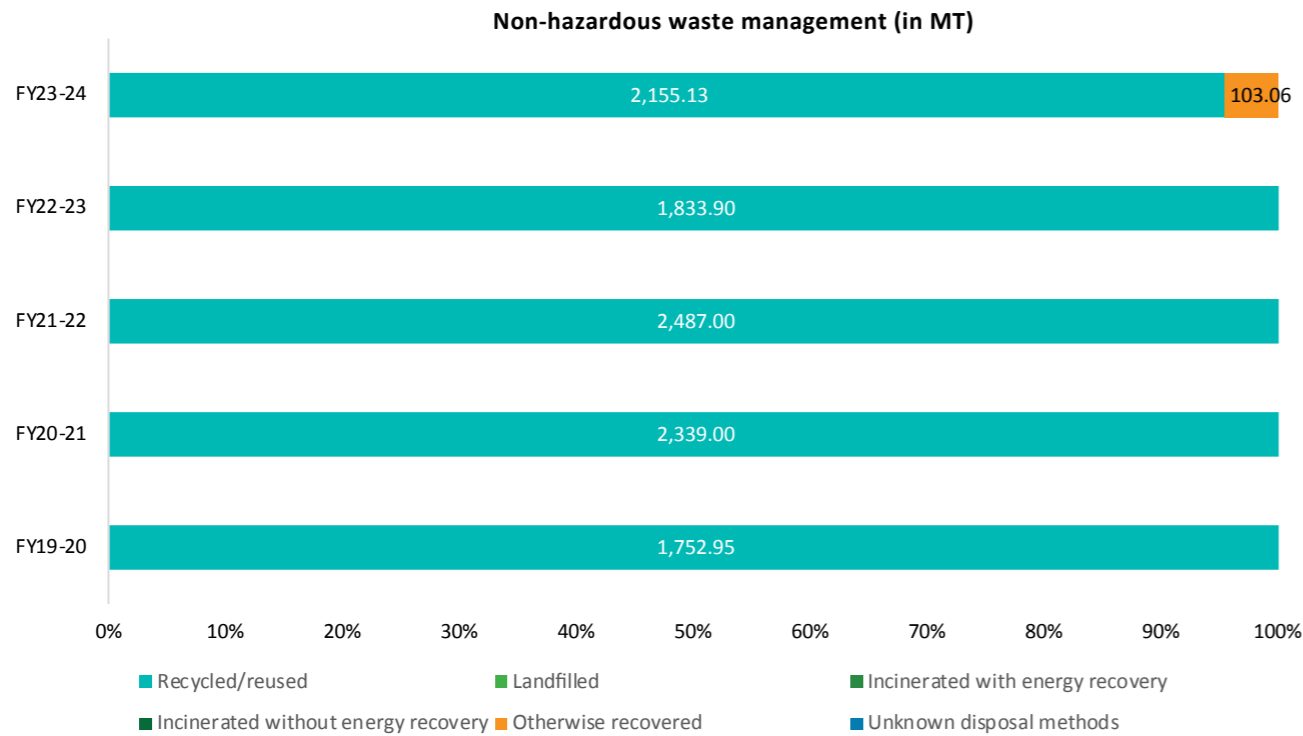
Located in a Special Economic Zone (SEZ) and a State Industrial Development Corporation-regulated industrial park, PI's manufacturing facilities are regulated under the Solid Waste Management Rules, 2016 put forth by the Central Pollution Control

Board, Government of India. All liquid waste is sent to the Central Treatment Plant before discharge. Chemical Oxygen Demand (COD) levels are tracked and monitored to ensure that wastewater is safe for discharge. Further, as a result of process innovations, Udaipur R&D site and the formulation facility are Zero Liquid Discharge Units.

Hazardous waste management (in MT)



Processing of waste at the Central Treatment Plant has ensured that COD levels have consistently decreased over the past 3 years achieving more than the targeted 10% reduction from previous year.

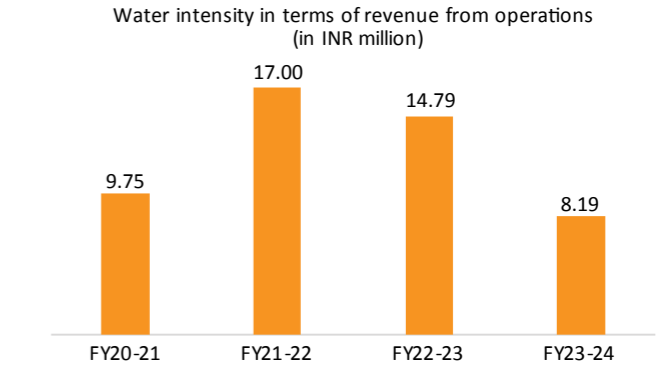
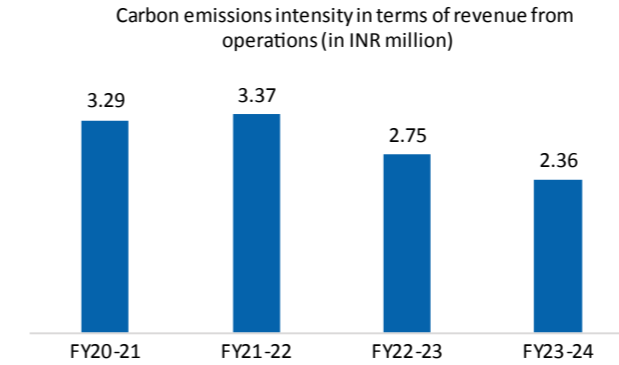


Minimizing impact of climate change

Our TCFD report underscores our proactive approach to climate change mitigation, detailing governance measures and a comprehensive climate-related strategy forged through meticulous risk analysis. Our strategy encompasses key initiatives aimed at reducing our carbon footprint, minimizing freshwater consumption, curbing hazardous waste, and fostering a shared vision among our value chain partners.

While this journey has presented challenges, we are steadfast in our commitment to combatting climate change. The successful implementation of our climate-related strategy hinges not only on our

dedication but also on collaboration and cooperation with stakeholders and strategic partners across our value chain. Continuing our efforts to reduce carbon emissions intensity, we have marked a reducing trend in our carbon emissions measured per million rupees of our revenues from operations. Our continued commitment towards water stewardship has resulted in not only managing the resource use but also has enhanced our operational efficiency. The same is being reflected in our freshwater intensity measured against revenue from operations, which shows a declining trend.



After 3 years of no incidents, in Aug 2023, we registered an incident occurred related to bromine leakage from one of the storage tanks at our manufacturing site located at Jambusar, in the state of Gujarat. The Company's robust safety protocols and quick response mechanism were immediately activated, ensuring that the situation was brought under control within a short period. The leak was swiftly contained to ensure the safety and well-being of all individuals in the vicinity, and appropriate local authorities and regulatory bodies were promptly informed as part of our commitment to safety, sustainability and governance.

The safety of our employees, the local community and the environment always remain our top priorities. We are grateful for our emergency response team's dedication and quick response who effectively manage the situation and prevented any adverse impacts. Some of the personnel sent for medical checkup as an

We have recalculated water intensity for FY23-24 in terms of total physical output to align with the guidelines given under the SEBI-prescribed Business Responsibility and Sustainable Reporting (BRSR) format.

abundant precaution were found fit and discharged. There has been no loss of life. Our human capital and sustainability teams are working closely to ensure fostering of a safe work environment and a culture of 'safety-first' at all levels of the organization. We continue to conduct regular hazard assessments to identify potential risks and have doubled down on providing training of safety procedures and best practices including proper use of equipment, handling hazardous material and emergency response procedures to all employees and workers. To further minimize our impact on climate change, we continue our efforts of developing a green belt in the vicinity of our manufacturing plants.

	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24
Number of violations of legal obligations	1	0	0	0	1
Amount paid in fines/penalties related to the above (in INR)	10,000,000	0	0	0	50,00,000
Environmental liability accrued at year end (in INR)	0	0	0	0	50,00,000

So far, our organization has thrived on the coming together of diverse individuals leveraging their unique strengths, resources, and perspectives to tackle complex challenges. As a results of our efforts so far, PI received the 'Golden Peacock Award' for Environment Management with focus on themes such as climate change and management of environmental risks for our PN01 facility for FY24. We pledge to continue collaborating to drive impactful change, especially in areas like sustainability, social justice, and economic development.

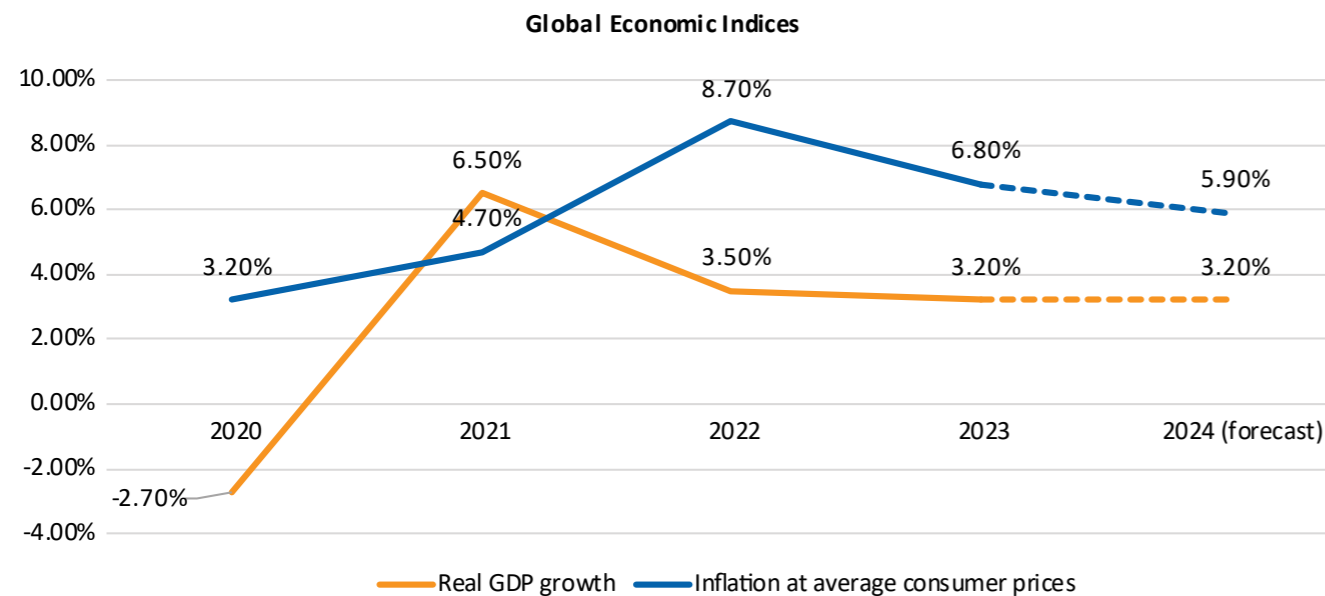
Management Discussion & Analysis

Economic Overview:

a. Global Economy

The global economy experienced a boost in the latter half of 2023, growing at 3.2 percent. The latest projections indicate a stable growth rate of 3.2 percent for 2024¹. Notably, inflation rates have been declining faster than anticipated across regions such as Europe² and the United States³, attributed to the resolution of supply-side issues and the implementation of

restrictive monetary policies. Projections suggest that global headline inflation will decrease from an estimated 6.8 percent in 2023 to 5.9 percent in 2024⁴. This combination of steady economic growth and decreasing inflation rates has diminished the likelihood of a hard landing following recent tumultuous years.



As we reflect on the past year, the ongoing conflict between Russia and Ukraine, now entering its third year, remains a pressing concern. Similarly, heightened violence in the Middle East, particularly in Gaza, has captured global attention. These conflicts have resulted in an unprecedented humanitarian crisis. This underscores an urgent need for peaceful resolutions that prioritize lasting harmony and geopolitical stability. It's crucial to recognize that such conflicts not only inflict immediate humanitarian harm but also pose significant risks to the global economy, emphasizing the importance of concerted efforts towards peacebuilding and conflict.

Global supply chains are facing a significant challenge due to escalating hostile activities in the Gulf of Aden, which serves as a crucial shipping bottleneck for freight movement between Europe and Asia. According to the IMF, there has been a notable decrease of nearly 28 percent in container ship traffic, as vessels opt for the longer route via the Cape of Good Hope, which saw a 67 percent increase⁵, caused by targeting of commercial ships by hostile actors in the region. Consequently, this situation has resulted in a dual impact on shipping costs, namely increased fuel expenses and higher insurance premiums. These cost escalations are reflected in the rising import prices across various sectors, including agrochemicals. Moreover, prolonged shipping durations are leading to reduced availability of intermediate inputs and consumer goods. While the future trajectory of shipping costs remains uncertain, it is plausible that they will remain elevated for several quarters.

¹ IMF World Economic Outlook April 2024
² IMF EU Economic Outlook October 2023
³ Federal Reserve New Event – Jerome Powell's Speech
⁴ IMF World Economic Outlook April 2024
⁵ IMF Press Briefing

Policymakers' near-term challenge is to successfully manage the final descent of inflation to target, calibrating monetary policy in response to underlying inflation dynamics and—where wage and price pressures are clearly dissipating—adjusting to a less restrictive stance. Targeted and carefully sequenced structural reforms would reinforce productivity growth and debt sustainability and accelerate convergence toward higher income levels. More efficient multilateral coordination is needed for, among other things, debt resolution, to avoid debt distress and create space for necessary investments, as well as to mitigate the effects of climate change.

World Economic Forum (WEF) listed ten most critical risk factors for the next decade⁶, of which environmental risks comprised top four. Against this backdrop, COP 28 held in Dubai this year was particularly momentous as it marked the conclusion of the first 'global stocktake' of the world's efforts to address climate change under the Paris Agreement. Having shown that progress was too slow across all areas of climate action – from reducing greenhouse gas emissions, to strengthening resilience to a changing climate, to getting the financial and technological support to vulnerable nations – countries responded with a decision on how to accelerate action across all areas by 2030.

We are also cognizant of downside risks to global growth and that at least 64 countries—representing 49% of the combined global population—will head to the polls this year, which will add to political uncertainties. WEF ranked AI-induced Misinformation and Disinformation, especially rampant during elections, as the most critical risk over the next two years while Cyber Insecurity was ranked as the fourth. Although, the near-term risks posed by technology are profound, longer-term prospects of Artificial Intelligence (AI) do hold promise to lift productivity and improve growth prospects.

a. Indian Economy

While global growth is slowing at a divergent pace across economies and inflation continues to ebb though it remains above target with underlying inflationary pressures staying relatively stubborn, domestic economic activity is exhibiting resilience. The

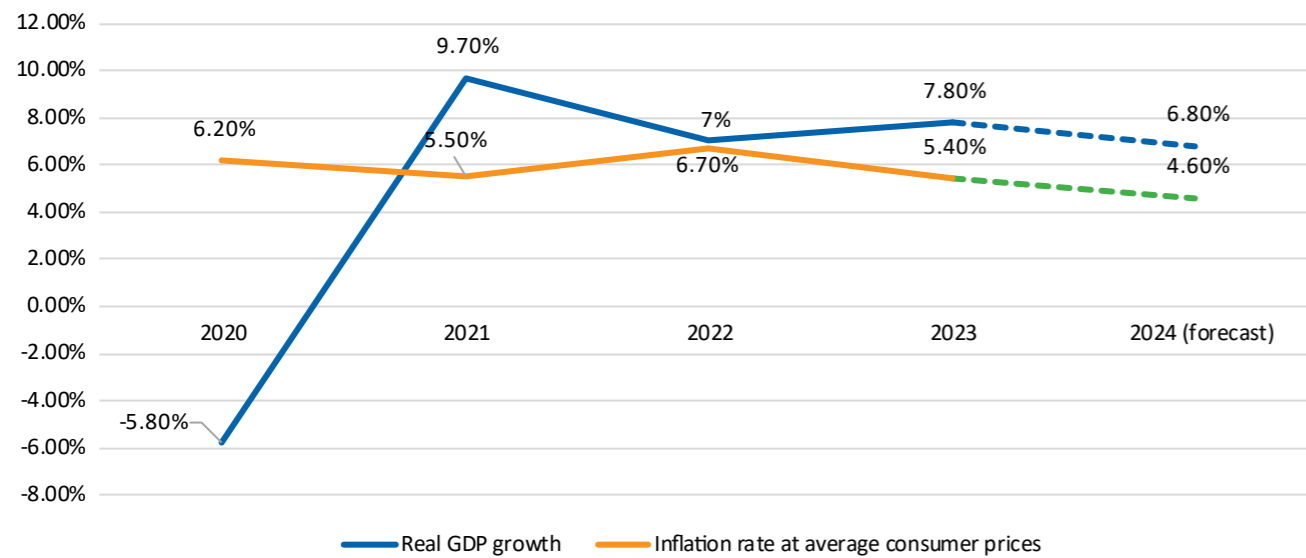
⁶ WEF Global Risks Report 2024
⁷ Government of India – Press Release
⁸ Government of India – GDP Press Release

growth in real GDP during 2023-24 is estimated at a robust 7.6 per cent as compared to 7 per cent in 2022-23⁷, with Q3 showing a robust 8.4 percent growth⁸ exceeding expectations by approximately 200 basis points. All the economic sectors have fared well by witnessing more than 6 percent, except for Agriculture and Allied sector, for which the estimated growth is 1.8 percent.

The resilience of India's growth has been underpinned by the robust domestic demand, strengthening infrastructural spend with a simultaneous focus on developing niche and complex manufacturing. Government has focused on sectors that can capitalize on India's competitive advantage in resources and skills, tap into local-market opportunities, and help the country climb higher on the manufacturing value chain globally. The Production Linked Incentive (PLI) scheme, tax incentives, the ease of effecting business reforms, the national infrastructure program, and the national logistics plan were announced with the intent to boost manufacturing, improve logistics to reduce costs and save resources, and gain from positive externalities. The central government fiscal deficit projected to continue to decline from 6.4 percent to 5.9 percent of GDP. Public debt is expected to stabilize at 83 percent of GDP. On the external front, the current account deficit is expected to narrow to 1.4 percent of GDP, and it will be adequately financed by foreign investment flows and supported by large foreign reserves.



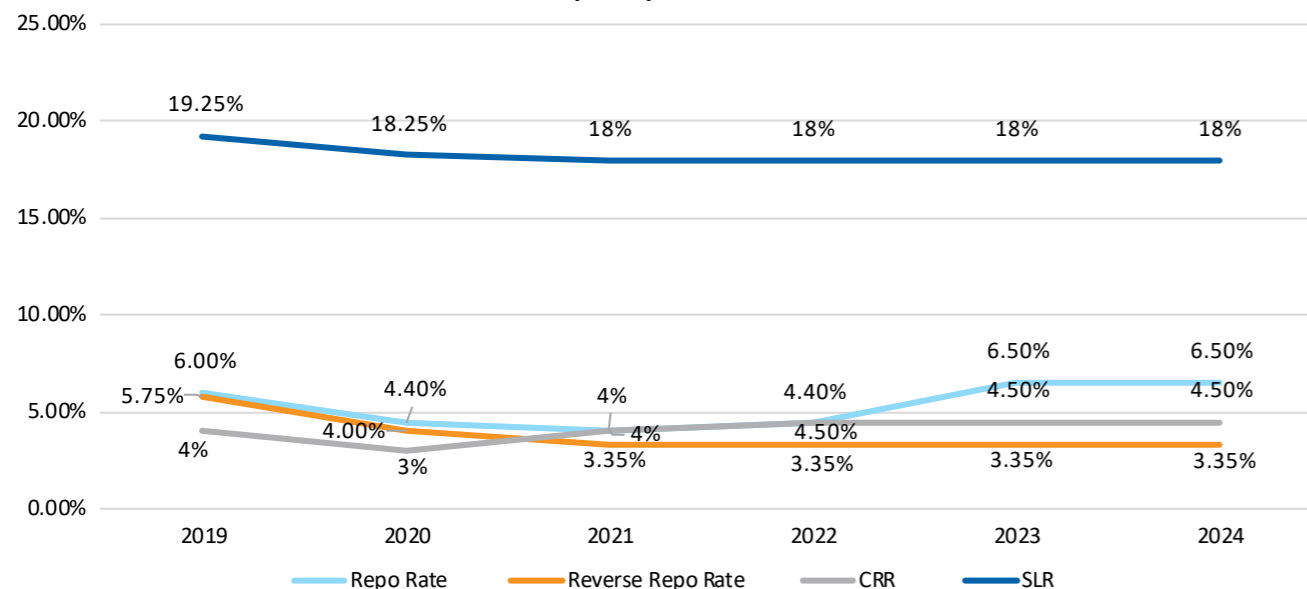
Indian Economic Indices



Based on an assessment of the current and evolving macroeconomic situation, the Monetary Policy Committee (MPC) kept the policy repo rate under the liquidity adjustment facility (LAF) unchanged at 6.50 per cent. The standing deposit facility (SDF) rate remains unchanged at 6.25 per cent and the marginal standing facility (MSF) rate and the Bank Rate at 6.75 per cent.¹⁰ These decisions are in consonance with the objective of achieving the medium-term target for consumer price index (CPI) inflation of 4 per cent within a band of +/- 2 per cent, while supporting growth. The MPC

observed that recurring food price shocks are impeding the ongoing disinflation process. Core disinflation has been steady, indicative of the impact of past monetary policy actions. Headline inflation, however, remains volatile, with possible implications for the anchoring of expectations. Domestic food inflation unpredictability, and volatility in crude oil prices and financial markets in an uncertain international environment pose risks to the inflation outlook. The path of disinflation needs to be sustained.

Monetary Policy Rates 2019-2024



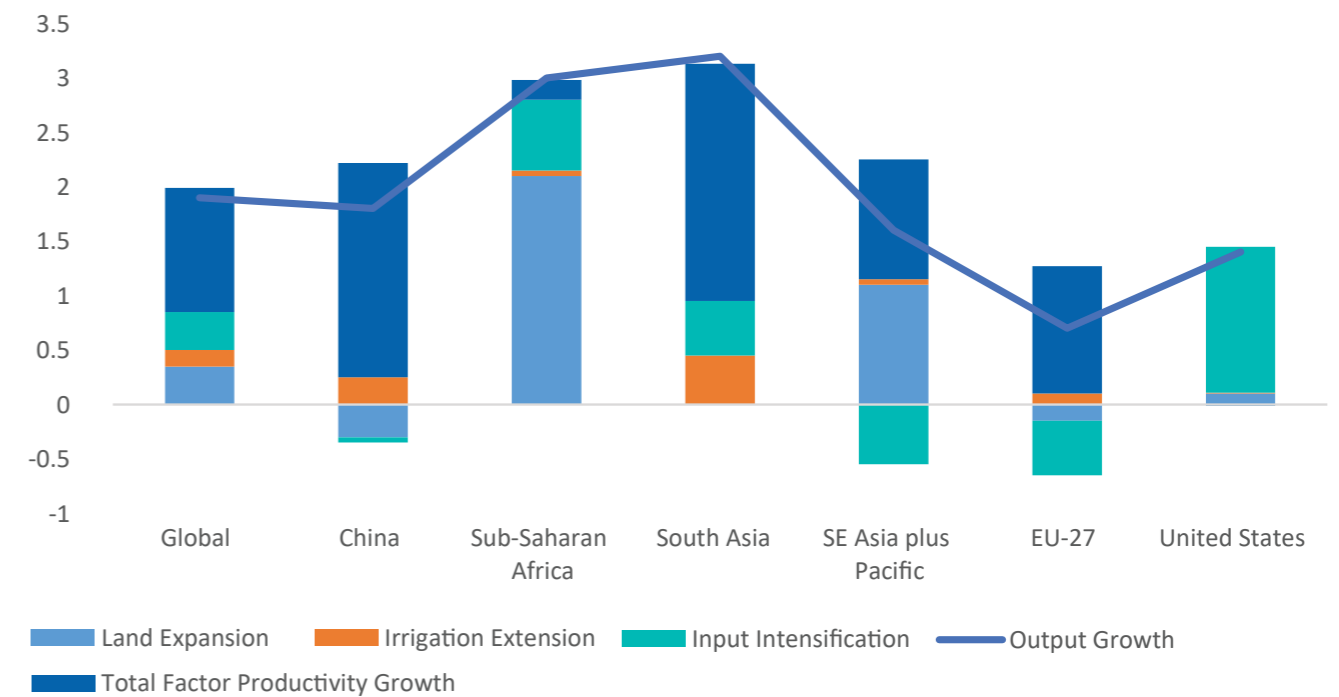
Government policy and initiatives also fostered innovation by building the required infrastructure and ensuring security and responsiveness. variations in the subsidy-to-capex ratio (with more going toward IT hardware, medical devices, and telecommunications) show government's intent to focus on "hi-tech" products that fall toward the higher end of global value chains.

Continued strengthening of manufacturing activity, buoyancy in construction, and gradual recovery in the rural sector are expected to brighten the prospects of household consumption. Healthy balance sheets of banks and corporates, supply chain normalization, improving business optimism, and rise in public and private capex should bolster investment going forward. With improvement in exports, the drag from external demand is expected to moderate. Headwinds from the geopolitical turmoil, volatility in international financial markets and geoeconomic fragmentation pose risks to the outlook.

Industry Overview

a. Global Agricultural Sector

In 2022, the United Nations estimated that the global population could reach 9.7 billion by 2050 (United Nations, 2022). Although this estimate is slightly lower than earlier projections, we conclude that the assumption of needing to double agricultural production from 2010 to 2050 is still valid, especially because this assumption does not explicitly account for any negative impacts of climate change—which will continue to have important impacts on agricultural production and outputs.



USDA Economic Research Service 2023

Global growth in the production of agricultural products continues to exceed population growth, as it has every year since 1994 (except for 2009). Average annual global population growth during 2011–2021 was 1.11 percent. During the same period, the annual output of agricultural products grew by 1.94 percent annually. However, global demand for agricultural outputs is still not being met as a result of system failures such as distribution inefficiencies, food loss and waste, and socioeconomic inequalities. As a result, undernourishment continues to be an acute problem, with more than 735 million people still facing chronic hunger globally.⁹ In 2022, the FAO estimated

that the prevalence of undernourishment jumped to 9.2 percent of the global population.

The global agricultural industry is expected to grow at a CAGR of 8.2 percent to a \$14,356 billion sector in 2024. Agricultural development is one of the most powerful tools to end extreme poverty, boost shared prosperity, and feed a projected 10 billion people by 2050. Growth in the agriculture sector is two to four times more effective in raising incomes among the poorest compared to other sectors.¹⁰ However, the sector faces multiple challenges, disruptions to extreme weather, pests, and conflicts – are impacting

⁹ Food and Agricultural Organization - Hunger

¹⁰ World Bank – Agricultural Development

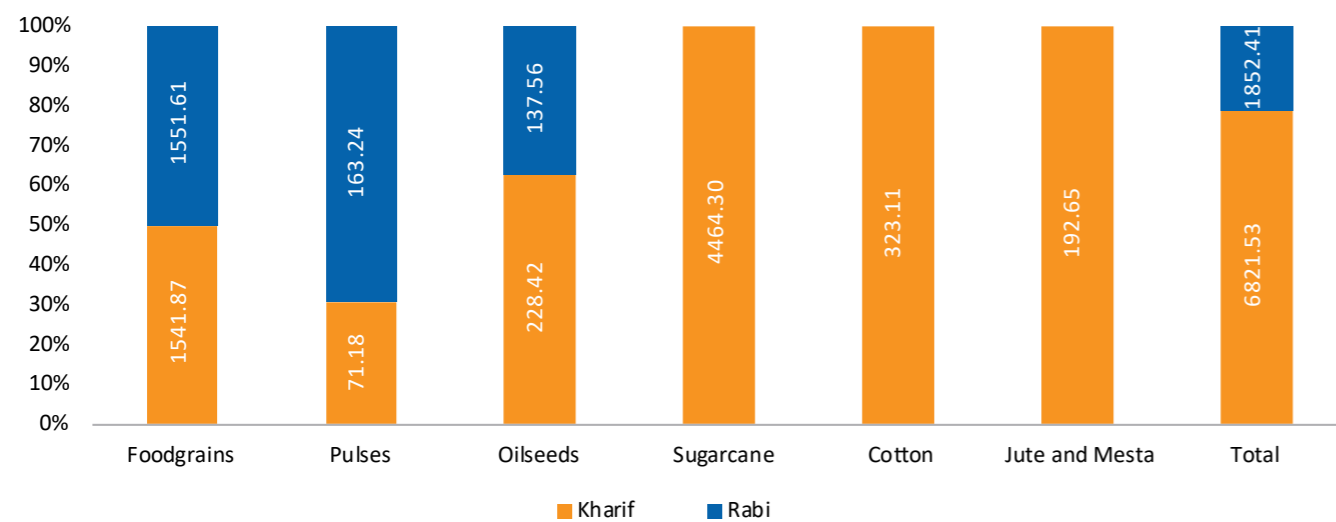
food systems. The growing impact of climate change could further cut crop yields, especially in the world's most food-insecure regions. A booming agricultural sector supported globally by favourable legislation, innovation driven research, sustainable agricultural practices, adoption of farm management software, AI integration, water management solutions, etc. could see the sector grow at a CAGR of 7.7 percent till 2028¹¹.

b. Agriculture Sector in India

India's agriculture industry is on the cusp of a major technological transformation, which is a pivotal

moment after decades of growth. The sector has been witnessing robust growth with an average annual growth rate of 4.6 per cent over the last six years. Emerging developments include accurate crop forecasting, sensor technology, robotics, etc., which heralds a paradigm shift in how agriculture is used and managed. India has the largest area planted for wheat, rice, and cotton, and is the largest producer of milk, pulses, and spices in the world. It is the second-largest producer of fruit, vegetables, tea, farmed fish, sugarcane, wheat, rice, cotton, and sugar. The year saw a drop in the amount of foodgrain production to 3093.49 lakh tonnes from last year.

Agricultural Production in India 2023-24 (lakh tonnes)¹²



Several emerging trends are set to reshape the practices and management of agriculture in India in the coming year of 2024. Technology adoption is escalating, with precision farming, drones, and IoT devices gaining prominence for improved crop monitoring, management, and resource utilization. The aim is to increase yields, save costs and improve business processes to make agriculture more efficient while increasing income. In this context, AgriTech emerges as a catalyst, bringing transformative and sustainable shifts in farming practices. The primary objective is not only to enhance the quality and quantity of crops, optimize livestock management but also to strive towards achieving a sustainable future.

The agricultural sector in India encountered challenges during FY 2023-24, resulting in a year-on-year decline

in foodgrain production. The primary cause of this decline is attributed to the erratic monsoon season experienced nationwide, owing to the El Niño weather phenomenon. Farmer livelihoods were impacted by uncertainties in food prices, along with an increase in headline inflation in November-December. Monitoring was necessary for Kharif harvest arrivals, as well as progress in rabi sowing. However, adequate buffer stocks for cereals and a significant moderation in international food prices, coupled with proactive supply-side interventions by the Government, helped mitigate these food price pressures.

In India, a growing emphasis on sustainable and organic farming practices demonstrates a dedication to environmental conservation. This change aims to reduce agriculture's environmental effect, fostering

a more climate-conscious and sustainable approach within the farming sector. One of the most prominent trends in sustainable farming is the use of regenerative agriculture practices. This strategy emphasizes the significance of soil health and advocates the adoption of soil organic matter-building practices.

The active implementation of diverse government schemes and initiatives, with a specific focus on elevating farmers' income, improving irrigation facilities, and enhancing overall agricultural productivity, stands out as a pivotal pathway for fostering the growth of agriculture.

Moreover, regarding market linkages, it is evident that technology platforms consistently act as facilitators, strengthening the connections between farmers and markets. This leads to an improved system that guarantees better prices for agricultural produce, consequently contributing to the overall economic prosperity of farmers.

In 2024, developments in Indian agriculture will lead to a paradigm shift toward a more technologically advanced, sustainable, and resilient sector. This transformation not only tackles current difficulties, but also creates the groundwork for a future-ready agricultural sector capable of meeting the increasing demands of a growing population while encouraging environmental care.

Agrochemicals Business

a. Global Scenario

The global agrochemical market size is estimated to grow from US \$243.55 billion in 2023 to US \$296.32 billion by 2028, at a CAGR of 4 percent.¹³ It is estimated that annual crop losses could double without the use of crop protection products. Food crops must compete with 30,000 species of weeds, 3,000 species of nematodes and 10,000 species of plant-eating insects. Agrochemicals are the last and one of the key inputs in agriculture for crop protection and better yield. Approximately 25 percent of the world crop output is lost every year due to diseases and attacks by pests & weeds. Hence, agrochemicals play a vital role in enhancing crop yield and production.

¹³ Market Research – Global Agrochemical Market

¹⁴ Market Research - Crop Chemicals Market

¹⁵ Market Research – Insecticide Market

¹⁶ Market Research – Herbicide Market

The demand for agrochemicals is growing due to demand for food supply in order to meet the needs of a growing world population from 8 billion to 9.8 billion in 2050 and 11.2 billion in 2100. Growing food demand, increasing adoption of precision farming methods, shrinking arable land due to increasing population, and rapid urbanization & industrialization across the globe are some also among the key factors driving the market.

The Global crop protection industry was valued at USD 68.3 Billion in 2023 and is expected to reach USD 98.5 Billion by 2032, at a CAGR of 4.3 percent during the forecast period 2023 – 2032¹⁴. Key trends driving the crop protection chemicals market include the rising need for increased agricultural productivity to meet growing food demand, particularly in densely populated countries like India and China. Recent trends in the crop protection chemicals market include a growing emphasis on sustainable and eco-friendly formulations, driven by increased environmental awareness. Integrated pest management (IPM) practices, combining biological control and precision agriculture technologies, are gaining traction.

The average global consumption of chemical insecticides is 918.7 g per hectare of agricultural land. It has been increasing over the years owing to factors like the intensification of agriculture, increasing pest populations, and the need for higher yield and crop productivity to ensure global food security. According to the data provided by the Food and Agriculture Organization, 40 percent of global crop production is lost to pests annually, resulting in an average economic loss of around USD 70.0 billion. The Insecticide Market size is estimated at 36.70 billion USD in 2024 and is expected to reach 45.56 billion USD by 2029, growing at a CAGR of 4.42 percent¹⁵. Insecticide use is increasing through different application modes to protect crops from insect pests. Soil treatment in the insecticide market is expected to record a 4.3 percent CAGR between 2023 and 2029.

The global herbicides Market Size is valued at 41.25 billion in 2023 and is predicted to reach 71.15 billion by the year 2031 at an 7.22 percent CAGR during the forecast period for 2024-2031¹⁶. The recent trends

in herbicides within the crop protection chemicals market include a growing focus on sustainable and eco-friendly formulations. There is an increased emphasis on developing herbicides with reduced environmental impact and improved safety profiles. Integrated Weed Management (IWM) approaches, incorporating diverse strategies like biological controls and precision agriculture, are gaining traction.

There is a notable shift towards the development of biopesticides and biocontrol's as alternatives to conventional chemical pesticides. The global Biopesticides Market is anticipated to be worth \$6.7 billion in 2023 and \$13.9 billion by the end of 2028, with a CAGR of 15.9 percent.¹⁷

Integrated pest management strategies, incorporating precision agriculture technologies, are gaining traction. Automated and sensor-based systems optimize foliar spray application, minimizing chemical use and environmental impact. Additionally, the rising demand for bio-based and biodegradable alternatives is influencing innovation. Smart formulations, such as microencapsulation and nano-formulations, are improving targeted delivery. Regulatory focus on sustainable and safer chemical solutions is steering research and development efforts. These trends reflect a shift towards more environmentally friendly and efficient crop protection solutions in response to evolving agricultural and societal needs.

b. Indian Agrochemicals Industry

The India Agrochemicals Market size is estimated at USD 8.22 billion in 2024, and is expected to reach USD 13.08 billion by 2029, growing at a CAGR of 4 percent matching the global average¹⁸. According to the Federation of Indian Chambers of Commerce and Industry, the Indian government recognizes the agrochemical industry as one of its top 12 industries to achieve global leadership, growing at 8-10 percent through 2025.

According to World Bank, India's population was 1.39 billion in 2021. About 50 percent of the Indian population is still dependent on agriculture for their livelihood. The increasing population creates a huge demand for food products to feed the population. According to the India Council of Agriculture Research



(ICAR) scientists, nearly 30-35 percent of annual crop yield in India gets wasted because of pests. The per hectare consumption of pesticides in India is amongst the lowest in the world and stands at 0.6 kg/ha against 5–7 kg/ha in the UK and 13 kg/ha in China, signifying the scope of growth. The long-term growth of the sector lies in the ability of the country to be self-sustaining in agricultural production to feed its population which is achieved by increasing the yield per hectare. One key driver of the sector's growth lies in the backward integration of production processes. Domestic companies have been investing in the production of off-patent molecules.

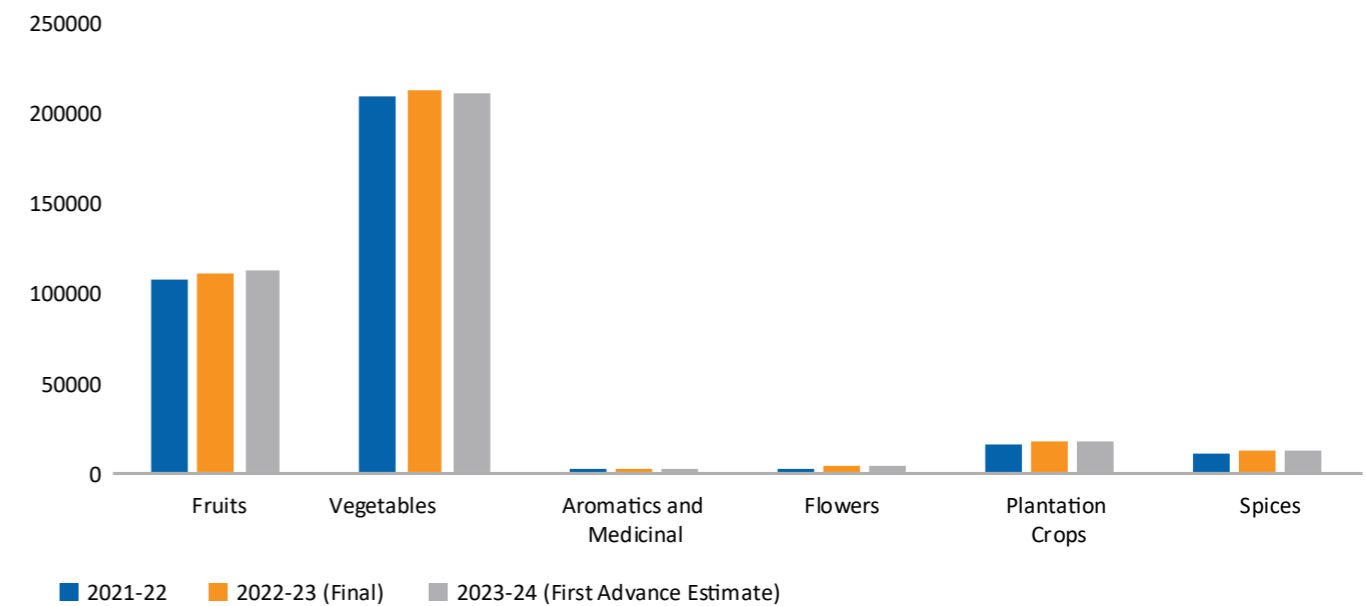
The sector had to tackle a whole range of challenges such as the impending El Nino threat, lower water levels in the South, lack of mega production facilities like those in China, regulating the import of agrochemical formulations, exclusion of the sector from the government's PLI scheme. More specifically, Chinese dumping of chemicals owing to slower domestic demand and rising stockpiles, a dry kharif season and a lower domestic demand had to be overcome.

With lower financial pressures, there's potential for increased investment in essential agricultural inputs and technologies, leading to enhanced productivity and efficiency. Overall, the combination of government support, manageable seasonal challenges, and improving market conditions points to a positive outlook for the agriculture and fertilizer industry. Timely subsidy payments by the government, particularly for CPC and urea players, are expected to provide further impetus.

India is currently producing about 320.48 million tons of horticulture produce which has surpassed the food grain production, that too from one fifth the land coverage. Indian horticulture sector contributes about 33 percent to the agriculture Gross Value Added (GVA¹⁹) making very significant contribution to the Indian economy providing alternate rural employment

opportunities, diversification in farm activities, and enhanced income to farmers. India has emerged as world leader in the production of a variety of fruits like mango, banana, guava, papaya, sapota, pomegranate, Lime & aonla and is the second largest producer of fruits and vegetables.

India Horticulture Production 23-24 ('000 MT)



Financial Review

During FY 2023-24, PI's revenue grew by 18 percent to ₹ 76,658 million as compared to ₹ 64,920 million in the previous year. Your Company saw strong growth in export of 25 percent in FY 2023-24, contributing to the volume growth of existing products and commercialization of new products. Domestic revenues were down by 6 percent. PI's Net Profit for the year saw a healthy 37 percent growth to ₹ 16,815 million from ₹ 12,295 million in FY 2023-24. Operating expenses increase of 30 percent mainly attributable to sharp increase in fuel prices leading to increase in utilities cost, commodity prices, onetime expenses pertaining to strategic initiatives, etc. Net worth of PI Increased by 21 percent over last year to ₹ 87,310 million in FY 2023-24 due to increased operating profits. As on March 31st, 2024, the Surplus Cash net of Debt stood at ₹ 38,825 million, including QIP net proceeds of ₹ 9,910 million. Debt equity ratio increased to 0.01 compared to Nil in the previous year. The Board of

Directors have recommended a final dividend of 900% which is ₹ 9/- per share. This, in addition to interim dividend of ₹ 6 per share that was already declared in FY 2023-24, takes the total dividend to ₹ 15/- per share for the financial year. The Company saw significant improvement in its Free Cash Flow and Gross Cash during FY 2023-24. Total CAPEX invested in FY 2023-24 was ₹ 5,851 million, order book position continues to stay strong at \$1.75 billion with high visibility growth for the next couple of years.

PI's growth can be attributed to a variety of factors, including a geographically and product-diversified portfolio, prudent debt and money management, sustained efforts in R&D that result in innovative products, and good governance policies that result in a well-managed and environmentally conscious business. PI maintained higher inventory levels during the year to avert supply chain disruptions and meet customer supply schedules.

¹⁷ Secondary Market Research – Biopesticides Market

¹⁸ Secondary Market Research – Indian Agrochemicals Market

¹⁹ Government of India – Aagriwelfare Horticulture

As required under SEBI (LODR) Regulations, key financial ratios are enumerated below as compared to previous year:

Particulars	FY 2023-24	FY 2022-23
Earnings per Share (EPS)	110.85	81.06
Current Ratio	3.90	4.79
Debt Equity Ratio	0.01	0
Operating Profit Margin (%)	26.4%	23.9%
Net Profit Margin	21.9%	18.9%
Inventory Turnover	2.84	2.52
Debtors Turnover	7.95	7.06
Interest Coverage Ratio	73.06	*
Return on Net Worth	21.1%	18.5%

*ECB loan paid off during the year

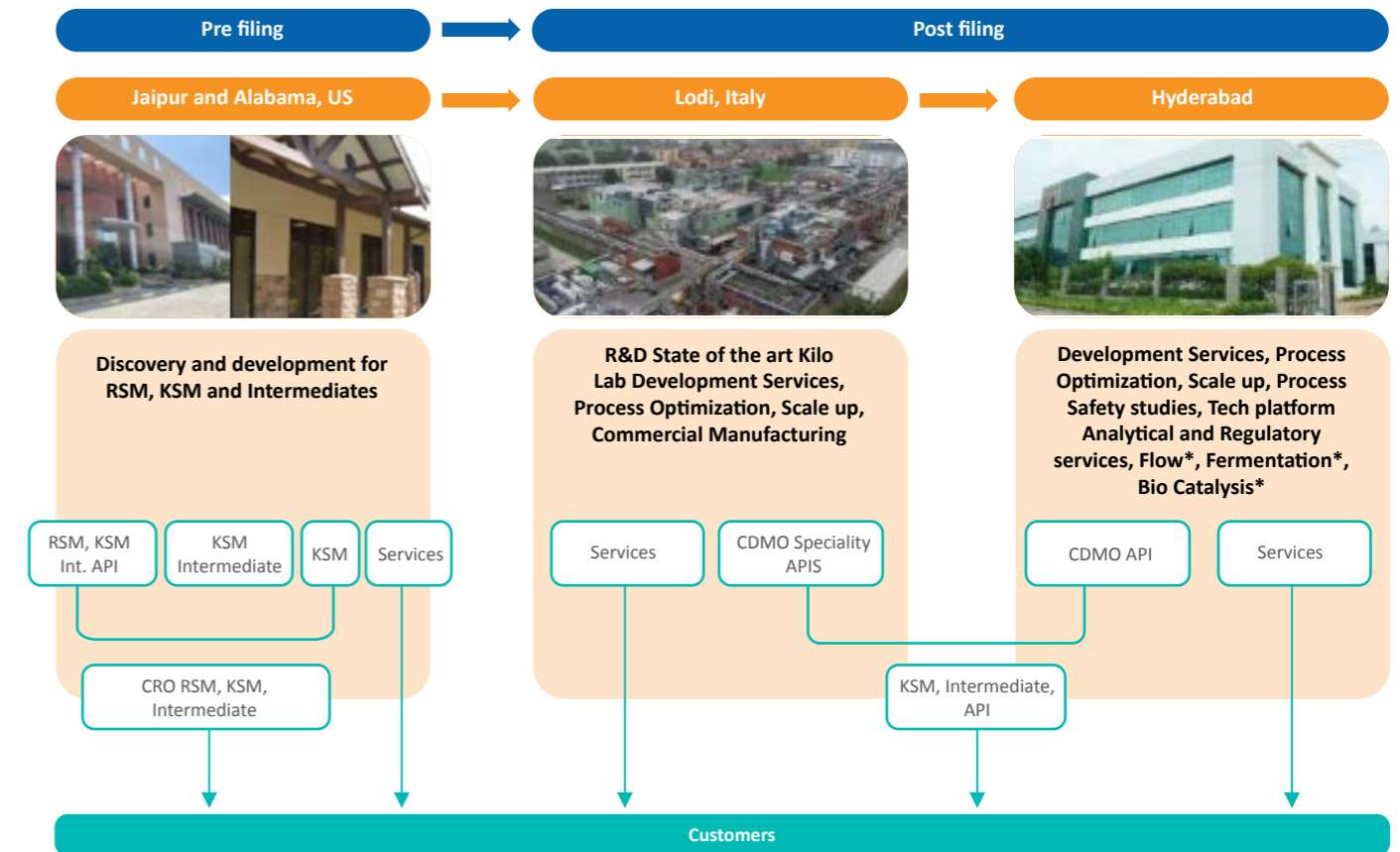
Internal Control System

Your Company has in place adequate Internal Financial Controls with reference to the Financial Statements commensurate with the size, scale, and complexity of its operations. The Company has identified and documented all key internal financial controls as part of its Internal Financial Control reporting framework. The Company has laid down well-defined policies and procedures for all critical processes across Company's plant, offices wherein financial transactions are undertaken. The policies and procedures cover the key risks and controls in all the processes identified to respective process owner. In addition, the Company has a well-defined financial delegation of authority, which ensures approval of financial transaction by appropriate personnel. The Company uses SAP ERP to process financial transactions and maintain its books of accounts to ensure its adequacy, integrity, and reliability. The Company has also deployed an online control tool to enhance the operating effectiveness of internal controls. The control system comprises

of continuous audit and compliance by an in-house internal audit team supported by appointed auditing firm. M/s Ernst & Young LLP have been engaged as the corporate auditors covering all central corporate functions along with the CSM business vertical and PKF Sridhar & Santhanam LLP who are covering the Agri. Business vertical along with Depot audit. The agencies perform the internal audit and assess the internal controls and statutory compliances in various areas and provide suggestions for improvement.

Independence of internal auditors is ensured through direct reporting to Audit Committee. Internal Auditors independently evaluate the adequacy of internal controls and concurrently audit the financial transactions and review the various business processes. Internal Audit reports are placed before the Audit Committee of the Board. Accordingly, the Board is of the opinion that the Company's internal financial controls were adequate and effective as on March 31, 2024.

PI Health Science Ltd. "Integration of CRO-CDMO-API platforms underway to build a differentiated pharma play"



*services being evaluated for offering

We have successfully completed one year of significant acquisitions. On April 27, 2023, PI Health Sciences Ltd. (PIHS) acquired Archimica S.p.A., Italy, followed by the acquisition of Therachem Research Medilab (India & US) and Solis Pharmachem (India) on June 2, 2023.

PIHS will integrate the R&D capabilities of these acquired businesses with the new integrated pharma research center being developed in IKP Hyderabad, aimed at enhancing our CRO and CDMO offerings. The CRO facility in Hyderabad is nearing completion, featuring eight labs, 65 fume hoods, fully integrated analytical labs, a process safety lab, and over 65 scientists. The services suite includes Medicinal Chemistry Services, Lead Optimization, Analytical Services, Process Development and Safety Studies, Tox, Preclinical & Clinical Supplies, and Tech Transfer.

For CMO operations, we are upgrading facilities in Lodi, with Kilolab build-up underway and a global

business development team in place to intensify lead generation.

Our successful debut exhibition at CPHI Barcelona in October 2023 is expected to result in a robust business pipeline. We incurred a capex of ₹1,322 million for Pharma in FY24, with the development phase continuing for the next 12-18 months, post which we anticipate normalized EBITDA margins.

The process of building an integrated CRDMO market offering is well underway, with initiatives to upgrade research and manufacturing infrastructure, strengthen business development, and enhance key business processes progressing effectively. We have also augmented our talent base by hiring global industry experts to implement best practices and drive business development. Our R&D pipeline of new enquiries and products is shaping up well and should support our aspirational growth in this segment.

Business Outlook

India's agricultural industry will benefit from above-average monsoon season forecast by the IMD (Indian Meteorological Department). The forecast predicts average seasonal monsoon rainfall over the country likely to be 106 percent of Long Period Average (LPA) due to weakening El Nino, makes this the ninth consecutive year of normal monsoon conditions. This is expected to lead to record outputs of food grains as well as fruits and vegetables, positively impacting the agrochemical industry. Consequently, domestic demand for agrochemicals is likely to continue its upward trend, given the high dependency on rainfall for irrigation, thereby enhancing PI's prospects within the domestic agrochemicals market. Additionally, the company is set to benefit from the maturation of its recent product launches.

The global industry has faced performance pressure over the past three to four quarters, and the situation has yet to fully recover. The inventory destocking cycle remains incomplete, with material improvements in demand and pricing trends projected to commence only in the latter part of the current financial year. As the on-ground situation evolves, PI is well-positioned to benefit from the enhanced industry dynamics, thanks to its differentiated business model and product portfolio.

PI plans to introduce 9 new products to the domestic market during FY 2024-25. Additionally, the targeted approach to the horticulture segment through JIVAGRO, with the launch of five new products, combined with a robust pipeline of new product launches, will support domestic market growth in FY 2023-24 and beyond. An integrated crop solution approach with disciplined NWC management is expected to improve profitability. The development pipeline, including more than 20 products in development and registration, underscores the visibility of growth for the business in the forthcoming years.

Demand for products commercialized over the last 2-3 years is expected to scale up. The company plans aggressive commercialization of commercialization for exports. PI maintains a robust order book in exports, providing a solid foundation for revenue visibility and expansion. With the planned commercialization of five new molecules and one new process innovation, the

company is well-positioned to maintain its growth and profitability in FY 2024-25. Capacity expansion is in line with the plan, and the order book position remains strong at approximately USD 1.75 billion. Momentum in new enquiries and conversion is expected to continue. In the longer term, PI anticipates up to one-third of new molecule commercialization to come from non-agchem areas

PI is building a differentiated play in the Pharma CRDMO space with a full suite of offerings with our wholly-owned subsidiary PI Health Sciences Ltd with subsidiaries Therachem Research Medilab (TRM) LLC and Archimica SpA. Incorporating them into your Company's environment have been critical in staying true to our aim of 'Collaborating for Impactful Change'. Pharma contributed to revenues of INR 3,148.63 mn amounting to 6 percent of total exports revenue growth. Moving ahead, we are anticipating steady increase in their contribution to your Company's growth story.

PI has a strong pipeline of biologicals at different stages of development and is actively evaluating inorganic growth opportunities. Promising R&D leads are progressing towards the development phase. The company is targeting to achieve approximately 15 percent revenue growth with sustained improvement in profits. This cautious guidance considers a higher base effect, overall industry sentiment, and demand scenarios, as well as the monsoon-dependence of the domestic market. Given the positive commentary about the monsoon, PI believes it can achieve this growth across domestic CSM exports and the pharma side, despite higher industry inventory levels.

Capacity expansion is on track, with plans to commission two plants—one dedicated and one multiproduct plant—in the next year, with approximately INR 8,000 – 9,000 million capex to be incurred during FY25. Discussions with global innovators for development partnerships of promising R&D leads continue. PI's demonstrated capability in process development and innovation, efficient scale-up of complex molecules, project execution capabilities, ESG standards, and respect for IP attract global innovators. The company is also working on new technologies and building blocks for future growth.

Looking ahead, PI Industries is well-positioned to navigate the challenges and capitalize on the opportunities within the agrochemical, CSM export, and pharma CRDMO sectors. Our strategic initiatives, robust product pipeline, and disciplined financial management underpin our confidence in achieving sustainable growth. As we continue to foster innovation and expand our capabilities, collaboration

across all aspects of our business remains paramount. By integrating our efforts and leveraging our strengths, we are set to drive impactful change, creating lasting value for our stakeholders. The future for PI Industries looks promising as we remain committed to delivering high-quality products and solutions, enhancing our market position, and contributing positively to the industry and the communities we serve.

Cautionary Statement: Statements in the Management Discussion and Analysis report may be 'forward looking statements' within the meaning of the applicable laws and regulations. Actual results may differ materially from those expressed or implied. Important factors that could make a difference to the Company's operations include among other, climatic conditions, economic conditions affecting demand, supply and price conditions in the domestic and overseas markets in which the Company operates, changes in the Government regulations, tax laws and other statutes and incidental.





DRAKE CONTAINMENT SYSTEM
SODIUM ETHOXIDE

Statutory reports

Board report

Dear Members,

Your Directors are pleased to present the 77th Annual Report on the business and operations of the Company ('PI') together with the Audited Financial Statements for the financial year ended March 31, 2024

1. FINANCIAL HIGHLIGHTS (STANDALONE) (in ₹ million)

Particulars	FY 2023-24	FY 2022-23
Revenue from Operations	71,454	62,704
Other Income	2,243	1,589
Profit Before Interest, Depreciation and Tax	22,500	16,789
Interest	92	355
Depreciation	2,461	2,217
Profit before Tax & Exceptional items	19,947	14,217
Less: Current Tax	3,561	2,567
Deferred Tax	(921)	(464)
Profit after Tax	17,307	12,114
Add: Other Comprehensive Income	281	(396)
Total Comprehensive Income	17,588	11,718
Balance of retained earning brought forward from previous year	46,035	36,008
- Profit for the year	17,307	12,114
- Other Comprehensive Income (OCI) for the year	281	(396)
Appropriations: -	-	-
Final Dividend on Equity Shares 2022-23	834	-
2021-22	-	455
Interim Dividend on Equity Shares 2023-24	910	-
2022-23	-	683
Transfer to General Reserve	0	0
Balance Profit carried forward	61,321	46,035
Earnings Per Share - Basic (in ₹)	114.07	79.84
- Diluted (in ₹)	114.07	79.84

2. KEY HIGHLIGHTS

The Company's Revenue from Operations for the year ended March 31, 2024, on a standalone basis stood at ₹71,454 Million as compared to ₹62,704 Million in the previous year registering a growth of 13.95% on YoY basis. The Operating Profit for the year was at ₹20,257 Million as compared to ₹15,200 Million in the previous year i.e., an increase of 33.27% YoY. The Net Profit for the year on standalone basis stood at ₹17,307 Million as compared to ₹12,114 Million in the previous year i.e., a growth of 42.87% YoY.

The Company's Revenue from Operations for the year ended as on March 31, 2024, on consolidated basis stood at ₹76,658 Million as compared to ₹64,920 Million in the previous year, registering a growth of 18.08% on YoY basis. The Company's Net Profit for the year ended March 31, 2024, on consolidated basis stood at ₹16,815 Million during the year as compared to ₹12,295 Million in the previous year, a growth of 36.76% YoY.

The Earnings Per Share (EPS) for the year stood at ₹110.85 per share, shows a growth of 36.75% as compared to ₹81.06 per share for the previous year.

The Company invested ₹5,851 Million in fixed assets for the expansion of manufacturing and Research & Development capacities.

No amount was transferred to general reserves during the year.

3. STANDALONE AND CONSOLIDATED FINANCIAL STATEMENTS

The financial statements of the Company for FY 2023-24, on a standalone and consolidated basis, have been prepared in compliance with the Companies Act, 2013 ('the Act') applicable Accounting Standards and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations, 2015') and amendments thereto and are prepared in accordance with Schedule III of the Act. The consolidated financial statements incorporate the audited financial statements of the subsidiaries and joint ventures of the Company.

4. BUSINESS PERFORMANCE

During the year under review, your Company launched six new products namely Eketsu, Claret, Aminogrow, Kadett, PB Knot, PILIN. These product launches demonstrate your Company's commitment to innovation and growth.

- Eketsu is a first-of-its-kind three-way Rice Herbicide in India. It combines three proven chemistries to deliver excellent post-emergence broad-spectrum weed control in rice fields. In the very first year of its launch, Eketsu gained significant acceptance among rice farmers across diverse rice-growing regions.
- Claret is a unique combination of systemic and contact insecticide for effective control of BPH (Brown Plant Hopper) in paddy fields. Its dual action provides both quick knockdown effect and long-lasting control over BPH. The product has received positive feedback from user farmers due to its effectiveness in managing this pest.
- Aminogrow is a potent bio stimulant enriched with essential aminoamides and peptides, which are building blocks for plant proteins. It is manufactured using FED Technology, which helps in obtaining L - form of amino acids.
- Kadett is a recent addition to the seed treatment segment for soybeans and groundnuts. It provides farmers with a way to protect their valuable seeds from diseases while also promoting robust root growth and successful crop establishment.
- PB Knot is an innovative mating disruption technology for effective management of Pink Ball Worm (PBW) in Cotton. It's an alternate method of pest control and is best suited for Integrated Pest Management (IPM) beside being safe to beneficial insects and environment.
- PILIN is a bio-origin fungicide that offers excellent control against powdery mildew disease in chilli and grape crops. Its novel mode of action is highly effective for disease management, and it stands out as the safest alternative for Indian farmers due to its MRL (Maximum Residue Level) exemption.

The delayed and below-normal monsoon had widespread effects on Kharif sowing across the country, leading to reduced water levels in reservoir across southern regions. Consequently, both the Kharif and Rabi cropping seasons were impacted. In addition to climatic factors, the crop protection industry faced significant challenges due to higher trade inventories and sharp price corrections. However, strategic measures such as new product launches and initiatives played a crucial role in minimizing losses.



The successful launch of Eketsu bolstered PI's presence in the rice herbicide segment, offering a comprehensive solution for weed control. This achievement not only instilled confidence among farmers but also reinforced PI's commitment to delivering effective solutions. Meanwhile, Brofrefya continued its growth journey, building on the momentum from its previous successful launch. Brofrefya expanded beyond its initial focus on chilli to encompass other horticultural crops, contributing significantly to the overall growth plan.

PI's crop-specific approach tailored for key crops strengthened its market presence, offering optimal solutions for end-users. This strategic approach not only boosted business in chilli and other horticultural crops but also maintained stability in the rice crop segment.

Moreover, PI's proactive initiatives and go-to-market approach for AWKIRA ensured the Company's leadership position in wheat herbicide market, even in the face of intense competition from generic products. These combined efforts exemplified the Company's resilience and ability to adapt to demanding market dynamics.

During the period under review, your Company has made significant progress in digitalization across the value chain, building multiple new systems to enhance customer centricity, improving throughput & productivity, improving product quality, enhancing safe operations, enhancing speed and quality of molecule discovery using advanced analytics, improving decision making through advanced analytics and strengthening our information security posture. PI also build strong foundation of Digital infrastructure and systems for our new 'PI Health Sciences Limited' business. Some of the key initiatives have been in the setting up Quantum Mechanics Lab and use of AI & Modelling to aid Research and Discovery, new platform for Product development of the AgChem Brands, implementation of SAP EHS and AI based Video analytics for early warning of potential safety incidents, analytics to improve yield and Elab Notebook Implementation for PIHS business. PI has also embarked on organization wide Digital Transformation and Analytics program. Additionally, the Company has made significant investment in the information security posture, ensuring that the systems are protected against cyber threats and data breaches. It has implemented several security measures, such as multi-factor authentication, mobile device management, data leak prevention, 24 X 7 Security Operations Center (SOC), and regular vulnerability assessments, to keep its systems and data safe. Overall, the digital initiatives have helped to enhance the operational efficiency, drive innovation, and improve the overall competitiveness in the marketplace.

The Company successfully commercialized 6 new molecules during the year, including Electronic and Performance Chemicals, marking the Company's foray into this niche specialized field offering promising potential in the future. Continuing on its thrust in investing for the future and ramping up its capabilities, the Company has operationalized "Bio-Technology platform", "Vapour Phase Fluorination", & "VLE technology" at R&D and Scale up. The Company successfully tested new technology "Helical cone dryer" for effective drying of material with better occupancy and performance over conventional RVD.

The Company continues to explore and adopt new innovations in chemistry, process and engineering technologies, and is working with innovator partners to introduce novel molecules globally and continue to expand its customer base.

Various new technology absorption measures were also undertaken at plants in line with Industry 4.0 best practices and digitalization of manufacturing processes. The Company expand usage of electronic notebooks as an analytical tool with an aim to digitalize the process development data and use the tool to fetch information from archive and other data analytics. The Company continues to work towards sustainable manufacturing for carbon footprint reduction by implementing use of clean fuel, like LNG, increasing share of renewable energy by 5.0% in total energy through sourcing of solar and Hybrid power and improvement in solvent recoveries by 1.6%

to reduce GHG emission. The Company has implemented concrete measures for reduction of fresh water usage by implementation of RO Plant to recycle the water by 3.4% and through continuous efforts of waste water reduction by 14.0%.

In a year marked with geo-political uncertainties, the Company has further reduced dependency on single sources, in line with its commitment to de-risk the supply chain and ensure supply sustainability.

The Company's exports grew 25% during FY24 as compared to the previous year due to 19% growth in Agchem Exports over a high base mainly on account of scale-up of existing products and introduction of 6 new products. Growth comprises volume growth of ~18% and ~1% from price, currency and favourable product mix. 70%+ of revenue growth came from new products. Newly acquired Pharma1 contributed to remaining Exports revenue of Rs. 3,149 million i.e. ~6% of total Exports revenue growth.

5. AWARDS AND RECOGNITIONS

- The Company was featured in the S&P Global Sustainability Yearbook 2024, the only Indian Company to feature from the Custom Synthesis and Manufacturing (CSM) segment with **95th percentile** Industry ranking.
- PI continues to be in the Top Quintile in EcoVadis Sustainability Rating for 2023 with **98th percentile** Industry ranking.
- The Company received the **Global CSR Excellence & Leadership Award** in "Community Development" category for its commitment and relentless efforts to empower communities around its operations and beyond aligned to our core purpose of "Reimagining a healthier planet". The award was received by Ms. Poonam Sharma, Head - CSR & Sustainability, PI Industries Ltd. The Company and its Foundation continue to strive to bring sustainable and positive impact in the lives of people and contribute to the country's Sustainable Development Goals.
- PI, Udaipur site won the **Apex India Safety Excellence Gold Award 2023 in the R&D** sector at the 8th Apex India Occupational Health & Safety Awards 2023 - a testament to the Company's dedication to excellence in EHS practices and steadfast commitment to workplace safety & environmental sustainability.
- PI, Udaipur also received the **Karkhana Suraksha Puraskar** under the category of Large-Scale Industries for its dedicated efforts in upholding the highest safety standards. The Award was conferred during the 53rd National Safety Week by the Factory & Boiler Inspection Department, Govt. of Rajasthan.
- The Company has been recognized as one of the **Top 25 Safest Workplaces in India** by KelpHR PoSH Awards 2023. Commitment to safety is measured through assessments of different ICC functionality, complaint handling, DE&I vision, capacity building and unique PoSH communications.
- In a pioneering approach towards ensuring safe and user-friendly packaging in the agriculture sector, **Nominee Gold was the Worldstar Winner 2024** at the prestigious Worldstar Global Packaging Awards for its breakthrough packaging design.
- PI, Bharuch received the **Golden Peacock National Quality Award 2024** from the Institute of Directors for achieving the highest standards in Quality & Exemplary Processes.
- The Company's Legal Affairs Team was recognized as one of the **leading in-house teams** by the prestigious India Business Law Journal's (IBLJ) In-House Counsel Awards 2023-24 (Category: Agriculture) for their dedication and commitment in providing top-notch legal support to the organization.
- Mr. Mayank Singhal, Vice Chairperson & Managing Director of the Company was honored as **India's Best Trailblazer CEO** in the Agro Chemical sector at the Corporate Leadership Awards 2024



– a testament to his visionary leadership, strategic acumen and far-reaching contributions to the corporate sector.

- Dun & Bradstreet recognized the **Company as India's Top Value Creator 2023 in Agro Chemicals** for fostering a culture of excellence, innovation and responsible business and to the sustainable development of the agrochemical sector.

6. RESEARCH & DEVELOPMENT (R&D)

During the year under review, various departments of R&D have been integrated into the new Corporate Function "PI Research & Development", to realize synergies, rationalize processes and make a broader and more efficient use of existing resources, capabilities and knowledge.

The process R&D team was actively engaged in more than 60 projects in the areas of agrochemistry, electronic chemicals and life cycle management. Literature search & feasibility analysis were carried out for 35 projects that are targeting external customers. For 25 of these projects, representative samples have been prepared and submitted to various customers for evaluation and validation. Process demonstration for 13 projects has been completed and 7 projects were taken up on kilo lab and pilot plant scale. 5 projects have been commercialized.

For one of the aforesaid projects, an innovative process based on flow-chemistry, was successfully implemented on a commercial scale, thereby significantly improving the process efficiency for large scale manufacturing. This approach will also result in a reduced ESG-related footprint, exemplifying opportunities to adopt this technology for further projects.

As exemplified in the case of flow-chemistry based approaches, also other continuously operating reaction technologies are under exploration, as gas phase fluorination, chlorination, and oxidation. Another focus will be put on novel mechanochemical methodologies to reduce or even avoid the use of solvents. Generally, the mentioned technologies should extend the backward integration into key intermediates and building blocks.

A new Biotechnology function has been built to develop enzymes as biocatalysts for chemical transformations, targeting the development of greener and safer processes from an environmental point of view, and extending this technology platform to entire PI. Included into that, will be the development of biotechnology-based processes for waste / wastewater treatment.

The product innovation team is running a state-of-the-art integrated R&D set-up for crop protection, with chemical discovery, laboratory, and greenhouse facilities directed to biological testing and profiling, and with farm resources for first field trials. This set-up supports various R&D projects, with a focus on plant diseases, animal pests and weed control. In more detail, it involves chemical synthesis from discovery to scale-up, analytics for structural elucidation, quantitation as well as preparative purification and separation, molecular design and modelling, classical biological evaluation (in vitro lab, in vivo lab, greenhouse, and early field testing) supported by biochemical and molecular biology research, and by formulation development. All these activities are connected by an integrated high-end electronic data documentation and management system.

A Knowledge Management function, responsible for literature and patent search, competitor and customer intelligence, patent filing and prosecution, and intellectual property management, is complementing the science and technology-related activities across entire R&D, offering its services to various PI business groups and to corporate functions. The research assignments are connected by an integrated high-end electronic data documentation and management system.

The Company's R&D strategy and its implementation are well supported by a strong team of more than 700 research scientists

with international experience, having state-of-the-art expertise in chemistry, analytical techniques, biological and biochemical sciences, mode of action exploration, studies related to human and environmental safety, IP management and basic and detailed process engineering with focus on process efficiency and safety.

The discovery approach is including specific external national and international cooperation to complement and strengthen in house capacities and capabilities – both with CROs and with renowned high-ranking universities.

To strengthen in-house capacities and capabilities, PI's R&D activities are involving global partners including CROs that offer expertise in special areas of chemistry, engineering, IT, analytical, biological sciences, global field trials, and regulatory disciplines. This is further complemented by continuous building of a growing network with high-ranking universities - within India and on international scale.

In its customer research and manufacturing business, the Company continues to pursue cost leadership in which the R&D team is playing a vital role, e.g., by focusing on process innovation and cost improvement opportunities for the existing product portfolio, targeting cost improvement opportunities while maintaining the highest standards of Quality, Health, Safety and Environment (QHSE). The Company's R&D and manufacturing teams are closely working together according to the ESG paradigms, e.g., with respect to green chemistry, waste reduction, energy savings, minimizing the carbon footprint, reducing the environmental load, and enhancing the safety of processes and products.

7. FINANCE

The Company continued to focus on managing cash efficiently and ensured that it has adequate liquidity and back up lines of credit. Net cash from operations for the year stood at ₹20,988 Million. The Company follows a prudent financial policy and aims at maintaining an optimum financial gearing. The Company's debt to equity ratio was '0' as on March 31, 2024.

In the financial year 2023-24, CRISIL carried out the review of credit rating of loans and based upon its assessment, reaffirmed the credit rating for long term loans at AA+/Stable whereas for short term loans, rating was reaffirmed at A1+. This reflects a very high degree of safety regarding timely servicing of financial obligations and a vote of confidence reposed in the Company's financials.

8. DIVIDEND

During the year, the Board of Directors of the Company declared an interim dividend of ₹6/- per equity share (600%) in its Board Meeting held on February 09, 2024, on 15,17,18,118 equity shares of face value ₹1/- each which was paid on February 29, 2024.

In addition to same, the Board of Directors at its meeting held on May 21, 2024 has recommended a final dividend of ₹9/- per equity share (900%) of face value of ₹1/- each, which if approved at the forthcoming Annual General Meeting (AGM), will be paid to all those equity shareholders of the Company whose names appear in the Register of Members and whose names appear as beneficial owners as per the beneficiary list furnished for the purpose by National Securities Depository Limited (NSDL) and Central Depository Services (India) Limited (CDSL) as on record date i.e., Tuesday, August 20, 2024, fixed for this purpose. The total dividend for the year would be ₹15/- per equity share of face value of ₹1/- each.

The dividend recommended is in accordance with the principles and criteria set out in the dividend distribution policy of the Company. The dividend, if declared at the ensuing AGM will be taxable in the hands of the members of the Company pursuant to Income Tax Act, 1961. For further details on taxability, please refer AGM Notice.



DIVIDEND DISTRIBUTION POLICY

PI believes in maintaining a fair balance between cash retention and dividend distribution. Cash retention is required to finance acquisitions and future growth and as a means to meet any unforeseen contingencies.

Pursuant to Regulation 43A of the SEBI Listing Regulations, 2015 the Company has formulated its Dividend Distribution Policy which specifies the financial parameters, internal and external factors that are to be considered by the Board while declaring a dividend. Dividend Distribution Policy is uploaded on the Company's website i.e.

<https://www.piindustries.com/wp-content/uploads/2023/06/Dividend-Policy-f.pdf>

9. SUBSIDIARIES & JOINT VENTURES

As on March 31, 2024, the Company had seven (7) direct wholly owned subsidiaries and two (2) joint ventures with leading Japanese companies. In accordance with Section 129(3) of the Act, the Company has prepared consolidated financial statements consisting financials of all its subsidiaries and joint ventures. The key highlights of these subsidiaries and joint venture companies are as under:

SUBSIDIARY COMPANIES

i. Jivagro Limited

The Company owns 100% stake in Jivagro Limited. It is engaged in horticulture business. The total revenue of Jivagro Limited stood at ₹2,430 Million with net profit of ₹181 Million posted during the year ended March 31, 2024.

ii. PI Health Sciences Limited

The Company owns 100% stake in PI Health Sciences Limited ('PIHSL'). It is engaged in the pharmaceutical business. In order to enable its plans of growth and expansion in the pharmaceutical sector, PIHSL has incorporated a wholly-owned subsidiary in Netherlands i.e., PI Health Sciences Netherlands B.V on April 07, 2023 and PI Health Sciences Netherlands B.V has incorporated a wholly-owned subsidiary in United States i.e., PI Health Sciences USA LLC on April 24, 2023 and acquired 100% shareholding of Archimica S.p.A. on April 27, 2023. Further, PIHSL also acquired 100% shareholding in two companies i.e., Therachem Research Medilab (India) Private Limited and Solis Pharmachem Private Limited on June 02, 2023, which were subsequently merged into PIHSL on October 10, 2023 by an order of Regional Director, Ahmedabad. The consolidated revenue of PIHSL stood at ₹3,148.63 Million with net loss of ₹891.94 Million posted during the year ended March 31, 2024.

iii. PI Life Science Research Limited

The Company owns 100% stake in PI Life Science Research Limited, which carries on the business of R&D for developing new products. PI Life Science Research Limited posted a profit of ₹72.66 million on standalone basis and ₹149 million on consolidated basis during the year ended March 31, 2024, on account of various R&D activities for developing new products.

iv. PI Japan Co. Limited

The Company owns 100% stake in PI Japan Co. Limited, incorporated in Japan, which takes care of business development activities of the Company in Japan. PI Japan Co. Ltd posted a net profit of JPY 1.82 Million during the year ended March 31, 2024.

v. PILL Finance and Investments Limited

The Company owns 100% stake in PILL Finance and Investments Limited. It posted a profit of ₹5.53 Million during the year ended March 31, 2024.

PILL Finance and Investments Limited is engaged in financial and insurance services

vi. PI Bioferma Private Limited

The Company owns 100% stake in PI Bioferma Private Limited. PI Bioferma Private Limited is yet to start the business operations. Hence, it has not recorded any revenue.

vii. PI Fermachem Private Limited

The Company owns 100% stake in PI Fermachem Private Limited. PI Fermachem Private Limited is yet to start the business operations. Hence, it has not recorded any revenue.

In terms of Regulation 16(1)(c) of the SEBI Listing Regulations, 2015, the Company does not have any material subsidiary as on March 31, 2024.

In accordance with the provisions of Section 136 of the Act and Regulation 46 of the SEBI Listing Regulations, 2015, the Annual Report of the Company, containing the Standalone and Consolidated Financial Statements along with the audited annual accounts of each subsidiary have been placed on the Company's website i.e. <https://www.piindustries.com/investor-relations/co-go/Subsidiary-Financial-Statements>.

JOINT VENTURES

i. Solinnos Agro Sciences Private Limited

Solinnos Agro Sciences Private Limited ('Solinnos') is carrying out registration activities for different products of Mitsui Chemicals Crop and Life Solutions Inc., Japan, (MCCLS) in India. The Company holds 49% stake in Solinnos through its subsidiary namely PI Life Science Research Limited, whereas remaining 51% stake is held by MCCLS, Japan. Solinnos posted a net profit of ₹150.53 Million during the year ended March 31, 2024.

ii. PI Kumiai Private Limited

PI Kumiai Private Limited ('PI Kumiai') is mainly engaged in the manufacturing and trading of agrochemicals in collaboration with Kumiai Chemical Industry Co. Ltd, Japan, owning 50% stake in this joint venture. The Company holds remaining 50% equity in PI Kumiai through its subsidiary namely PI Life Science Research Limited. The aforesaid joint venture posted a profit of ₹62.48 Million during the year ended March 31, 2024.

Pursuant to Section 129(3) of the Act read with Rule 5 of the Companies (Accounts) Rules, 2014, a statement containing salient features of the financial statements of the subsidiaries and associate companies is given in form AOC-1 attached as **Annexure 'A'** to this Report.

10. RISK MANAGEMENT

The Company has a well-defined enterprise risk management framework in place which inter alia, includes identification of risks, including integration of new mergers & acquisitions, sustainability, cyber security and related risks inherent to operations of the Company. Risk management process has been established across the Company and is designed to identify, assess and frame a response to threats that affect the achievement of its objectives. Further, it is embedded across all the major functions and revolves around the goals and objectives of the organization. Major risks identified by the business and functions are systematically addressed through mitigating actions on a continuing basis.

Pursuant to Regulation 21 of SEBI Listing Regulations, 2015, the Company has constituted a Risk Management Committee of the Board. As on March 31, 2024, the Committee comprises of 4 members including 1 Independent Director of the Company. The Committee met on August 10, 2023 and January 23, 2024. The Committee is authorized to monitor and review the risk management



plan, apart from reviewing and recommending the modification to the Risk Management Policy, if any.

Risk management policy

Risk management policy of the Company includes the identification, assessment and control of elements of risk, which in the opinion of the Board may threaten the existence of the Company.

11. INTERNAL FINANCIAL CONTROLS AND ITS ADEQUACY

The Company has in place adequate Internal Financial Controls with reference to the Financial Statements commensurate with the size, scale and complexity of its operations. The Company has identified and documented all key internal financial controls as part of its Internal Financial Control reporting framework. The Company has laid down well-defined policies and procedures for all critical processes across the Company's plant, offices wherein financial transactions are undertaken. The policies and procedures cover the key risks and controls in all the processes identified to the respective process owner. In addition, the Company has a well-defined financial delegation of authority, which ensures approval of financial transactions by appropriate personnel. The Company has also deployed an online control tool to enhance the operating effectiveness of internal controls. The control system comprises of continuous audit and compliance by an in-house internal audit team supported by M/s Ernst & Young LLP, KPMG, PKF Sridhar & Santhanam LLP who are covering the Agri Business vertical along with Depot audit.

The agencies perform the internal audit, and assess the internal controls and statutory compliances in various areas and provide suggestions for improvement. Independence of internal auditors is ensured through direct reporting to the Audit Committee. Internal Auditors independently evaluate the adequacy of internal controls and concurrently audit the financial transactions and review the various business processes. Internal Audit reports are placed before the Audit Committee of the Board.

Accordingly, the Board is of the opinion that the Company's internal financial controls were adequate and effective as on March 31, 2024.

12. RELATED PARTY TRANSACTIONS

All arrangements / transactions entered by the Company with its related parties during the year were in the ordinary course of business and on an arm's length basis. During the year, the Company has not entered any arrangement / transaction with related parties which could be considered material in accordance with the Company's Policy on Related Party Transactions read with the SEBI Listing Regulations, 2015 and accordingly, the disclosure of Related Party Transactions in Form AOC - 2 is not applicable. However, names of related parties and details of transactions with them have been included in Notes to the financial statements.

Prior approval of the Audit Committee has been obtained for the transactions which are foreseen and repetitive in nature. A statement of all Related Party Transactions is presented before the Audit Committee for its review on a quarterly basis, specifying the nature, value and terms and conditions of the transactions.

The Policy on Materiality of Related Party Transactions and on dealing with related party transactions as approved by the Board is uploaded on the Company's website i.e.

<https://www.piindustries.com/wp-content/uploads/2023/06/Policy-on-Related-Party-Transactions.pdf>

13. AUDITORS

Statutory Auditor

In accordance with provision stipulated under Sections 139, 142 of the Act read with Companies (Audit and Auditors) Rules, 2014, the shareholders of the Company at its 75th AGM held on September 03, 2022 had re-appointed M/s. Price Waterhouse Chartered Accountants, LLP (ICAI Regn.No.012754N/N500016), as the Statutory Auditors of the Company for a second term of 5 (five) consecutive years and accordingly they hold their office commencing from the conclusion of this 75th AGM till the conclusion of the 80th AGM of the Company to be held in the year 2027.

The Auditors' Report does not contain any qualification, reservation or adverse remark on the financial statements for the financial year ended March 31, 2024. The notes on financial statements referred to in the Auditor's Report are self-explanatory and do not call for any further comments.

Cost Auditor

Pursuant to the directives issued by the Central Government under Section 148 of the Act read with the Companies (Cost Records and Audit) Rules, the cost records maintained by the Company relating to Insecticides (Technical grade and formulations) manufactured by the Company are required to be audited by a cost auditor. The Board has appointed M/s K.G. Goyal & Co., Cost Accountants, Jaipur (Firm Registration no. 000017) as Cost Auditors, based on the recommendation of the Audit Committee, to conduct the audit of cost records of Insecticides (Technical grade and formulations) for the financial year ended March 31, 2024.

The Board of Directors on the recommendation of the Audit Committee has approved the remuneration payable to Cost Auditors. As per the provisions of Section 148 of the Act, the remuneration payable to the cost auditor is required to be placed before the members in a general meeting for approval / ratification. Accordingly, a resolution seeking approval of the members for the remuneration payable to M/s K.G. Goyal & Co., Cost Accountants, Jaipur (Firm Registration no. 000017) is included in the Notice convening the AGM.

Secretarial Auditor

Pursuant to the provisions of Section 204 of the Act read with Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the Board had appointed Mr. Rupinder Singh Bhatia (CP No.2514), Practising Company Secretary, as Secretarial Auditor to conduct the Secretarial Audit of the Company for the financial year ended March 31, 2024.

The Secretarial Audit Report for the financial year ended March 31, 2024, has been obtained and does not contain any qualification, reservation or adverse remark, which requires any comments from the Board. The Secretarial Audit Report is annexed as **Annexure 'B'** and forms an integral part of this Report.

14. PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS

The Company has not given any guarantee during the year under review. However, the details of loans and investments made pursuant to the provisions of Section 186 of the Act are mentioned in the Notes to the financial statements.

15. DEPOSITS

The Company has not accepted any public deposits during the financial year 2023-24 and no amount of principal or interest was outstanding as on March 31, 2024.



16. TRANSFER OF UNCLAIMED DIVIDEND AND SHARES TO INVESTOR EDUCATION AND PROTECTION FUND

As per section 124(5) of the Act read with IEPF Authority (Accounting, Audit, Transfer and Refund) Rules, 2016 as amended (the 'IEPF Rules'), any money transferred by the Company to the unpaid dividend account and remaining unclaimed for a period of seven years from the date of such transfer shall be transferred to the Investor Education and Protection Fund ('Fund') set up by the Central Government. Accordingly, during the year, the Company had transferred an amount of ₹8,37,459/- towards unclaimed dividend pending for more than seven years to the Fund.

Pursuant to the provisions of Investor Education and Protection Fund (Uploading of information regarding unpaid and unclaimed amounts lying with companies) Rules, 2012, the Company has uploaded the details of unpaid and unclaimed amounts lying with the Company as on August 17, 2023 (date of last AGM) on the Company's website <https://www.piindustries.com/investor-relations/sh-ce/shareholders-information>

Pursuant to the provisions of Section 124 of the Act read with IEPF Rules, the Company has transferred 7,290 and 3,420 equity shares of face value of ₹1/- each on May 06, 2023 and December 27, 2023 respectively, pertaining to shareholders in respect of which dividend remained unclaimed for a period of seven consecutive years to IEPF authority by way of corporate action through NSDL.

The shareholders can claim their shares and dividend by making an application in form IEPF-5 online with IEPF authority. Ms. Sonal Ramanand Tiwari, Company Secretary acts as a Nodal Officer of the Company for IEPF matters.

17. BOARD AND COMMITTEES

Board of Directors

The Company's Board of Directors comprises an optimum blend of Executive, Non-Executive and Independent Directors. The Chairperson of the Board is a Non-Executive Non-Independent Director. As on March 31, 2024, the Board of Directors comprised of nine (9) Directors out of whom two (2) are Executive Directors including Vice Chairperson & Managing Director and Joint Managing Director apart from seven (7) Non-Executive Directors, out of which four (4) are Independent Directors including two (2) Women Independent Directors and three (3) Non-Executive Non-Independent Directors. The composition of the Board is in conformity with Regulation 17 of the SEBI Listing Regulations, 2015 and the relevant provisions of the Act.

The Board members possess requisite qualifications and experience in general corporate management, strategy, finance, banking, taxation, risk management, merger & acquisitions, human capital & compensation, technology, legal and regulatory fields which enable them to contribute effectively to the Company in their capacity as Directors of the Company.

Mr. Rafael Del Rio Donoso (DIN: 08105128) was inducted as an Additional Director on the Board of the Company on February 09, 2024. Further, his appointment was regularised by the shareholders by Postal ballot on April 19, 2024.

In accordance with the provisions of the Act and Articles of Association of the Company, Mr. Narayan K Seshadri (DIN-00053563) retires by rotation at the forthcoming AGM and being eligible, offers himself for re-appointment. The Board recommends his re-appointment for the approval of the members at the forthcoming AGM. Brief details of Mr. Narayan K Seshadri are given in the notice of AGM.

There has been no other change in the Directors during the year under review since the last report.

Declaration by Independent Directors

The Company has received declaration(s) from all the Independent Directors confirming that they meet the criteria of independence as prescribed under Section 149(6) of the Act and Regulation 16 of the SEBI Listing Regulations, 2015. The Independent Directors have also confirmed compliance with the provisions of Section 150 read with Rule 6 of the Companies (Appointment and Qualification of Directors) Rules, 2014, as amended, relating to inclusion of their name in the databank of independent directors maintained by the Indian Institute of Corporate Affairs ('IICA').

The Board took on record the declaration and confirmation submitted by the Independent Directors regarding them meeting the prescribed criteria of independence, after undertaking due assessment of the veracity of the same in terms of the requirements of Regulation 25 of SEBI Listing Regulations, 2015.

Details, as required under the Act and SEBI Listing Regulations, 2015, in respect of Directors seeking appointment/re-appointment, subject to the approval of shareholders at the ensuing AGM, are given in the notice of AGM.

Changes in Key Managerial Personnel

There has been no change in Key Managerial Personnel of the Company during the year under review since the last report.

Evaluation of the Board's Performance

In compliance with the provisions of the Act and Regulation 17(10) of the SEBI Listing Regulations, 2015, an annual evaluation of the performance of the Board, Individual Directors as well as evaluation of the working of its committees was carried out by an external agency during the year under review. The evaluation framework for assessing the performance of Directors including the Chairperson of the Board comprised of criteria such as quality of contribution to the Board deliberations, strategic inputs regarding growth of the Company and its performance, attendance at Board meetings and Committee meetings, independence of judgements, safeguarding the interest of the Company and commitment to stakeholders' interests.

The Nomination and Remuneration Committee and Board at their meetings held on May 13, 2024 and May 21, 2024 respectively, based on the report of performance evaluation, determined as required under law that the appointment of all independent directors may continue.

Number of Board meetings conducted during the year under review

During the year under review, seven (7) Board meetings were held on April 19, 2023, May 18, 2023, August 09, 2023, October 13, 2023, November 08, 2023, February 09, 2024, and March 14, 2024. Facility to attend meetings through video conference mode was provided for all the meetings of the Board. The details of the Board meetings and attendance of the Directors are provided in the Corporate Governance Report.

Composition of Committees

Audit Committee

As on March 31, 2024, Audit Committee comprises of 4 members with Mr. Shobinder Duggal, Independent Director as the Chairperson, Mr. Narayan K Seshadri, Ms. Lisa J Brown and Ms. Pia Singh as members. Further, details on the Committee meetings held are given in the Corporate Governance Report.

All recommendations of the Audit Committee were accepted by the Board.



Stakeholder's Relationship Committee

The Stakeholder's Relationship Committee comprises of 3 members with Dr. T S Balganes, Independent Director as the Chairperson, Mr. Shobinder Duggal and Mr. Rajnish Sarna as the members. Further, details on the Committee meetings held are given in the Corporate Governance Report.

A detailed update on the Board, its composition, detailed charter including terms of reference of various Board Committees, number of Board and Committee meetings held during FY 2023-24 and attendance of the Directors at each meeting is provided in the Report on Corporate Governance, which forms part of this Report.

Directors Responsibility Statement

In accordance with the provisions of Section 134(5) of the Act, the Board hereby submits its responsibility statement: -

- in the preparation of the annual accounts for the year ended March 31, 2024, the applicable accounting standards had been followed;
- the Directors had selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Company as at March 31, 2024 and of the profit of the Company for that period;
- the Directors had taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of this Act for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities;
- the Directors had prepared the annual accounts on a going concern basis;
- the Directors had laid down internal financial controls to be followed by the Company and that such internal financial controls are adequate and were operating effectively ensuring the orderly and efficient conduct of its business including adherence to Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records and the timely preparation of reliable financial information and
- the Directors had devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

18. ANNUAL RETURN

Pursuant to the provisions of Section 134(3)(a) of the Act read with Rule 12 of the Companies (Management and Administration) Rules, 2014, a copy of the Annual Return as provided under Section 92(3) of the Act in the prescribed form as on March 31, 2024, which will be filed with Registrar of Companies, Ministry of Corporate Affairs, is hosted on the Company's website at <https://www.piindustries.com/investor-relations/co-go/annual-return>

19. SECRETARIAL STANDARDS (SS-1 and SS-2) OF ICSI

The Company has devised proper systems and processes for complying with the requirements of applicable Secretarial Standards issued by the Institute of Company Secretaries of India and that such systems were adequate and operating effectively.

20. REMUNERATION POLICY OF THE COMPANY

The Remuneration Policy of the Company comprising the appointment and remuneration of the Directors, Key Managerial Personnel and Senior Management Personnel of the Company including the criteria for determining qualifications, positive attributes, independence

of a Director and other related matters have been provided in the Corporate Governance Report, which forms part of this Report.

During the financial year, our organization's values of 'Caring,' 'Creative,' 'Courageous,' and 'Curious' have guided us as we work towards 'Reimagining a healthier planet.' We foster innovation and diversity, encouraging fresh ideas from a diverse workforce. Our goal is to attract, develop, and retain talent for sustainable growth. We provide growth opportunities through technology and continuous learning, empowering our team members to evolve personally and professionally. As pioneers, we champion progress and sustainability, integrating it into our identity for a better tomorrow.

Our success mantra focuses on a modern outlook and setting clear goals for efficiency and sustainability. Internally, we pride ourselves on setting global standards by blending tradition with innovation. Belief in sustainability is central to our culture, ingrained in every aspect of our operations.

In summary, our culture emphasizes innovation, diversity, sustainability, and a commitment to excellence, ensuring success while positively impacting our planet.

Policy on Prohibition, Prevention and Redressal of Sexual Harassment at Workplace

The Company has a zero tolerance for any abuse not just against women but including all the genders at workplace. The Company has adopted a Policy on Prohibition, Prevention and Redressal of Sexual Harassment of Women at Workplace and matters connected therewith or incidental thereto covering all the aspects as required under the "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013". The Company has constituted an Internal Complaints Committee ('ICC') known as Prevention of Sexual Harassment ('POSH') Committee to enquire into complaints of sexual harassment and recommend appropriate action. The Company received 3 (three) complaints under POSH during the financial year 2023-24. All the complaints were disposed of during the period and there were no complaints pending as on March 31, 2024.

Particulars of Employees and related disclosures

The information required under Section 197(12) of the Act read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 forms part of this Report and annexed as **Annexure 'C'**. As per first proviso to Section 136(1) of the Act and second proviso of Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the report and financial statements are being sent to the members of the Company excluding the statement of particulars of employees under Rule 5(2). However, these are available for inspection during business hours up to the date of the forthcoming AGM at the registered office of the Company. Any member interested in obtaining a copy of the said statement may write to the Company Secretary at the Registered Office address of the Company.

Employee Stock Option Plan / Scheme

The Company has not granted any stock options during the financial year under PII-ESOP Scheme, 2010. However, the stock options already granted, vest as per the terms and conditions contained in the grant letter. As per the Company's ESOP scheme, options vest after a lock in period of one (1) year from the date of grant in a graded manner over the vesting period of four (4) years. The exercise price of stock options granted have been arrived by giving discount to the closing market price of the equity share on National Stock Exchange of India Limited one day prior to the date of grant of option. No employee has been issued stock options equal to or exceeding 1% of the issued capital of the Company at the time of grant. Details of options as required under SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 is uploaded at the Company's website i.e., <https://www.piindustries.com/investor-relations/co-go/Other-Disclosures>



During the year under review, there has been no change in the PII-ESOP Scheme, 2010. PII-ESOP Scheme, 2010 is in compliance with SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, and this has been certified by the secretarial auditor of the Company.

21. VIGIL MECHANISM – WHISTLE BLOWER POLICY

The Company has an established vigil mechanism for Directors and employees to report their genuine concerns, as approved by the Board on the recommendation of the Audit Committee. The Whistle Blower Policy of the Company is formulated and uploaded on the Company's website i.e.

<https://www.piindustries.com/wp-content/uploads/2023/11/PIIL-Whistle-Blower-Policy-08.11.2023.pdf>

The Policy provides for adequate safeguards against victimization of employees who avail of the mechanism and provides for direct access to the Chairperson of the Audit Committee. It is affirmed that no personnel of the Company have been denied access to the Audit Committee.

22. CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION, FOREIGN EXCHANGE EARNINGS AND OUTGO

The information pertaining to conservation of energy, technology absorption, foreign exchange earnings and outgo as required under Section 134(3)(m) of the Act read with Rule 8(3) of the Companies (Accounts) Rules, 2014 is furnished in **Annexure 'D'** attached to this report.

23. CORPORATE SOCIAL RESPONSIBILITY ('CSR')

In accordance with the requirements of Section 135 of the Act, the Company has a CSR Committee comprising four (4) members with Ms. Pia Singh, Independent Director as Chairperson, Mr. Mayank Singhal, Mr. Rajnish Sarna and Dr. T S Balganesha as Members. During the financial year 2023-24, the Committee met three times. The details of meetings and attendance thereat forms part of the Annual Report on CSR activities furnished in **Annexure 'E'** attached to this report.

The CSR obligation of the Company for the financial year 2023-24 was ₹217.35 Million. As on March 31, 2024, total amount spent on CSR activities by Company was ₹145.33 Million. The unspent amount of ₹72.02 Million was transferred to 'Unspent CSR Account' of the Company within a period of thirty days from the end of financial year.

In terms of the provisions of the Act read with Companies (Corporate Social Responsibility Policy) Rules, 2014, the Annual Report on CSR activities is annexed to this Report. Detailed information on CSR Policy, its salient features, CSR initiatives undertaken during the year, details pertaining to spent and unspent amount forms part of Annual Report on CSR activities.

The CSR policy is hosted on the Company's website i.e.

<https://www.piindustries.com/sustainability/CSR/CSR-Policy>

Further, the Chief Financial Officer has certified that the funds disbursed have been utilised for the purpose and in the manner approved by the Board for the financial year 2023-24.

24. CORPORATE GOVERNANCE

The Company takes pride in its Corporate Governance structure and strives to maintain the highest possible standards. A detailed report on the Corporate Governance code and practices of the Company along with a certificate from the auditors of the Company regarding compliance of the conditions of Corporate Governance as stipulated under Regulation 34 of SEBI Listing Regulations, 2015 forms part of the Report.

25. MANAGEMENT DISCUSSION AND ANALYSIS

A detailed report on the Management Discussion and Analysis is provided separately forms part of the Annual Report.

26. BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

A separate section of Business Responsibility and Sustainability describing the initiatives taken by the Company from an environmental, social and governance perspective and assurance of the Business Responsibility and Sustainability Report Core, forms part of this Annual Report as required under Regulation 34(2)(f) of SEBI Listing Regulations, 2015.

27. GENERAL

Your Directors state that no disclosure or reporting is required in respect of the following items as there were no transactions on these items during the year under review: -

- a) Issue of equity shares with differential rights as to dividend, voting or otherwise.
- b) Issue of shares (including sweat equity shares) to employees of the Company.
- c) Neither the Managing Directors nor the Whole-time Director of the Company received any remuneration or commission from any of its subsidiaries.
- d) No significant or material orders were passed by the Regulators or Courts or Tribunals, which impact the going concern status and Company's operations in future.
- e) Other statutory disclosures
 - The Auditors, i.e., Statutory Auditors, Secretarial Auditors and Cost Auditors have not reported any matter under section 143(12) of the Act, and accordingly, details as required to be disclosed under section 134(3)(ca) of the Act, have not been furnished.
 - There is no change in the nature of business of the Company during FY2023-24.
 - A cash flow statement for the FY 2023-24 is attached to the Balance sheet.
 - The securities of the Company were not suspended from trading during the year.
 - There have been no material changes and commitments, if any, affecting the financial position of the Company which have occurred between the end of the financial year of the Company to which the financial statements are related and the date of the report.



28. ACKNOWLEDGEMENTS

Your Directors wish to express their grateful appreciation for the valuable support and co-operation received from bankers, business associates, lenders, financial institutions, shareholders, various departments of the Government of India, as well as the State Governments of Rajasthan & Gujarat, the farming community and all our other stakeholders.

The Board places on record its sincere appreciation towards the Company's valued customers in India and abroad along with its joint venture partners for the support and confidence reposed by them in the organization and looks forward to the continuance of this supportive relationship in the future.

Your Directors acknowledge the contribution and hard work of the employees of the Company and its subsidiaries at all levels, who, through their competence, hard work, solidarity and commitment have enabled the Company to achieve consistent growth.

On behalf of the Board
For **PI Industries Limited**

Sd/-
Narayan K Seshadri
Chairperson
DIN: 00053563

Date: May 21, 2024
Place: Mumbai



Annexure - 'A'

FORM AOC-I (Pursuant to first proviso to sub-section (3) of section 129 read with rule 5 of Companies (Accounts) Rules, 2014)

Statement containing salient features of the financial statement of subsidiaries/associate companies/joint ventures

Part "A": Subsidiaries

S. No.	Name of the subsidiaries	The date since when subsidiary was acquired	Reporting period for the subsidiary concerned, if different from the holding Company's reporting period	Reporting currency and Exchange rate as on the last date of the relevant Financial year in the case of foreign subsidiaries	Share capital	Reserves & surplus
1.	PI Life Science Research Ltd.	December 09, 2004	N.A.	₹	14.97	409.94
2.	PILL Finance and Investments Ltd.	August 17, 1992	N.A.	₹	3.6	51.23
3.	PI Health Sciences Ltd.	September 03, 2021	N.A.	₹	4409.99	225.76
4.	Jivagro Ltd	December 12, 2019	N.A.	₹	1488	848
5.	PI Bioferma Pvt. Ltd.	September 11, 2020	N.A.	₹	0.60	(0.35)
6.	PI Fermachem Pvt. Ltd.	September 11, 2020	N.A.	₹	0.60	(0.33)
7.	PI Japan Co. Ltd	March 23, 2007	N.A.	JPY; 1 = 0.5507	5.00	37.41
8.	PI Health Sciences Netherlands BV	April 7, 2023	N.A.	EUR; 1 = 89.8775	2,063.53	(117.88)
9.	PI Health Sciences USA LLC	April 24, 2023	N.A.	USD; 1 = 83.4050	123.06	(44.15)
10.	Archimica S.p.A.	April 27, 2023	N.A.	EUR; 1 = 89.8775	908.26	382.64

Notes: The following information shall be furnished at the end of the statement:

1. Names of subsidiaries which are yet to commence operations:
 - a. PI Bioferma Private Limited
 - b. PI Fermachem Private Limited



(₹ in Million)

Total assets	Total Liabilities	Investments	Turnover	Profit before taxation	Provision for taxation	Profit after taxation	Proposed Dividend	Extent of shareholding (In %)
426.76	1.85	138.04	68.48	86.26	13.6	72.66	Nil	100%
55.47	0.64	10.48	3.75	6.75	1.22	5.53	Nil	100%
10,299	5,663.24	2,063.53	276.99	(747.43)	(589.05)	(153.38)	Nil	100%
2967	631	Nil	2430	246	65	181	Nil	100%
0.32	0.07	Nil	Nil	(0.08)	Nil	(0.08)	Nil	100%
0.33	0.06	Nil	Nil	(0.08)	Nil	(0.08)	Nil	100%
66.32	23.91	Nil	89.70	2.84	1.02	1.82	Nil	100%
4,265.24	2,319.59	3,166.27	Nil	(83.85)	Nil	(83.85)	Nil	100% by PI Health Sciences Limited
1,654.03	1,575.11	Nil	144.09	(45.87)	Nil	(45.87)	Nil	100% by PI Health Sciences Netherlands BV
4331.64	3040.74	Nil	5.52	(349.64)	0.14	(349.78)	Nil	100% by PI Health Sciences Netherlands BV

2. Names of subsidiaries which have been liquidated or sold during the year:

a. Therachem Research Medilab (India) Private Limited ('TRM') was acquired as a wholly owned subsidiary by PI Health Sciences Limited on June 2, 2023. Pursuant to the Scheme, as defined above, TRM merged with PI Health Sciences Limited ceased to be in existence upon the Scheme becoming effective.

b. Solis Pharmachem Private Limited ('Solis') was acquired as a wholly owned subsidiary by PI Health Sciences Limited on June 2, 2023. Pursuant to the Scheme, as defined above, Solis merged with PI Health Sciences Limited ceased to be in existence upon the Scheme becoming effective.

On behalf of the Board of Director
 For **PI Industries Limited**

Date: May 21, 2024
 Place: Mumbai

Sd/-
Narayan K Seshadri
 Chairperson
 DIN: 00053563



Part “B”: Associates and Joint Ventures
Statement pursuant to Section 129 (3) of the Companies Act, 2013 related to
Associate Companies and Joint Ventures

(₹ in Million)

S. No.	Name of Associate Entity	Latest audited Balance Sheet Date	Date on which the Associate was associated	Shares of Associate held by the Company on the year end			Description of how there is significant influence	Reason why the associate/ Joint venture is not consolidated	Net worth attributable to shareholding as per latest audited Balance Sheet	Profit/(Loss) for the year	
				Number	Amount of Investment in Associates	Extend of Holding (In percentage)				i. Considered in Consolidation	ii. Not Considered in Consolidation
1.	Solinnos Agro Sciences Private Limited ('Solinnos')	March 31, 2024	May 02, 2016	514,500 equity shares of ₹ 10/- each.	5.15	49%	PI Life Science Research Ltd holds 49% equity in Solinnos and accordingly, able to participate in financial and operating policy decision making of the Company.	Controlled by Mitsui Chemicals Crop and Life Solutions Inc., Japan which holds 51% equity in Solinnos.	195.9	150.53	i. 73.76 ii. 76.77
2.	PI Kumiai Private Limited ('PI Kumiai')	March 31, 2024	July 04, 2017	9,550,000 equity shares of ₹ 10/- each.	95.5	50%	PI Life Science Research Ltd holds 50% in PI Kumiai and accordingly, able to participate in financial and operating policy decision making of the Company.	PI Life Science Research Ltd hold 50% equity and 50% equity is held by Kumiai Chemical Industry Co. Ltd. Hence, same is not consolidated line by line and is accounted on equity basis only.	478.11	62.48	i. 31.24 ii. 31.24

- Names of associates or joint ventures which are yet to commence operations. Nil
- Names of associates or joint ventures which have been liquidated or sold during the year. Nil

On behalf of the Board
For PI Industries Limited

Sd/-
Narayan K Seshadri
Chairperson
DIN: 00053563

Date: May 21, 2024
Place: Mumbai

Note: It is consolidated as per Equity method.



Annexure - 'B'

Form No.MR - 3
SECRETARIAL AUDIT REPORT
FOR THE FINANCIAL YEAR ENDED MARCH 31, 2024
[Pursuant to Section 204(1) of the Companies Act, 2013 and Rule No. 9 of the
Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]

The Members,
PI Industries Limited,
 Regd. Office: Udaisagar Road,
 Udaipur – 313 001, Rajasthan
 CIN : L24211RJ1946PLC000469

I have conducted the Secretarial Audit in respect of compliance with specific applicable statutory provisions and adherence to good corporate practices by **PI INDUSTRIES LIMITED** (hereinafter called 'the Company'). Secretarial Audit was conducted in a manner that provided me with a reasonable basis for evaluating the corporate conduct / statutory compliance and expressing my opinion thereon.

Based on my verification of the Company's books, papers, minute books, forms and returns filed and other records maintained by the Company, the information provided by the Company, its officers, agents and authorized representatives during the conduct of secretarial audit, the explanations and clarifications given to me and the representations made by the Management, I hereby report that in my opinion, the Company has, during the audit period covering the financial year ended on March 31, 2024, complied with the statutory provisions listed hereunder and also that the Company has proper Board processes and compliance mechanism in place to the extent, in the manner and subject to the reporting made hereinafter:

I have examined the books, papers, minute books, forms and returns filed and other records maintained by the Company for the financial year ended on March 31, 2024 according to the provisions of:

- (i) The Companies Act, 1956 and Companies Act, 2013 ('the acts') and the rules made thereunder, as applicable;
- (ii) The Securities Contracts (Regulation) Act, 1956 ('SCRA') and the rules made thereunder;
- (iii) The Depositories Act, 1996 and the Regulations and Bye-laws framed thereunder;
- (iv) Foreign Exchange Management Act, 1999 and the rules and regulations made thereunder to the extent of Foreign Direct Investment, Overseas Direct Investment and External Commercial Borrowings;
- (v) The following Regulations prescribed under the Securities and Exchange Board of India Act, 1992 ('SEBI Act'):-
 - a. Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011;
 - b. Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015;
 - c. Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2009 – Not applicable as the Company has not issued any shares during the financial year under review;
 - d. Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014;
 - e. Securities and Exchange Board of India (Issue and Listing of Debt Securities) Regulations, 2008 - Not applicable as the Company has not issued any debt securities during the financial year under review;

- f. Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client – Not Applicable as the Company is not registered as Registrar to an Issue and Share Transfer Agent during the financial year under review;
 - g. Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2009 - Not applicable as the Company has not delisted its equity shares from any stock exchange during the financial year under review and
 - h. Securities and Exchange Board of India (Buy back of Securities) Regulations, 1998 - Not applicable as the Company has not bought back any of its securities during the financial year under review.
- (vi) The Management has identified and confirmed the following laws as being specifically applicable to the Company:
- a. Insecticides Act, 1968
 - b. Indian Boiler Act, 1923
 - c. Explosives Act, 1884
 - d. Poison Act, 1919
 - e. Hazardous Waste Management Rules, 2016

I have also examined compliance with the applicable clauses of the following:

- (i) Secretarial Standards issued by The Institute of Company Secretaries of India.
- (ii) The Listing Agreement entered into by the Company with BSE Limited and National Stock Exchange of India Limited, and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Based on my verification of the Company's books, papers, minute books, forms and returns filed and other records maintained by the Company and also the information provided by the Company, its officers, agents and authorized representatives during the conduct of Secretarial Audit, I hereby report that in my opinion, the Company has, during the financial year ended March 31, 2024 complied with the aforesaid laws.

Based on the information received and records made available, I further report that:

1. The Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors and Independent Directors;
2. Adequate notice was given to all the Directors regarding holding of the Board Meetings. Agenda was sent in advance before the meeting. There exists a system for Directors to seek and obtain



further information and clarifications on the agenda items before the meeting and for meaningful participation at the meeting;

3. Decisions at the Board Meetings were carried through with requisite majority & recorded as part of the minutes of the meetings. (No dissent was there, nor any dissent recorded).

Based on the compliance mechanism established by the Company and on the basis of the Compliance Certificate(s) of the Managing Director(s), Chief Financial Officer and Company Secretary taken on record by the Board of Directors at its meeting(s), I am of the opinion that the management has adequate systems and processes commensurate with its size and operations, to monitor and ensure compliance with the specifically applicable laws, rules, regulations and guidelines as mentioned in this report and applicable general laws like labour laws, environmental laws, etc.

I further report that:

- a) Ratification of remuneration to Cost Auditor for the financial year 2023-24 payable to M/s K.G. Goyal & Co., Cost Accountants, (Firm Regn. No.000017) by shareholders in Annual General Meeting held on 17th August, 2023.

- b) Shareholders approved Payment of remuneration by way of commission to Mr. Narayan K Seshadri (DIN: 00053563), Non-Executive Non-Independent Chairperson in Annual General Meeting held on 17th August, 2023.
- c) Mr. Rafael Del Rio Donoso (DIN: 08105128) was appointed as an Additional Director on the Board of the Company w.e.f. February 9, 2024. His appointment was regularized by the shareholders through postal ballot, result of which was passed on April 19, 2024.
- d) During the year, provisions of Section 135 of the Companies Act, 2013 were applicable to the Company. The Company was required to spend w.r.t CSR obligation for FY 2023-24 of Rs. 21.73 crore (being 2% of the net profits as per section 135). However the Company has spent Rs. 14.53 Crore out of which Rs. 13.85 Crore was spent on CSR activities and Rs.68.06 Lakh on administrative overheads. The unspent amount of Rs. 7.20 Crore was transferred to separate bank account on 26th April, 2024.

Sd/-

R. S. Bhatia

Practicing Company Secretary

CP No: 2514 M. No. 2599

Peer review no.1496/2021

UDIN: F002599F000363630

Place: New Delhi

Dated: May 14, 2024

Note: This report is to be read with letter of even date by the Secretarial Auditor, which is annexed to this report and forms an integral part of this report.



ANNEXURE TO THE SECRETARIAL AUDIT REPORT

The Members,
PI Industries Limited,
Regd. Office: Udaisagar Road,
Udaipur – 313 001, Rajasthan.
CIN: L24211RJ1946PLC000469

Our Secretarial Audit Report of even date is to be read along with this letter.

1. Maintenance of secretarial record is the responsibility of the management of the Company. My responsibility is to express an opinion on these secretarial records based on my audit.
2. I have followed the audit practices and processes as were appropriate to obtain reasonable assurance about the correctness of the contents of the Secretarial records. The verification was done on test basis to ensure that correct facts are reflected in secretarial records. I believe that the processes and practices, I followed provide a reasonable basis for my opinion.
3. I have not verified the correctness, appropriateness and implications of financial records, Books of Accounts of the Company and auditor's report, as this is the domain of the Statutory Auditors.
4. Wherever required, I have obtained the Management representation about the compliance of laws, rules and regulations and happening of events etc.
5. The compliance of the provisions of Corporate and other applicable laws, rules, regulations, standards is the responsibility of management. My examination was limited to the verification of procedures on test basis.
6. The Secretarial Audit report is neither an assurance as to the future viability of the company nor of the efficacy or effectiveness with which the management has conducted the affairs of the Company.

Sd/-

R. S. Bhatia

Practicing Company Secretary

CP No: 2514 M. No. 2599

Peer review no.1496/2021

UDIN: F002599F000363630

Place: New Delhi
Dated: May 14, 2024



Annexure - 'C'

Statement of Disclosure of Remuneration under Section 197 of Companies Act, 2013 read with Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

1. The ratio of the remuneration of each Director to the median remuneration of the Employees of the Company for the financial year 2023-24 as well as the percentage increase in remuneration of each Directors as under:

(Explanation: (i) the expression "median" means the numerical value separating the higher half of a population from the lower half and the median of a finite list of numbers may be found by arranging all the observations from lowest value to highest value and picking the middle one; (ii) if there is an even number of observations, the median shall be the average of the two middle values)

Name of Director	Ratio to Median Remuneration	% increase in remuneration over previous year
Non-Executive Directors		
Mr. Narayan K Seshadri#	38.15:1	13.69%
Mr. Arvind Singhal	5.51:1	8.38%
Dr. T S Balganes	8.49:1	55.00%
Ms. Lisa J Brown	6.33:1	16.20%
Mr. Shobinder Duggal	6.51:1	13.83%
Ms. Pia Singh	6.33:1	19.54%
Mr. Rafael Del Rio Donoso ¹	6.15:1	-
Executive Directors		
Mr. Mayank Singhal, Vice Chairperson & Managing Director	304.61:1	36.04%
Mr. Rajnish Sarna, Joint Managing Director	118.33:1	24.66%
Key Managerial Personnel		
Mr. Manikantan Viswanathan ² Chief Financial Officer	40.09:1	3.75%
Ms. Sonal Ramanand Tiwari ³ Company Secretary	16.79:1	147.41%

Notes:

Remuneration to Non-Executive Directors comprises of Sitting fees and Commission.

Includes commission of ₹30 Million which shall be paid after seeking approval of shareholders at ensuing AGM.

- Mr. Rafael Del Rio Donoso (DIN: 08105128) was inducted as an Additional Director on the Board of the Company on February 09, 2024. Further, his appointment was regularised by the shareholders by Postal ballot on April 19, 2024. Remuneration paid to Mr. Rafael has been considered on proportionate basis as per his term of office.

- Number of equity shares of the Company held by Mr. Manikantan Viswanathan as on March 31, 2024: NIL
- Number of equity shares of the Company held by Ms. Sonal Ramanand Tiwari as on March 31, 2024: 10 (ten)
- The percentage increase in median remuneration of employees in Financial Year 2023-24: 13.07%
- The number of permanent employees on the rolls of Company as on March 31, 2024: 3,568
- Average percentile increases already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration:

Name of Director	% change in remuneration
a) Average increase in salary of employees (other than managerial personnel)	13.07%
b) Average increase in salary of managerial personnel	10%

The increment given to each individual employee is based on the employees' potential, experience, performance and contribution to the Company's progress over a period of time and also benchmarked against a comparable basket of relevant companies in India. It may however be noted that Executive Directors are also entitled to commission which is decided by Board on the basis of the recommendation(s) received from Nomination and Remuneration Committee.

- Affirmation that the remuneration is as per the Remuneration Policy of the Company.

It is affirmed that the remuneration paid is as per the Remuneration Policy for Directors, Key Managerial Personnel and other employees, adopted by the Company.

On behalf of the Board of Director
For PI Industries Limited

Sd/-
Narayan K Seshadri
Chairperson
DIN: 00053563

Date: May 21, 2024
Place: Mumbai



Annexure - 'D'

CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION AND FOREIGN EXCHANGE EARNINGS AND OUTGO

[Pursuant to section 134(3)(m) of the Companies Act, 2013 read with Rule 8(3) of the Companies (Accounts) Rules, 2014]

(A) CONSERVATION OF ENERGY

Steps Taken or Impact on Conservation of Energy:

1. Under the continual energy conservation plan, the Company has continued to improve on energy efficiency & conservation efforts. Stricter efforts towards continuous monitoring and controls of energy utilization including generation & distribution had been in focus throughout.
2. With a view on long term sustainability, the Company has initiated steps towards utilizing alternate sources/ renewable source of energy.
3. Share of non-conventional renewable source of energy as a part of total electricity stands at 5.35% in 2023-24.

Steps taken during the year (2023-24) to conserve energy

- i. Panoli Location:
 - a. Use of hybrid power through open access at Panoli sites.
 - b. Use of Gujarat Electric Board power to reduce auxiliary power wastage from Gas Generator Sets.
 - c. Use of Raw water in place of Demineralize water in major products.
 - d. 40 % Power saving by usage of Freon based Trane chilling Unit for CHW generation in-place of Ammonia Based Frick Units.
 - e. 31% Power saving by fixing correct capacity Primary Pumps in -15 Brine circuit.
 - f. IE1 to IE3 motor replacement of 110KW in Utility.
 - g. VFD installation in process Cooling Tower pump 160KW, 110 KW & Dissolved oxygen control in ETP.
- ii. Jambusar Location:
 - a. 2% power saving in Cooling water pumping power by flow optimization through installation of Pressure Transmitter in closed loop with Variable Frequency Drive.
 - b. 4% power saving in Chilled water pumping power by flow optimization through installation of Pressure Transmitter in closed loop with Variable Frequency Drive.
 - c. 3.5% power saving in -15 OC Chilled Brine secondary pumping power by flow optimization through installation of Pressure Transmitter in closed loop with Variable Frequency Drive.
 - d. 9.5% reduction in power consumption reduction in CT-4 cooling tower pump through installation of VFD in closed loop with line pressure transmitter.
 - e. Use of Raw water in place of Demineralize water in major products.
 - f. Installation of VFD in +7 CHW primary pump to save pump power at SPM29.
 - g. Auto stop of DM water transfer pump when all plant DM water makeup line valves are in closed condition.
 - h. Automation in N2 Plant in SPM29 for Auto ON-OFF based on N2 storage tank pressure to reduced Specific air consumption.

iii. Udaipur R&D:

- a. 387 Kwh Roof top solar plant installed at R&D centre.

Plans for the Year 2024-25

- Share of non-conventional renewable source of energy is being targeted to go up to 20 % in 2024-25.
 - i. Roof top solar projects installation at Panoli plant for increasing the share of renewable power source.
 - ii. Installation of Phase-2 solar roof top projects at Jambusar..
- Panoli Energy conservation initiatives for 2024-25:
 - o Installation of New energy efficient Screw Chiller refrigerant media.
 - o Installation of Variable Frequency Drives in Blowers for power saving.
 - o Implementation of new insulation technique for reducing energy losses in piping network.
 - o Use of Raw water in place of Demineralize water across all products.
 - o Implementation of Air purging system for Compressor.
 - o Use of steam from common utility system with reduction in losses
- Jambusar Energy Conservation Initiatives for 2024-25:
 - o Installation of Pressure Transmitter in Demineralization water transfer pump to make pump off when there is no use of Demineralization water water in plant.
 - o Reduce specific power consumption of Chilled water primary pump through Variable Frequency Drive rpm optimization in closed loop with line pressure transmitter.
 - o Optimization of flow between primary and secondary pumps of -15 and -35 Bine to avoid loss of energy by mixing
 - o Explore replacement of existing utility pumps with energy efficient pump
 - o Provide VFD in Air compressor of (850 CFM) to reduce loading –Unloading
 - o Increase Air Pipe sizing & provide loop to individual plant tapping to reduce pressure loss.
 - o Provide separate boilers for Low pressure & high pressure steam (Alternately replace ejectors with dry vacuum pump)
 - o Hot water pump VFD installation to be explored
 - o Explore close loop system for Nitrogen recycling in ANF
 - o Automation in N2 Plant at SPM28 and Panoli location for Auto ON-OFF based on N2 storage tank pressure to reduced Specific air consumption
 - o Feasibility study completed for heat pump (integration of chilled water & hot water system) to generate cost effective hot water. CAPEX is under approval.



(B) TECHNOLOGY ABSORPTION

1. Efforts made towards technology absorption

To enhance technological capabilities, various new technologies are being considered and developmental work both at R&D and scale up on the following areas:

- i. Scale-up of in-house developed new Agrochemical molecule completed and material delivered for formulation development
- ii. Demonstrated chemistry and engineering capabilities in commercialization of complex chemistry (involving in-situ generation and usage of toxic gas) with enhanced performance
- iii. Basic Engg and HAZOP done for commercialization of high pressure oxidation involving toxic fluorinated compound
- iv. Gained customer confidence & delivered material to new customer from scale-up facility for a new electronic chemical with stringent quality requirement
- v. Used Vapor Liquid Equilibrium (VLE) data generation facility for liquid products involving fractionation for critical new molecules
- vi. Advanced facilities for process safety lab (RC1mx and ARC) created for process safety evaluation to gain deep insights of the Process.
- vii. Helical cone dryer tested for effective drying of material with better occupancy and performance over conventional RVD, we have ordered 5 no helical cone dryer (VCD) for new capital projects – To be implemented by FY25

2. Benefits derived towards cost reduction – continuous process development & alternate vendor development:

- i. Development of indigenous technology has led to cost reduction, use of environment friendly synthetic routes & conservation of foreign exchange
- ii. IP generation through new technology development by innovative solutions
- iii. Developmental processes have been initiated at lab scale. This will convert few batch processes into continuous uninterrupted processes to reduce manufacturing foot print.
- iv. Training sessions among different groups of R&D have resulted in effective and innovative solutions
- v. Successful development and commercialization of a product using inexpensive hydrogenation catalyst

- vi. Development of indigenous distillation technology for concentrating hazardous and explosive nature raw materials has led to cost reduction, reduced dependency on imported source.
- vii. In house expansion of various products with reasonable level of CAPEX which has led to become consistent & sustainable partner as supplier.
- viii. Successful development and commercialization of a product using alternate chlorine route instead of H₂O₂ & HCl
- ix. Successful development and commercialization of a product using phase transfer catalyst instead of metal-based catalyst.
- x. Development of in-house technology to reduce & recycle of spent HCl in the products at Jambusar and Panoli plants has been completed and implemented successfully.

3. Imported Technology: Phosgenation reaction capability at commercial stage is under development and will be commissioned by Q3 of FY25.

4. Expenditure on R&D

		(₹ in Million)	
		Current year 2023-24	Previous year 2022-23
A	Capital Expenditure	282	425
B	Revenue Expenditure (including Depreciation)	1,662	1,431
C	Total	1,944	1,856
D	Total R&D expenditure as percentage of Revenue from Operations	2.72%	2.96%

(C) FOREIGN EXCHANGE EARNINGS AND OUTGO

Details of total foreign exchange used and earned have been provided below:-

		(₹ in Million)	
		Current year 2023-24	Previous year 2022-23
	Foreign Exchange Earned	63,024	51,898
	Outgo of Foreign Exchange	15,423	16,434

On behalf of the Board of Directors
For PI Industries Limited

Sd/-
Narayan K Seshadri
Chairperson
DIN: 00053563

Date: May 21, 2024
Place: Mumbai



Annexure - 'E'

ANNUAL REPORT ON CORPORATE SOCIAL RESPONSIBILITY (CSR) ACTIVITIES

1. Brief outline of the Company's CSR policy:

The CSR Policy sets out our commitment to ensuring that our activities extend beyond business and include initiatives and endeavours for the benefit and development of the community and society. The CSR Policy lays down the guidelines for undertaking programmes geared towards social welfare activities or initiatives.

2. Composition of the CSR Committee:

Sl. No.	Name of Director	Designation/ Nature of Directorship	Number of meetings of CSR Committee held during the year [^]	Number of meetings of CSR Committee attended during the year [^]
1.	Ms. Pia Singh	Chairperson	3	3
2.	Mr. Rajnish Sharma	Member	3	3
3.	Mr. Mayank Singhal	Member	3	3
4.	Dr. TS Balganesesh	Member	3	3

3. Provide the web-link where Composition of CSR Committee, CSR Policy and CSR projects approved by the board are disclosed on the website of the company:

<https://www.piindustries.com/sustainability/csr/csr-policy/>

<https://www.piindustries.com/investor-relations/co-go/composition-of-board/>

https://www.piindustries.com/wp-content/uploads/2024/03/Updated_AAP-FY23-24-APPROVED_18.03.24.pdf

4. Provide the executive summary along with web-link(s) of Impact Assessment of CSR Projects carried out in pursuance of sub-rule (3) of rule 8, if applicable:

The executive summary pertaining to Impact Assessment of Project Bandhan and Sahyog are available on the website at <https://www.piindustries.com/investor-relations/co-go/other-disclosures/>

5. (a) Average net profit of the company as per section 135(5): Rs. 10,867.4 million

(b) Two percent of average net profit of the company as per section 135(5): 217.35 million

(c) Surplus arising out of the CSR projects or programmes or activities of the previous financial years: Nil

(d) Amount required to be set off for the financial year, if any: Nil

(e) Total CSR obligation for the financial year [(b)+(c)-(d)]: 217.35 million

6. (a) Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project): 138.52 million

(b) Amount spent in administrative overheads: 6.81 million

(c) Amount spent on Impact Assessment, if applicable: Nil

(d) Total amount spent for the Financial Year [(a)+(b)+(c)]: 145.33 million

(e) CSR amount spent or unspent for the Financial Year:



Total Amount Spent for the Financial Year (in Rs. million)	Amount Unspent (in Rs. million)				
	Total Amount transferred to Unspent CSR Account as per Section 135(6)		Amount transferred to any fund specified under Schedule VII as per second proviso to section 135(5)		
	Amount	Date of transfer	Name of the Fund	Amount	Date of transfer
145.33	72.02	26.04.2024		Nil	

(f) Excess amount for set-off, if any:

Sl. No.	Particular	Amount (in Rs. million)
1.	Two percent of average net profit of the company as per Section 135(5)	217.35
2.	Total amount spent for the Financial Year	145.33
3.	Excess amount spent for the financial year [(ii)-(1)]	Nil
4.	Surplus arising out of the CSR projects or programmes or activities of the previous financial years, if any	Nil
5.	Amount available for set off in succeeding financial years [(iii)-(iv)]	Nil

7. Details of Unspent CSR amount for the preceding three financial years:

Sl. No.	Preceding Financial year	Amount transferred to Unspent CSR Account under section 135 (6) (Rs. million)	Balance Amount in unspent CSR Account under section 135 (6) (Rs. million)	Amount spent in the reporting Financial Year (Rs. million)	Amount transferred to a fund. specified under Schedule VII as per section 135(5), if any.		Amount remaining. to be spent in succeeding financial years. (Rs. million)	Deficiency, if any
					Amount (Rs. million)	Date of Transfer		
01	FY22-23	27.94	27.94	18.53	Nil		9.40	-

8. Whether any capital assets have been created or acquired through CSR amount spent in the Financial Year: If yes, enter the number of Capital assets created / acquired:

Furnish the details relating to such asset(s) so created or acquired through CSR amount spent in the Financial Year:

Sl. No.	Short particulars of the property or assets [including complete address and location of the Property]	Pin code. of the property or asset(s)	Date of creation	Amount of CSR amount spent (In Rs.)	Details of entity / Authority / beneficiary of the registered owner		
					CSR Registration Number, if Applicable	Name	Registered address
01	Tractor Mount Sprayers-226	The assets have been handed over to beneficiaries in the following districts- Karnal(132001) Hisar(125001) Ludhiana(141001) Bhatinda(151001)\ Patiala(147001) Bareilly (234001) Ghaziabad(201003) Lucknow(226005)	FY23-24	26.09			
02.	Digital Setup for smart classes-150	The assets have been handed over to govt. schools in the following districts- Morena(476001) Sheopur(476337)	FY23-24	8.42			



Sl. No.	Short particulars of the property or assets [including complete address and location of the Property]	Pin code. of the property or asset(s)	Date of creation	Amount of CSR amount spent (In Rs.)	Details of entity / Authority / beneficiary of the registered owner		
					CSR Registration Number, if Applicable	Name	Registered address
03	Eye screening equipment -01	The assets have been handed over in the following districts- Faridabad(121001)	FY23-24	0.37	-	Lions Club Faridabad	Nehru ground, New Industrial Township, Faridabad, Haryana
04	Digital Set up for smart classes- 1	The assets have been handed over to Navyog High School (government aided school) in the following district- Bharuch(392150)	FY23-24	0.10	-	Navyog High School	Vedach, Jambusar, Bharuch
05	Furniture for schools(benches & desks) 100	The assets have been handed over to Sarvajanik High School (government aided school) in the following district- Bharuch(392150)	FY 23-24	0.77	-	Sarvajanik High School	Kavi, Jambusar, Bharuch

9. Specify the reason(s), if the company has failed to spend two per cent of the average net profit as per Section 135(5): Company is committed to create sustainable impact through our CSR programs. The unspent amount is on accord of initiating new/settling the projects, seasonal variation during the FY and will be spent in subsequent FY/s ensuring the impact.

On behalf of the Board of Directors
For PI Industries Limited

Date: May 21, 2024
Place: Mumbai

Sd/-
Ms. Pia Singh
Chairperson- CSR Committee
DIN: 00067233

Sd/-
Mr. Mayank Singhal
Vice Chairperson & Managing Director
DIN: 00006651



Corporate Governance Report

1. COMPANY'S PHILOSOPHY ON CODE OF CORPORATE GOVERNANCE

PI Industries Limited ('PI') strongly believes in enhancing the stakeholder's value through good corporate governance practices which not only involves transparency, empowerment, accountability and integrity but also trust, speed, innovation and adoptability that has been the key enabler in inculcating stakeholders trust & confidence, attracting & retaining financial & human capital over the years. The Company's overall governance framework, systems and processes reflect and support our Mission, Vision and Values. The Company is constantly striving to better them and adopt the best corporate practices and it believes that good Corporate Governance is essential for achieving long-term corporate goals and to enhance stakeholders' value.

The Company is following the requirements mandated by the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations, 2015') and Companies Act, 2013, as amended ('the Act'). The Company's corporate governance practices and disclosures are well beyond complying with the minimum statutory and regulatory requirements stipulated in the applicable laws. A Report on compliance with the Corporate Governance provisions as prescribed under the SEBI Listing Regulations, 2015 is given herein below:

2. BOARD OF DIRECTORS

Composition

Keeping with the commitment to the principle of integrity and transparency in business operations for good corporate governance, the Company's policy is to have an appropriate blend of independent and non-independent directors to maintain the independence of the Board and to separate the Board functions of governance and management. The Company conforms to the provisions of the Act and the SEBI Listing Regulations, 2015. Our Board consists of eminent persons with considerable professional expertise and experience, provides leadership and guidance to the management, thereby enhancing stakeholders' value.

As on March 31, 2024, the Board comprised of (9) nine Directors, out of which (7) seven are Non-Executive Directors and (2) two are Executive Directors including Vice Chairperson & Managing Director and Joint Managing Director. The Chairperson of the Board is a Non-Executive Non-Independent Director. The Board comprises of (4) four Independent Directors (including (2) two women Independent Directors), constituting 44.44% of the Board strength which meets the requirements of the Act and the SEBI Listing Regulations, 2015.

The name and category of Directors, their attendance at the Board Meetings held during the year and at the last Annual General Meeting ('AGM') along with the position of Board/Committee membership held by them is detailed below:

Name of Director & Designation	Category	No. of positions held		No. of Board Meetings Attended during FY 2023-24	Presence at last AGM
		Board [^]	Committees ^{^^} Member (Chairperson)		
Mr. Narayan K Seshadri, Chairperson DIN: 00053563	Non-Executive & Non-Independent	9	6(2)	7	Yes
Mr. Mayank Singhal, Vice Chairperson & Managing Director DIN: 00006651	Promoter and Executive	2	0(0)	6	Yes
Mr. Rajnish Sarna, Joint Managing Director DIN: 06429468	Executive	5	1(0)	6	Yes
Mr. Arvind Singhal, Director DIN: 00092425	Non-Executive & Non-Independent	4	0(0)	6	Yes
Dr. T S Balganes, Director DIN: 00648534	Independent	3	1(1)	6	No
Ms. Lisa J Brown, Director DIN: 07053317	Independent	1	1(0)	6	Yes
Mr. Shobinder Duggal, Director DIN: 00039580	Independent	4	4(2)	7	Yes
Ms. Pia Singh, Director DIN: 00067233	Independent	3	1(0)	5	Yes
Mr. Rafael Del Rio Donoso, ¹ Director DIN: 08105128	Non-Executive & Non-Independent	1	0(0)	1	NA

[^] Includes position held in PI but excludes position of directorships held in Private Limited Companies, Foreign Companies and Government Bodies. As per declarations received, no director serves as an independent director in more than seven equity listed companies or in more than three equity listed companies if he/she is a whole-time director/managing director in any listed company.

^{^^} Only Audit Committee and Stakeholders Relationship Committee have been considered for the Committee positions. None of the Directors on the Board is a member of more than 10 committees or Chairperson of more than 5 committees across all companies in which he/she is a director.



1. Mr. Rafael Del Rio Donoso (DIN: 08105128) was inducted as an Additional Director on the Board of the Company on February 09, 2024. Further, his appointment was regularised by the shareholders by Postal ballot on April 19, 2024, result of which was declared on April 20, 2024.

Not with standing the number of directorships, as highlighted herein above the outstanding attendance record and participation of the directors in Board/Committee meetings indicates their commitment and ability to devote adequate time and efforts to their responsibilities as Board/Committee members.

Name of listed companies and category of directorship held by Directors is appended as **Annexure 'I'**.

Relationship between the Directors inter-se

None of the Directors are related to any other Director on the Board of the Company in terms of the provisions of the Act.

Independent Directors

None of the Independent Director on the Board of the Company serve as an Independent Director in more than seven (7) listed companies nor holds the position of Whole-time Director in any listed company.

Independent Directors of the Company have been appointed in accordance with the applicable provisions of the Act read with relevant Rules. Formal letters of appointment as per Schedule IV of the Act have been issued to the Independent Directors and the terms and conditions of their appointment have been disclosed on the Company's website i.e.,

https://www.piindustries.com/wp-content/uploads/2023/07/PI-Terms-Appointment-of-Ind-Director_revised_clean.pdf

The maximum tenure of Independent Directors is in compliance with the Act. All the Independent Directors have confirmed that they meet the criteria of independence as mentioned under Regulation 16(1)(b) of the SEBI Listing Regulations, 2015 and Section 149(6) of the Act.

Board Meetings

The Board meets at regular intervals to review the performance of the Company. During the year under review, seven (7) Board meetings were held on April 19, 2023, May 18, 2023, August 09, 2023, October 13, 2023, November 08, 2023, February 09, 2024 and March 14, 2024. The gap between any two Board meetings was less than 120 days. All the meetings of Board of Directors during the year were held through Video Conferencing mode.

Board procedure

The annual calendar of the Board/ Committee meetings is agreed upon by the Board members one year in advance. The agenda backed by comprehensive information is circulated well in advance to the Board members. The facility to participate through video-conference is provided to Board/ Committee members, who are unable to attend in person. In addition to the information required under Part A of Schedule II of Regulation 17(7) of SEBI Listing Regulations, 2015, the Board is kept informed of major events/items and approvals taken wherever necessary. Board also reviews the status of the compliances relating to various applicable laws and the steps taken by the Company to rectify the instances of non-compliance, if any. The Board critically evaluates the Company's strategic directions, management policies and their effectiveness. The Board regularly reviews inter-alia, industry environment, annual business plans and performance against the plans, business opportunities including investments/ divestment, related party transactions, compliance processes including material legal issues, strategy, risk management practices and approval of financial statements. Senior Executives are also invited to provide additional inputs at the Board/ Committee meetings for the items discussed by the Board of Directors, as and when required. Frequent and detailed interaction provides a strategic road map for the Company's future growth. Compliance certificate with regard to compliance with applicable laws duly signed by the Vice Chairperson & Managing Director, Chief Financial Officer and Company Secretary was placed before the Board on quarterly basis.

Separate meeting of Independent Directors

A separate meeting of Independent Directors was held on March 28, 2024 without the attendance of Non-Independent Directors and members of the Management as required under Schedule IV to the Act and Regulation 25(3) of the SEBI Listing Regulations, 2015. The Independent Directors deliberated upon the quality, quantity and timeliness of flow of information between the Company's management and the Board of Directors, and to review the performance of Non-Independent Directors, the Board as a whole and the Chairperson. The Lead Independent Director updates the Board about the outcome of the meetings apart from meeting the Executive Directors on one-to-one basis giving the feedback on their performance and action, if any, required to be taken by the Company.

Familiarization programme

The Company has adopted a well-structured induction programme for orientation and training of Directors at the time of their joining so as to provide them with an opportunity to familiarise themselves with the Company, its management, its operations and the industry in which the Company operates. The induction programme includes one-to-one interactive sessions with the senior management team, business and functional heads among others and also includes visit to plants to understand the operations and technology. Apart from the induction programme, the Company periodically presents updates at the Board /Committee meetings to familiarise the Directors with the Company's strategy, business performance, operations, R&D, finance, compliance, risk management framework, human resources and other related matters. The Board has an active communication channel with the executive management, which enables Directors to raise queries, seek clarifications for enabling a good understanding of the Company and its various operations. Quarterly updates press releases and regulatory updates are regularly circulated to the Directors to keep them abreast on significant developments in the Company. Detailed familiarisation programme for Directors is available on the Company's website i.e.,

<https://www.piindustries.com/wp-content/uploads/2023/08/Familiarisation-program-for-directors.pdf>

Skill /expertise/competencies identified by the Board of Directors as required in the context of its business(es) and sector(s) for it to function effectively and those actually available with the board with effect from the financial year ended March 31, 2024.

The Board comprises of individual members possessing the required skill/expertise/competencies in business management, M&A, finance & tax, technology, corporate governance, risk management, govt./public policy, marketing/sales, human capital/compensation, industry experience, legal & regulatory affairs. Skill matrix for individual Directors is appended as **Annexure 'II'**.

In the opinion of the Board, the Independent Directors fulfil the conditions specified in the SEBI Listing Regulations, 2015 and are independent of the management.

Board Evaluation

Pursuant to the provisions of the Act and Regulation 17(10) of SEBI Listing Regulations, 2015, the Company has laid down the manner and criteria in which formal annual evaluation of the performance of the Board, its Committees, Chairperson and Individual Directors has to be made. The Company has engaged an independent external agency for Board evaluation. It includes circulation of evaluation forms separately for evaluation of the Board and its Committees, Independent Directors/ Non-Executive Directors/Executive Director and the Chairperson of the Company and further one-on-one discussion with Directors to capture their contextual and qualitative feedback. Other than Chairperson of the Board and Nomination and Remuneration Committee, no other Director has access to the individual ratings given by Directors.



The performance of Non-Independent Directors, the Board as a whole, and the Chairperson of the Board has been reviewed by Independent Directors in a separate meeting.

The criteria for performance evaluation of Board, including its Committees, Chairperson and individual directors broadly covers various aspects, including inter-alia degree of fulfilment of key responsibilities, Board structure and composition, establishment and delineation of responsibilities to various Committees, effectiveness of Board processes, information and functioning, long term strategic planning, meeting frequency, agenda discussion etc. The performance of Executive Directors was evaluated on the parameters such as performance for area of responsibility, board support and team building. The performance of Independent Directors was evaluated on the parameters such as preparation and participation, personality and conduct, effectiveness as a board member and quality of value addition.

3. COMMITTEES OF THE BOARD

The Board of Directors has constituted following Committees of Directors with adequate delegation of powers to discharge urgent business requirements of the Company:

- i. Audit Committee
- ii. Nomination and Remuneration Committee
- iii. Stakeholders Relationship Committee
- iv. Corporate Social Responsibility Committee
- v. Risk Management Committee
- vi. Administrative Committee
- vii. M&A Committee

The Board is responsible for constituting, assigning and appointing the members of the Committees. The detailed composition, terms of reference and other details of the Committees are as under:

i) AUDIT COMMITTEE

Composition and attendance

The Audit Committee presently comprises of 4 members, out of which 3 members are Independent Directors and one is a Non-Executive Non-Independent Director. The Chairperson of the Committee is an Independent Director. All the members of the Audit Committee are Non-Executive Directors and are 'financially literate' as required under the provisions of Act and Regulation 18(1)(c) of SEBI Listing Regulations, 2015. Moreover, the Chairperson and the members of the Audit Committee have accounting and financial management expertise. It is to be noted that though the Act and SEBI Listing Regulations, 2015 require a minimum of three members in the Audit Committee, the Company by way of good corporate governance has an additional Independent Director as a member – making Independent Directors majority of 75%.

The Vice Chairperson & Managing Director, the Joint Managing Director, the Chief Financial Officer, the Head of Internal Audit, the representatives of the Statutory Auditors and Internal Auditors are permanent invitees to meetings of the Audit Committee. The Company Secretary acts as the Secretary to the Committee.

During the financial year ended March 31, 2024, the Committee met seven (7) times on May 12, 2023, May 18, 2023, August 09, 2023, September 21, 2023, November 08, 2023, February 06, 2024 and February 09, 2024 and the gap between two meetings did not exceed 120 days in compliance with the SEBI Listing Regulations, 2015.

The composition and attendance record of the members of the Audit Committee for the financial year 2023-24 is as follows:

Name of Director	Category	Number of meetings held during the financial year 2023-24 : (7) Seven	
		Entitled to attend	Attended
Mr. Shobinder Duggal, Chairperson	Independent Director	7	7
Ms. Pia Singh	Independent Director	7	6
Ms. Lisa J Brown	Independent Director	7	6
Mr. Narayan K Seshadri	Non-Executive & Non-Independent Director	7	7

The Chairperson of the Audit Committee, Mr. Shobinder Duggal was present at the AGM of the Company held on August 17, 2023.

The terms of reference of the Committee are in accordance with the Act and SEBI Listing Regulations, 2015. These broadly include oversight of the Company's financial reporting process and disclosure of its financial information, review of financial statements, review of compliances and review of systems and controls, approval or any subsequent modification and review of transactions with related parties, as amended. The detailed terms of reference of the Committee can be accessed at Company's website i.e.,

https://www.piindustries.com/wp-content/uploads/2023/06/PI_Audit-Committee_Terms-of-Reference.pdf

ii) NOMINATION AND REMUNERATION COMMITTEE ('NRC')

Composition and attendance

The NRC presently comprises of 4 members, out of which 3 are Independent Directors and 1 is Non-Executive and Non-Independent Director. The Company Secretary acts as Secretary to the Committee.

During the financial year ended March 31, 2024, the Committee met three (3) times on May 18, 2023, August 07, 2023 and February 01, 2024. The composition and attendance record of the members of the NRC for the financial year 2023-24 is as follows:

Name of Director	Category	Number of meetings during the financial year 2023-24 : (3) three	
		Entitled to attend	Attended
Ms. Lisa J Brown, Chairperson	Independent Director	3	3
Mr. Narayan K Seshadri	Non-Executive & Non-Independent Director	3	3
Ms. Pia Singh	Independent Director	3	3
Dr. T S Balganesch	Independent Director	3	3



The Chairperson of the NRC, Ms. Lisa J Brown was present at the AGM of the Company held on August 17, 2023.

The Company has in place performance evaluation criteria for Board, Committees, Chairperson and Directors. The criteria for evaluation of Independent Directors, inter alia, includes attendance and participation, acting in good faith, openness to ideas, proactive and positive approach about Board and senior management particularly the arrangements for management of risk and the steps needed to meet challenges from the competition, independence and independent views and judgement, etc.

Pursuant to the Act and SEBI Listing Regulations, 2015, the Company has constituted an NRC. The detailed terms of reference of the Committee can be accessed at

<https://www.piindustries.com/wp-content/uploads/2023/06/PIIND-Nomination-and-Remuneration-Policy.pdf>

iii) STAKEHOLDERS RELATIONSHIP COMMITTEE ('SRC')

Composition and attendance

The SRC presently comprises of 3 Directors, out of which 1 member is an Executive Director and 2 are Independent Directors. The Committee is chaired by an Independent Director.

During the financial year ended March 31, 2024, the Committee met one (1) time on March 28, 2024. The composition and attendance record of the members of the SRC for the financial year 2023-24 is as follows:

Name of Director	Category	Number of meetings held during the financial year 2023-24: (1) one	
		Entitled to attend	Attended
Dr. T S Balganes, Chairperson	Independent Director	1	1
Mr. Rajnish Sarna	Executive Director	1	0
Mr. Shobinder Duggal	Independent Director	1	1

The Chairperson of the SRC, Dr. T S Balganes could not attend the AGM of the Company held on August 17, 2023 due to certain technical difficulties. He authorized Mr. Rajnish Sarna to represent SRC before the members on his behalf.

The SRC looks into the various aspects of interest of shareholders and reviews the process of share transfers/ transmission, unclaimed Dividend / Shares, IEPF & issue of duplicate shares, oversees redressal of grievances of security holders, if any.

The detailed terms of reference of the Committee can be accessed at https://www.piindustries.com/wp-content/uploads/2023/06/TOR_SRC.pdf

Ms. Sonal Ramanand Tiwari, Company Secretary acts as the Secretary to the Committee and the Compliance Officer under the provisions of the SEBI Listing Regulations, 2015.

During the year, the Company received 13 complaints for issues e.g. non-receipt of dividend warrants, loss of share certificates & issue of duplicate share certificates thereof, clarification regarding shares, claim for shares etc. which were duly attended and resolved, no complaints were pending as on March 31, 2024.

iv) CORPORATE SOCIAL RESPONSIBILITY ('CSR') COMMITTEE

Composition and attendance

The CSR Committee presently comprises of 4 members, out of which 2 members are Independent Directors and 2 members are Executive Directors. The Chairperson of the CSR Committee is an Independent Director. The Committee met three (3) times on May 11, 2023, July 20, 2023 and January 23, 2024 during the financial year ended March 31, 2024.

The composition and attendance record of the members of the CSR Committee for the financial year 2023-24 is as follows:

Name of Director	Category	Number of meetings during the financial year 2023-24 : (3) three	
		Entitled to attend	Attended
Ms. Pia Singh, Chairperson	Independent Director	3	3
Dr. T S Balganes	Independent Director	3	3
Mr. Mayank Singhal	Executive Director	3	3
Mr. Rajnish Sarna	Executive Director	3	3

The CSR Committee seeks to guide the Company in integrating its social and environmental objectives with its business strategies and assists in crafting unique models to support creation of sustainable livelihoods. The role of the CSR Committee of the Board is inter alia, to review, monitor and provide strategic direction to the Company's CSR and sustainability practices towards fulfilling its objectives laid down under CSR Policy. The detailed terms of reference of the Committee are a part of CSR policy and can be accessed at

<https://www.piindustries.com/Media/Documents/CSR%20policy.pdf>

v) RISK MANAGEMENT COMMITTEE ('RMC')

Composition and attendance

RMC presently comprises of 4 Members, one of whom is an Independent Director. The Committee meeting took place two (2) times on August 10, 2023 and January 23, 2024 respectively. The composition and attendance record of the RMC members for the financial year 2023-24 is as follows:

Name of Director	Category	Number of meetings during the financial year 2023-24 : (2) two	
		Entitled to attend	Attended
Mr. Mayank Singhal, Chairperson	Executive Director	2	2
Mr. Narayan K Seshadri	Non-Executive & Non-Independent Director	2	1
Mr. Rajnish Sarna	Executive Director	2	2
Mr. Shobinder Duggal	Independent Director	2	2



PI Industries Limited

During FY 2023-24, the Company did not trade in or have any exposure in the commodities market.

Pursuant to the SEBI Listing Regulations, 2015, the detailed terms of reference of the Committee are a part of Risk Management policy and can be accessed at

https://www.piindustries.com/wp-content/uploads/2023/06/Risk-Management-Policy_2023.pdf

vi) ADMINISTRATIVE COMMITTEE

Composition and attendance

The Administrative Committee presently comprises of 3 Directors, out of which 2 are Executive Directors. The Company Secretary acts as Secretary to the Committee.

During the financial year ended March 31, 2024, the Committee met one (1) time on January 12, 2024. The composition and attendance record of the members of the Administrative Committee for the financial year 2023-24 is as follows:

Name of Director	Category	Number of meetings during the financial year 2023-24 : (1) one	
		Entitled to attend	Attended
Mr. Mayank Singhal, Chairperson	Executive Director	1	1
Mr. Rajnish Sarna	Executive Director	1	1
Mr. Arvind Singhal	Non-Executive & Non-Independent Director	1	1

This Committee facilitates the approvals required for routine business activities of the Company where the powers are delegated by the Board of Directors to this Committee like opening/closing of bank accounts, borrowing powers up to a limit delegated by board, creation of security and investment of idle funds lying with the Company apart from authorisations for dealing various authorities/matters as may be requested by different functions from time to time for smooth business operations of the Company etc. The detailed terms of reference of the Committee can be accessed at

https://www.piindustries.com/wp-content/uploads/2023/06/Terms-of-reference_Admin-Committee.pdf

vii) M&A COMMITTEE

Composition and attendance

M&A Committee presently comprises of 5 members, two of whom are Independent Directors. No meeting was held during the financial year 2023-24. The composition of the M&A Committee members for the financial year 2023-24 is as follows:

Name of Director	Category	Number of meetings during the financial year 2023-24 : Nil	
		Entitled to attend	Attended
Mr. Mayank Singhal, Chairperson	Executive Director	NA	NA
Mr. Narayan K Seshadri	Non-Executive & Non-Independent Director	NA	NA
Mr. Rajnish Sarna	Executive Director	NA	NA
Mr. Shobinder Duggal	Independent Director	NA	NA
Dr. T S Balganesesh	Independent Director	NA	NA

The M&A Committee of the Board assists the Board of Directors, with its responsibility to identify, evaluate and execute organic & inorganic opportunities. The Committee reviews the various operational issues arising out of such opportunities and helps the Board to take informed decision based upon the Committee inputs.

The Board of Directors has accepted all the recommendations made by the aforesaid Committees during the financial year.

4. PARTICULARS OF SENIOR MANAGEMENT INCLUDING THE CHANGES THEREIN SINCE THE CLOSE OF THE PREVIOUS FINANCIAL YEAR

The particulars of the Senior Management personnel of the Company as on March 31, 2024 were as follows:

S No.	Name	Role / Designation
1	Mr. Arunabha Raychaudhuri	Head of Supply Chain -PI Group
2	Mr. Atanu Roy	Group Chief Information Officer
3	Dr. Atul Kumar Gupta	CEO - CSM AgChem
4	Mr. Balasubramaniam Aiyaswamy	Head - Corporate HR Functions
5	Mr. Manikantan Viswanathan	Chief Financial Officer
6	Mr. Prashant Hegde	CEO - AgChem Brands
7	Ms. Shilpa Sachdeva	Head - Legal, Risk & Compliance
8	Ms. Sonal Ramanand Tiwari	Company Secretary

During the financial year, following changes occurred in the Senior Management of the Company:

- Mr. Chandrajit Pati resigned from the position of Chief People Officer w.e.f., June 12, 2023
- Mr. Atanu Roy was appointed as Group Chief Information Officer w.e.f., September 01, 2023
- Mr. Arunabha Raychaudhuri was appointed as Head of Supply Chain, PI Group w.e.f., September 06, 2023

None of the Senior management as defined under Regulation 16(d) of SEBI Listing Regulations, 2015, is holding more than 1% of equity share capital of the Company.

5. NOMINATION AND REMUNERATION POLICY

On recommendation of the NRC, the Board has framed a Nomination and Remuneration Policy. This policy, inter alia, provides: (a) The criteria for determining qualifications, positive attributes, and independence of directors; and (b) Policy on remuneration of Directors, key managerial personnel and other employees. The policy is directed towards a compensation philosophy and structure that will reward and retain talent; and provides for a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the Company and its goals. The said policy is placed on the Company's website i.e.,

<https://www.piindustries.com/wp-content/uploads/2023/11/PIIND-Nomination-and-Remuneration-Policy-1.pdf>

6. DIRECTORS' REMUNERATION

i. Pecuniary relationship/transaction with Non-Executive Directors

During FY 2023-24, there were no pecuniary relationship/transactions of any Non-Executive Directors with the Company, apart from remuneration as Directors and transactions in the ordinary course



of business and on arm's length basis at par with any member of general public. During FY 2023-24, the Company did not advance any loans to any of its Directors.

ii. Criteria of making payments to Non-Executive Directors

Non-Executive Directors of the Company play a crucial role in the independent functioning of the Board. They bring in an external perspective to decision-making and provide leadership and strategic guidance while maintaining objective judgment. They also oversee the corporate governance framework of the Company.

The criteria of making payments to Non-Executive Directors is a part of Nomination and Remuneration policy and placed on the Company's website i.e.,

<https://www.piindustries.com/wp-content/uploads/2023/11/PIIND-Nomination-and-Remuneration-Policy-1.pdf>

iii. Details of Remuneration of Directors

Non-Executive Directors

Sitting fees is paid to Non-Executive Directors for attending Board / Committee meetings. They are also entitled to reimbursement of actual travel expenses, boarding and lodging, conveyance expenses incurred for attending such meetings. The commission payable to Non-Executive Directors is decided by the Board within the limits of 1% of the net profits as approved by the members of the Company. Payment of commission to a single Non-Executive Director in excess of 50% of total amount payable to all the Non-Executive Directors, is made after obtaining prior approval of the members.

All Non-Executive Directors are paid sitting fees and commission as per the details provided in the Form MGT-7 (annual return) which is hosted on the Company's website i.e., <https://www.piindustries.com/investor-relations/co-go/annual-return>

The details of sitting fees and commission paid to the Non-Executive Directors for financial year ended March 31, 2024 and number of equity shares held by them as on March 31, 2024 are as under:

Name of Director	Sitting Fees (₹/ Mn.)	Commission @ (₹/ Mn.)	No. of Equity Shares held
Mr. Narayan K Seshadri	1.350	30*	4,84,259
Mr. Arvind Singhal	0.525	4	-
Dr. T S Balganes	0.975	6	-
Ms. Lisa J Brown	1.200	4	-
Mr. Shobinder Duggal	1.350	4	-
Ms. Pia Singh	1.200	4	32,500
Mr. Rafael Del Rio Donoso	-	-	-

@ Commission payable for FY 2023-24.

*Commission payable to Mr. Narayan K Seshadri will be subject to approval of shareholders at the ensuing AGM.

Executive Directors

The remuneration of the Executive Director(s) is recommended by the NRC based on factors such as industry benchmarks, the Company's performance vis-à-vis the industry performance etc. and approved by the Board within the remuneration slabs approved by the shareholders. Remuneration comprises of fixed component viz. salary, perquisites and allowances and a variable component viz. commission. The NRC also recommends to the Board, the annual increments within the salary scale approved by the members and the commission payable to the Executive Director(s) on determination of profits for the financial year, within the ceilings on net profits prescribed under Section 197 of the Act.

The tenure of Mr. Mayank Singhal, Vice Chairperson & Managing Director and Mr. Rajnish Sarna, Joint Managing Director of the Company is of three years up to September 30, 2025, and November

06, 2025 respectively with a notice period of ninety days and is governed by a service contract. The same is in compliance with the applicable provisions of the Act. Salary and perquisites include all elements of remuneration and is entitled for performance incentive. The Company has not issued any stock options to the. They are entitled to superannuation benefits, which forms part of the perquisites allowed to them. Both the Executive Directors are paid remuneration as per the details provided in the Form MGT-7 (annual return) which is hosted on the Company's website i.e., <https://www.piindustries.com/investor-relations/co-go/annual-return>.

Details of remuneration paid to the Executive Directors during the financial year 2023-24 are as follows:

(Rs./ Mn.)

Name of Director	Salary	Retiral Benefits	Perquisites	Commission @	Total
Mr. Mayank Singhal, Vice Chairperson & Managing Director	46.20	7.91	46.20	150	250.31
Mr. Rajnish Sarna, Joint Managing Director	26.40	4.44	26.40	40	97.24

@ Commission payable for FY 2023-24.

- Retiral benefits includes PF, Gratuity and Superannuation.
- Mr. Mayank Singhal (Promoter and Director) holds 3,10,28,510 equity shares of the Company as on March 31, 2024.
- Mr. Rajnish Sarna (Director) holds 1,25,512 equity shares of the Company as on March 31, 2024.

7. CODE OF CONDUCT

The Board of Directors has laid down a Code of Conduct for all Directors and the Senior Management of the Company. All the Directors and Senior Management have affirmed compliance with the Code of Conduct as approved and adopted by the Board of Directors and a declaration to this effect signed by the Vice Chairperson & Managing Director has been annexed as **Annexure 'III'** to the Corporate Governance Report. The said code of conduct can be accessed on the Company's website i.e.,

https://www.piindustries.com/wp-content/uploads/2023/06/Code-of-Conduct_for_Directors-and-Sr-Management.pdf

8. COMPLIANCES REGARDING INSIDER TRADING

Pursuant to SEBI (Prohibition of Insider Trading) Regulations, 2015, as amended, (the 'SEBI PIT Regulations') the Company has a Board approved Code of Conduct to Regulate, Monitor and Report Trading by Insiders ('Code of Conduct'), as well as Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information ('Code of Fair Disclosure').

Whenever any non-compliance by any designated employee concerned was observed, penalty was levied, and the amount was remitted to the stipulated fund. The Company also, by frequent communication, makes aware the designated employees of their obligations under the SEBI PIT Regulations. The Audit Committee had reviewed the compliance of the SEBI PIT Regulations to ensure that the systems for internal control with respect to the SEBI PIT Regulations are adequate and are operating effectively. Mr. Rajnish Sarna, Joint Managing Director has been designated as the Chief Investor Relations Officer to ensure timely, adequate, uniform, and universal dissemination of information and disclosure of Unpublished Price Sensitive Information.

The said Code has been posted on Company's website i.e.,

<https://www.piindustries.com/wp-content/uploads/2023/06/PI-Code-of-Practices-and-Price-Sensitive.pdf>



9. DETAILS OF MATERIAL SUBSIDIARIES OF THE COMPANY, INCLUDING THE DATE AND PLACE OF INCORPORATION AND THE NAME AND DATE OF APPOINTMENT OF THE STATUTORY AUDITORS OF SUCH SUBSIDIARIES:

The Company has no material subsidiary as on March 31, 2024, in terms of SEBI Listing Regulations, 2015.

10. OTHER DISCLOSURES

a) Related Party Transactions during the year under review

All transactions entered into with related parties (RPTs), as defined under the Act and the SEBI Listing Regulations, 2015 during the financial year ended March 31, 2024 were in the ordinary course of business and at arm's length and do not attract the provisions of Section 188 of the Act and the Rules made thereunder. There were no material transactions with the related parties during the year, which were in conflict of interest, and for which approval of the shareholders of the Company was required in terms of the SEBI Listing Regulations, 2015. The transactions with the related parties, namely its promoters, its holding, subsidiary(ies), and associate companies etc., of routine nature have been reported in the Notes to financial statements as per Indian Accounting Standard 24 (IND AS 24) notified vide Companies (Indian Accounting Standard) Rules, 2015. The policy on materiality of related party transactions and on dealing with related party transactions is available on the Company's website i.e.,

<https://www.piindustries.com/wp-content/uploads/2023/06/Policy-on-Related-Party-Transactions.pdf>

b) Details of non- compliances

The equity shares of the Company are listed on BSE Limited and National Stock Exchange of India Limited, and the Company has complied with all applicable requirements of the Capital Market. There were no instances of non- compliance by the Company. No penalties or strictures were imposed on the Company by Stock Exchanges or SEBI or any Statutory Authority on any matter related to the capital market during the last three years.

c) Vigil Mechanism/ Whistle blower policy

Pursuant to Section 177 of the Act and Regulation 22 of SEBI Listing Regulations, 2015, the Company has in place a Whistle Blower Policy for establishing a vigil mechanism for Directors and employees to report instances of unethical and/or improper conduct and implementing suitable steps to investigate and correct the same. It is also affirmed that no personnel have been denied access to the Audit Committee. The Whistle Blower Policy has also been posted at the Company' website i.e.,

<https://www.piindustries.com/wp-content/uploads/2023/11/PIIL-Whistle-Blower-Policy-08.11.2023.pdf>

d) Disclosure of Accounting Treatment

The financial statements have been prepared in all material aspects in accordance with the recognition and measurement principals laid down in Indian Accounting Standards ('Ind AS') as per Companies (Indian Accounting Standard) Rules, 2015 notified under Section 133 of the Act and other relevant provisions of the Act to the extend applicable.

e) Policy for determining Material Subsidiaries

The Company has a policy for determining 'Material' subsidiary in compliance with the SEBI Listing Regulations, 2015. Copy of aforesaid policy is also available on the Company's website i.e.,

<https://www.piindustries.com/wp-content/uploads/2023/06/Policy-for-Material-Subsidiary.pdf>

f) Risk Management

The Company has formulated Risk Management in its procedures itself. The Company has further strengthened its Risk Management system and has laid down procedures to inform Board Members about risk assessment and minimization procedures. These procedures are being periodically reviewed and analysed to ensure that Executive Management controls risk through means of a properly defined framework and takes corrective action for managing/ mitigating the same.

g) Commodity Price Risk or Foreign Exchange Risk and Hedging Activities

The Company does not deal in commodities and hence the disclosure pursuant to SEBI Master Circular dated July 11, 2023 is not required to be given. The Company controlled the foreign exchange risk and hedged to the extent necessary as laid out in the hedging policy of the Company. The Company enters forward contracts for hedging foreign exchange exposure against exports and imports.

Details of foreign exchange exposure are disclosed in the notes to financial statements for the year ended March 31, 2024.

h) Management Discussion and Analysis

The Management Discussion and Analysis forms the part of the Annual Report and is given separately.

i) Compliances

All returns/reports were filed within the stipulated time with the Stock Exchanges/ other authorities.

This Corporate Governance Report of the Company for the year ended March 31, 2024, is in compliance with the requirements of Part C of Schedule V of SEBI Listing Regulations, 2015.

The status of adoption of the non-mandatory requirements as specified in Sub- Regulation 1 of Regulation 27 of SEBI Listing Regulations, 2015 are as follows:-

- (i) **The Board:** The Chairperson of the Board is Non-Executive Non-Independent Director and maintains separate office, for which Company is not required to reimburse any expense.
- (ii) **Shareholder Rights:** Half yearly and other quarterly financial statements including summary of the significant events in the last six/three months are published in newspapers, uploaded on the Company's website i.e.,
<https://www.piindustries.com/investor-relations/co-go/financials-results>
- (iii) **Modified opinion(s) in audit report:** The Company is in the regime of unmodified opinion on financial statements.
- (iv) **Separate posts of Chairperson and the Managing Director:** The Company has appointed separate persons to the post of the Chairperson and the Managing Director, such that Mr. Narayan K Seshadri, Chairperson is—
 - (a) a Non-Executive Non-Independent Director; and
 - (b) not related to Managing Director or Joint Managing Director of the Company as per the definition of the term "relative" defined under the Act
- (v) **Reporting of Internal Auditor:** The Internal Auditors of the Company reports to the Audit Committee.

j) Fees payable to Statutory Auditor: Total fees for all services paid by the Company and its subsidiaries, on a consolidated basis, to the Statutory Auditors and all entities in the network firm/ network entity of which it is a part is ₹12 Million (including limited review, certification fee, audit fee etc.)

k) Certificate on non-disqualification of Directors: None of the Directors on the Board of the Company have been debarred or disqualified from being appointed or continuing as Directors



of Companies. In this connection, the Company has obtained a certificate from Practicing Company Secretary on May 02, 2024, which is annexed as **Annexure 'IV'**.

I) Disclosures in relation to the sexual harassment of women

The Company has zero tolerance for sexual harassment at workplace and has adopted a Policy on Prevention, Prohibition and Redressal of Sexual Harassment at the Workplace, in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules there under. The Policy aims to provide protection to employees at the workplace and prevent and redress complaints of sexual harassment and for matters connected or incidental thereto, with the objective of providing a safe working environment, where employees feel secure. The Company has also constituted Internal Committees at all its locations, known as the Prevention of Sexual Harassment (POSH) Committee, to inquire into complaints of sexual harassment and recommend appropriate action. Details of the complaints for the financial year 2023-24 are as follows:

Particulars	Numbers
Number of complaints received during the financial year 2023-24	03
Number of complaints disposed of during the financial year 2023-24	03
Number of complaints pending as on end of the financial year i.e., March 31, 2024	NIL

11. GENERAL BODY MEETINGS

i. Date and venue of last three Annual General Meetings ('AGMs') were held as under:

Date/Venue	Time	Type of Meeting
August 17, 2023 Through Video Conferencing (VC)/ Other Audio-Visual Means (OAVM)	10:30 a.m.	AGM
September 03, 2022 Through Video Conferencing (VC)/ Other Audio-Visual Means (OAVM)	10:30 a.m.	AGM
September 14, 2021 Through Video Conferencing (VC)/ Other Audio-Visual Means (OAVM)	10:30 a.m.	AGM

ii. Special resolutions passed during last three AGMs

Date of AGM	Subject matter of Special Resolutions passed
August 17, 2023	1. Payment of remuneration by way of commission to Mr. Narayan K Seshadri (DIN: 00053563), Non-Executive Non Independent Chairperson.
September 03, 2022	1. Continuation of Mr. Arvind Singhal as a Non-Executive Non Independent Director of the Company on completion of 75 years of age. 2. Appointment of Mr. Shobinder Duggal (DIN: 00039580) as an Independent Director. 3. Appointment of Ms. Pia Singh (DIN: 00067233) as an Independent Director.

Date of AGM	Subject matter of Special Resolutions passed
September 03, 2022	4. Re-appointment of Mr. Mayank Singhal, (DIN: 00006651) as Vice Chairperson & Managing Director of the Company. 5. Re-appointment of Mr. Rajnish Sarna, (DIN: 06429468) as Joint Managing Director of the Company 6. Payment of remuneration by way of commission to Mr. Narayan K Seshadri (DIN: 00053563), as Non-Executive Independent Chairperson of the Company.
September 14, 2021	1. Appointment of Dr. K.V.S. Ram Rao (DIN: 08874100) as a Whole-time Director of the Company. 2. Payment of remuneration by way of commission to Mr. Narayan K Seshadri (DIN: 00053563), a Non-Executive Independent Chairperson of the Company.

12. POSTAL BALLOT

During the year, an e-voting of the shareholders of the Company was conducted by way of postal ballot seeking approval on appointment of Mr. Rafael Del Rio Donoso (DIN: 08105128) as a Non-Executive Non Independent Director of the Company.

Procedure adopted for Postal Ballot

Pursuant to the provisions of the Act and SEBI Listing Regulations, 2015 read with General Circular Nos. 14/2020 dated April 08, 2020, 17/2020 dated April 13, 2020 and other relevant circulars, including General Circular No. 09/2023 dated September 25, 2023 issued by the Ministry of Corporate Affairs ('MCA Circulars'), resolution was proposed to be passed by means of Postal Ballot by remote e-voting only. The Company has engaged the services of KFin Technologies Limited ('KFinTech') as the agency to provide e-voting facility.

The Company has appointed Mr. Ashish K Friends, Company Secretary in Practice (FCS5129 and CP No.4056), Proprietor, AK Friends & Co., Company Secretaries, Delhi, to act as the Scrutinizer, for conducting the Postal Ballot, through e-voting process, in a fair and transparent manner.

In compliance with the MCA Circulars, the notice dated February 9, 2024, was sent by electronic mode alone to those members whose names appeared in the Register of Members / List of Beneficial Owners maintained by the Company and as received from National Securities and Depository Limited (NSDL) and Central Depository Services (India) Limited (CDSL) ('Depositories') as on Friday, March 15, 2024 and whose e-mail IDs are registered with the Company / Depositories.

The login method and manner of e-voting by (i) Individual shareholders holding the securities in demat mode, (ii) Shareholders other than individuals holding shares of the Company in demat mode, and (iii) Shareholders holding shares of the Company in physical mode was mentioned in the notes of the Postal Ballot Notice.

The members exercised their vote(s) by remote e-voting during the period from 9.00 A.M. (IST) on Thursday, March 21, 2024, and ends at 5.00 P.M. (IST) on Friday, April 19, 2024.

The Scrutinizer submitted his report to the Chairperson of the Company after completion of the scrutiny for his counter signatures and the results of the e-voting by Postal Ballot was announced on Saturday, April 20, 2024. The summary of voting result is given below:



Sr. No.	Shareholders	Share Capital (Amount)		Result
1.	Appointment of Mr. Rafael Del Rio Donoso (DIN: 08105128) as a Non-Executive Non-Independent Director of the Company	Votes in favour of the resolution (% of total number of valid votes)	Votes against the resolution (% of total number of valid votes)	Passed with more than requisite majority
		96.71%	3.29%	

The said resolution was passed with more than requisite majority on Friday, April 19, 2024. The voting result of postal ballot is available on the website of the Stock Exchanges and website of the Company at <https://www.piindustries.com/investor-relations/sh-ce/postal-ballot/>

There is no further immediate proposal for passing any resolution through postal ballot. However, if required, the same shall be passed in compliance of provisions of the Act, the SEBI Listing Regulations, 2015 or any other applicable laws.

13. MEANS OF COMMUNICATION

Quarterly, half-yearly, and annual financial results are published in Rajasthan Patrika, Dainik Bhaskar, Mint, Economic Times and Financial Express apart from displaying it on its website and filing the same on online portals of NSE and BSE.

All important public domain information including press release, official news releases, various policies and codes framed/approved by the Board, presentations made to the media, analysts and institutional investors, schedule transcripts and audio recordings of earnings call with investors, matters concerning the shareholders, details of the contact persons, etc. are available at the Company's website, www.piindustries.com and on NSE India and BSE Listing Centre of NSE and BSE respectively.

All stock exchanges filings are disseminated electronically on NSE India and on the BSE Listing Centre. The Annual Report containing, inter alia, Audited Standalone Financial Statement, Audited Consolidated Financial Statements, Board Report, Auditors' Report is circulated to members and others entitled thereto. The Management's Discussion and Analysis (MD&A) Report forms part of the Annual Report and is displayed on the Company's website.

The quarterly Shareholding Pattern and Corporate Governance Report of the Company are filed with NSE through NSE India and with BSE through BSE Listing Centre. The Shareholding Pattern is also displayed on the Company's website i.e., <https://www.piindustries.com/investor-relations/co-go/shareholding>

14. GREEN INITIATIVES BY MCA

Sections 20 and 136 of the Act, read with relevant Rules, permit companies to service delivery of documents electronically to the registered email addresses of the members. In compliance with the said provisions and as a continuing endeavour towards the 'Go Green' initiative, the Company proposes to send all correspondence/communications through email to those members who have registered their email addresses with their depository participant's/Company's share transfer agent. During FY 2023-24, the Company sent documents, such as notice calling the AGM, postal ballot notice, audited financial statements, Board Report, Auditors' Report, dividend credit intimation letters, half yearly communications, etc. in electronic form to the email addresses provided by the members and

made available by them to the Company through the depositories. All financial and other vital official news releases and documents under the SEBI Listing Regulations, 2015 are also communicated to the concerned stock exchanges, besides being placed on the Company's website.

15. OUTSTANDING GDRs/ADRs/WARRANTS OR ANY CONVERTIBLE INSTRUMENTS, CONVERSION DATE AND LIKELY IMPACT ON EQUITY

The Company does not have any outstanding convertible instruments/ADR/ GDR/ Warrants as on date.

16. DETAILS OF UTILIZATION OF FUNDS RAISED THROUGH QUALIFIED INSTITUTIONAL PLACEMENT AS SPECIFIED UNDER REGULATION 32 (7A)

During the financial year 2020-21, the Company has allotted 13,605,442 equity shares of face value of ₹1/- each by way of a Qualified Institutions Placement at a price of ₹1,470 per equity share (including a premium of ₹1469 per equity share) aggregating up to ₹20,000 Million to the eligible investors on July 09, 2020. Out of the above proceeds, a total of ₹9,839.98 Million were utilized as on March 31, 2024 amounting to ₹864.99 Million utilized during the financial year ended March 31, 2023 and ₹8974.99 Million utilized during the year by the Company in terms of the objects stated in the offer document at the time of issue.

17. GENERAL SHAREHOLDER INFORMATION

i. CONTACT INFORMATION

PI Industries Ltd. CIN: L24211RJ1946PLC000469

Registered Office
Udaisagar Road, Udaipur - 313 001, Rajasthan (India)

Corporate Office
Vipul Square, 5th Floor, B-Block, Sushant Lok Phase - Gurugram - 122 009, Haryana (India)

Corporate Office
Unit no. 3A, 1st Floor, The ORB, CTS no. 1483 D, IA Project Road Next to JW Marriott Hotel, Sahar, Village, Taluka, Marol, Andheri East, Mumbai, Maharashtra - 400099

Research & Manufacturing facilities:

- Udaisagar Road, Udaipur - 313 001 Rajasthan
- Panoli Unit-1: Plot No.237, GIDC, Panoli - 394 116, Ankleshwar, Gujarat
- Panoli Unit-2: Plot No.3133-3139, 3330- 3351, 3231-3245, 3517-3524, GIDC, Panoli - 394 116, Ankleshwar, Gujarat
- 640, GIDC Industrial Estate, Panoli -394 116, Tal. Ankleshwar, Dist.: Bharuch, Gujarat
- Plot No. SPM 28, 29/1, 29/2 Sterling SEZ, Village Sarod, Jambusar - 392 180, Gujarat

ii. Name, Address and Contact Number of Compliance Officer and Company Secretary:

Ms. Sonal Ramanand Tiwari, Company Secretary & Chief Compliance Officer,
5th Floor, Vipul Square, B- Block Sushant Lok, Phase – I, Gurugram – 122 009, Haryana, India.
Phone No: 0124-6790000;
Email ID: investor@piind.com



iii. Annual General Meeting

Date	: August 27, 2024
Time	: 10:30 am
Mode/ Through	: Video Conference ('VC')/ Other Audio-Visual Means ('OAVM')

iv. Financial Calendar

The Company follows the financial year from April 01 to March 31.

The tentative calendar for declaration of financial results in financial year 2024-25 is as follows:

Unaudited Financial Results for the quarter ending June 30, 2024	On or before August 14, 2024
Unaudited Financial Results for the quarter ending September 30, 2024	On or before November 14, 2024
Unaudited Financial Results for the quarter ending December 31, 2024	On or before February 14, 2025
Audited Financial Results for the year ending March 31, 2025	Before the end of May, 2025
AGM for the year	On or before August 31, 2025

v. Dividend

During the year, the Board of Directors of the Company declared an interim dividend of ₹6/- per equity share (600%) in its Board Meeting held on February 09, 2024, on 15,17,18,118 equity shares of face value ₹1/- each which was paid on February 29, 2024. In addition to same, the Board has recommended a final dividend of Rs. 9/- per equity share (900%) of face value ₹1/- each thereby taking total dividend to ₹15/- per equity share (1500%). Final dividend on equity shares, if declared, at the AGM, will be credited/dispensed within 30 days from the date of AGM i.e., on August 27, 2024 to all eligible members holding shares as of the end of the day on Tuesday, August 20, 2024 ('record date').

Payment of dividend

The SEBI Listing Regulations, 2015 read with SEBI circular dated April 20, 2018, require companies to use any electronic mode of payment approved by the Reserve Bank of India (RBI) for making payment to members. Accordingly, the dividend, if declared will be paid through electronic mode, where the bank account details of the members are available. Where dividend payments are made through electronic mode, intimation regarding such remittance will be sent

separately to the members. In cases where the dividend cannot be paid through electronic mode, it will be paid by account payee/ non-negotiable instruments/warrants with bank account details printed thereon. In case of non-availability of bank account details, address of the members will be printed on such payment instruments. SEBI, vide its circular dated 16 March 2023 read along with circular dated 17 November 2023, mandated that the security holders holding securities in physical form, whose folio(s) do not have PAN (Aadhar seeded) or choice of nomination or contact details or mobile number or bank account details or specimen signature updated, shall be eligible for any payment including dividend, interest or redemption in respect of such folios, only through electronic mode with effect from 1 April 2024, upon furnishing all the aforesaid details in entirety.

After successful updation of the details, the security holder would receive all the dividends declared during that period in respect of the folio.

For enabling payment of dividend through electronic mode, members holding shares in physical mode are requested to send Form ISR-1/ISR-2/SH-13 or ISR-3 along with requisite documents to KFin. The forms can be downloaded from the website of the Company at <https://www.piindustries.com/investor-relations/sh-ce/Forms> and KFin at <https://ris.kfintech.com/clientservices/isc/isrforms.aspx>

Members holding shares in demat mode are requested to update their details with their the depository participant.

Tax deducted at source (TDS) on dividend

The dividend, if declared will be taxable in the hands of the members. The TDS rate would vary depending on the residential status of the members and the documents submitted by them and accepted by the Company. For more details, members are requested to refer to the Notice of the AGM.

vi. Stock Exchange Listing

The Company's equity shares are listed at BSE Limited and National Stock Exchange of India Ltd.

- Stock Code: 523642(BSE), PIIND (NSE)
- Demat ISIN: INE603J01030

The annual listing fees of such stock exchanges have been duly paid by the Company.

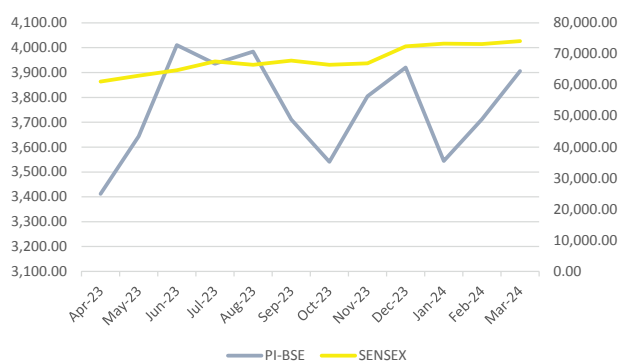
vii. Stock Market Price data

The monthly high and low of the market price of the equity shares of the Company for the year ended March 31, 2024 at BSE Limited and National Stock Exchange of India Ltd. were as under:

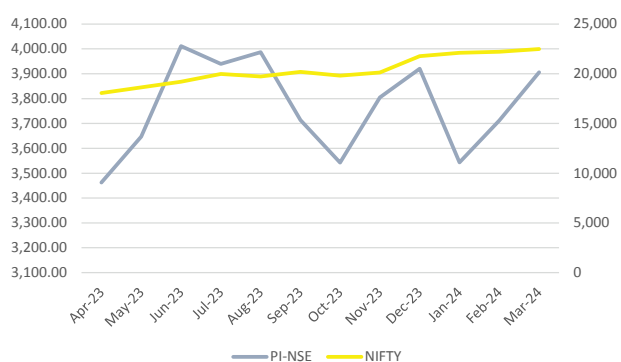
Month	BSE		NSE		NIFTY	SENSEX
	High	Low	High	Low	Closing high	Closing high
April, 2023	3,412.00	2,936.25	3,462.25	2,935.05	18,065	61,112.44
May, 2023	3,644.00	3,164.50	3,646.90	3,165.10	18,633.85	62,969.13
June, 2023	4,010.00	3,468.55	4,011.15	3,467.95	19,189.05	64,718.56
July, 2023	3,935.25	3,470.00	3,939.60	3,455.00	19,979.15	67,571.9
August, 2023	3,984.00	3,573.60	3,987.00	3,573.05	19,733.55	66,459.31
September, 2023	3,711.30	3,376.40	3,713.55	3,376.00	20,192.35	67,838.63
October, 2023	3,541.00	3,271.35	3,543.00	3,271.05	19,811.5	66,473.05
November, 2023	3,805.00	3,355.40	3,805.00	3,355.00	20,133.15	66,988.44
December, 2023	3,920.60	3,320.05	3,920.00	3,316.55	21,778.7	72,410.38
January, 2024	3,544.20	3,220.80	3,543.85	3,220.00	22,097.45	73,327.94
February, 2024	3,712.00	3,060.00	3,712.00	3,264.00	22,217.45	73,158.24
March, 2024	3,906.00	3,535.40	3,905.90	3,533.00	22,493.55	74,119.39

(Source: NSE/BSE website)

PERFORMANCE OF COMPANY SHARES VS BSE SENSEX



PERFORMANCE OF COMPANY SHARES VS NIFTY



viii. Registrar and Share Transfer Agents

KFin Technologies Limited (“KFin”)

(Formerly known as KFin Technologies Private Limited)

Unit: PI Industries Limited

Selenium Building, Tower B, Plot no. 31&32,
Financial District, Nanakramguda Serilingampally,
Hyderabad, Rangareddi, Telangana, India - 500 032

Contact Person: Mr. N. Shivakumar

Email: einward.ris@kfintech.com

Tel: 040-67162222 Fax: 040-23001153

Toll free no.: 1800 309 4001

Review of service standards adhered by KFin with respect to share related activities

The Company has agreed service timelines and standards for various shareholder related service with KFin. On an on-going basis, the secretarial team engages with officials of KFin at various levels for review of these standards and other share related activities. Periodic meetings and discussions are held to understand the concerns of shareholders, deviations, if any, in the timelines for processing service request, best practices and other measures to strengthen shareholders related services. In addition, the activities at KFin are also reviewed by the internal audit team. During FY 2023-24, a meeting of SRC members with a few senior officials of KFin was organised to get an overview of the activities at their end.

Share Transfer System

SEBI has mandated transfer of securities only in dematerialised form with effect from April 01, 2019. Thereafter, SEBI had fixed March 31, 2021 as the cut-off date for re-lodgement of deficient transfer deeds. Accordingly, with effect from April 01, 2021, share transfers in

physical form are prohibited under any circumstances and the same shall be processed only in dematerialised form. All transmission, transposition, issue of duplicate share certificate(s), etc., as well as requests for dematerialization/rematerialization are processed at KFin. The work related to dematerialization/ rematerialization is handled by KFin through connectivity with NSDL and CDSL.

ix. Distribution of Shareholdings (As on March 31, 2024)

Shareholding of Nominal value of	Shareholders		Share Capital (Amount)	
	No.	% to total	No.	% to total
1-5000	1,62,013	99.51	92,60,050	6.10
5001- 10000	248	0.15	17,71,618	1.17
10001- 20000	164	0.10	22,53,698	1.49
20001- 30000	65	0.04	15,86,516	1.05
30001- 40000	49	0.03	16,92,164	1.12
40001- 50000	36	0.02	16,53,747	1.09
50001- 100000	87	0.05	60,44,199	3.98
100001 & above	149	0.09	12,74,56,126	84.01
Total	1,62,811	100	15,17,18,118	100

x. Dematerialization and Liquidity (As on March 31, 2024)

Mode	No. of shareholders	No. of shares	% of total shareholding
Demat	1,62,795	15,16,87,058	99.98
NSDL	67,045	14,76,10,539	97.29
CDSL	95,750	40,76,519	2.69
Physical	16	31,060	0.02
Total	1,62,811	15,17,18,118	100

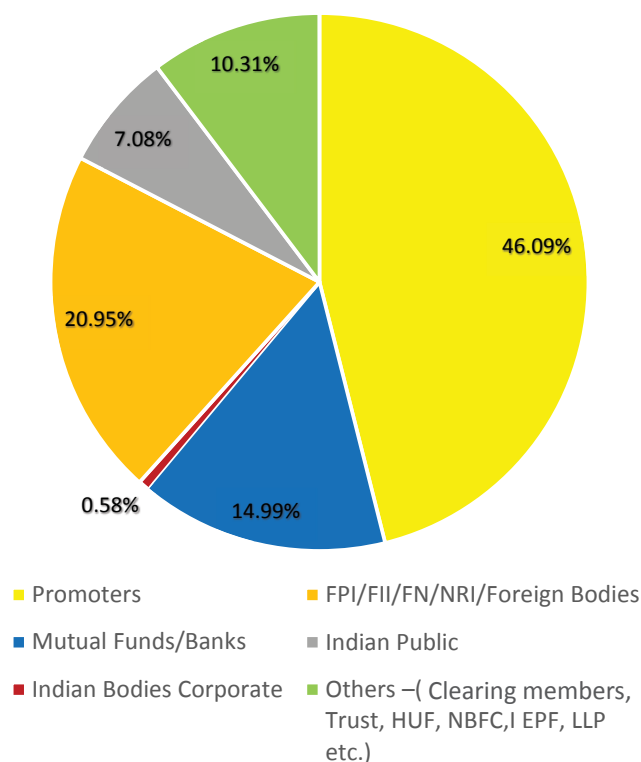
The Company’s shares are compulsorily traded in dematerialised form and are available for trading on both the depositories, viz. NSDL and CDSL. The equity shares of the Company were not suspended from trading during the year on account of corporate actions or otherwise.

xi. Category of Shareholders on PAN basis (As on March 31, 2024)

S. No.	Category	No. of shareholder	No. of shares held	Voting strength (%)
1	Promoters	3	6,99,20,474	46.09
2	Mutual Funds/ Banks	33	2,27,46,119	14.99
3	Indian Bodies Corporate	1,266	8,80,111	0.58
4	FPI/FII/FN/NRI/ Foreign Bodies	6,499	3,17,94,112	20.95
5	Indian Public	1,47,801	1,07,46,534	7.08
6	Others – (Clearing members, Trust, HUF, NBFC, IEPF etc.)	2,389	1,56,30,768	10.31
Total		1,57,991	15,17,18,118	100



Shareholding Pattern as on March 31, 2024



xii. Web-based Redressal System for Investor Grievance

The Company and its Registrar & Share Transfer Agent i.e., KFin Technologies Limited (Formerly known as KFin Technologies Private Limited), expeditiously address all the complaints, suggestions, grievances and other correspondence received and replies are sent within 7 days except in case of legal impediments and non-availability of documents. The Company endeavours to implement suggestions as and when received from the investors. Members can access at <https://karisma.kfintech.com> for any query and/or grievance and may also access SEBI Complaints Redressal System (SCORES) and Online Dispute Resolution (ODR) Portal for online viewing the status and actions taken by the Company/ Registrar and Share Transfer Agent (RTA).

xiii. Unclaimed Dividend

As per section 124(5) of the Act, any money transferred by the Company to the unpaid dividend account and remaining unclaimed for a period of seven years from the date of such transfer shall be transferred to the Investor Education and Protection Fund ('Fund') set up by the Central Government. Unpaid/unclaimed final dividend FY 2016-17 shall be due for transfer to the Fund in October, 2024. Members are requested to verify their records and send their claim, if any, for the said year, before such amount become due for transfer. Communication are being sent to members, who have not yet claimed dividend for FY 2016-17, requesting them to claim the same as well as unpaid dividend, if any, for subsequent years.

Pursuant to the provisions of Investor Education and Protection Fund (Uploading of information regarding unpaid and unclaimed amounts lying with companies) Rules, 2012, the Company has uploaded the details of unpaid and unclaimed amounts lying with the Company as on August 17, 2023 (date of last AGM) on the Company's website <https://www.piindustries.com/investor-relations/sh-ce/shareholders-information> and on the website of the Ministry of Corporate Affairs.

The following are the details of the unpaid/unclaimed dividend which are due to be transferred to the Fund in the coming years including current year:

S. No.	Financial Year/ Type of dividend	Date of declaration of Dividend	Date of Transfer/Due date of transfer of Dividend to IEPF a/c
1	2016-17/ Final Dividend	06.09.2017	12.10.2024
2	2017-18/ Interim Dividend	25.10.2017	01.12.2024
3	2017-18/ Final Dividend	06.08.2018	12.09.2025
4	2018-19/ Interim Dividend	26.10.2018	02.12.2025
5	2018-19/ Final Dividend	09.09.2019	15.10.2026
6	2019-20/ Interim Dividend	12.02.2020	18.03.2027
7	2019-20/ Final Dividend	25.09.2020	29.10.2027
8	2020-21/ Interim Dividend	02.02.2021	06.03.2028
9	2020-21/ Final Dividend	14.09.2021	19.10.2028
10	2021-22/ Interim Dividend	03.02.2022	10.03.2029
11	2021-22/ Final Dividend	03.09.2022	01.09.2029
12	2022-23/ Interim Dividend	14.02.2023	15.03.2030
13	2022-23/ Final Dividend	17.08.2023	21.09.2030
14	2023-24/ Interim Dividend	09.02.2024	16.03.2031

xiv. Transfer of shares to IEPF

Pursuant to section 124(6) of the Act and the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, as amended ('IEPF Rules'), all shares in respect of which dividend has not been paid or claimed for seven consecutive years or more shall be transferred to the Demat account of the IEPF Authority, within 30 days of expiry of said seven years.

Various steps are being taken on an ongoing basis to reach out to members, through emails, and other means, requesting them to claim shares which are due for transfer to IEPF. In addition, the Company also publishes a notice in newspapers intimating the members regarding the said transfer. These details of members whose dividend are due for transfer to IEPF will also be made available on the Company's website <https://www.piindustries.com/investor-relations/sh-ce/shareholders-information>

During the year, the Company has transferred 7,290 and 3,420 equity shares of face value of ₹1/- each on May 06, 2023 and December 27, 2023 respectively, pertaining to shareholders in respect of whom there was unclaimed dividend for consecutive seven years, to demat account of IEPF Authority held with NSDL. Members can claim such shares and unclaimed dividends transferred to the Fund/ IEPF by following the procedure prescribed in the IEPF Rules. The procedure for making such claim is also made available on the Company's website <https://www.piindustries.com/investor-relations/sh-ce/forms/> so as to facilitate the easy refund procedure for its investors/ claimants.

Members are requested to get in touch with the nodal officer for further details on the subject at investor@piind.com and sonal.tiwari@piind.com

xv. Credit Rating: CRISIL has re-affirmed the rating at AA+ (Stable) for Long term and A1+ for Short term in respect of various banking facilities availed by the Company.



xvi. Other Material Information: In an effort to improve our services and to minimize investor grievances, we seek co-operation of our esteemed shareholders/ members in the following matters:

Mandatory furnishing of PAN, KYC details and Nomination by holders of physical securities: SEBI vide its circular dated March 16, 2023 and September 26, 2023 has made it mandatory to furnish PAN, Address, Email address, Mobile number, Bank account details and nomination by all shareholders holding equity shares of the Company in physical form. Further, the folios wherein any one of the said document / details are not available on or after January 01, 2024, shall be frozen and such shareholders will not be eligible to lodge grievance or avail service request from the RTA and shall not be eligible for receipt of dividend in physical mode. However, based on representations received and to mitigate unintended challenges on account of freezing of folios and referring frozen folios SEBI vide another circular dated November 17, 2023 decided to do away with the above provisions of freezing of folios. The Company has directly shared an intimation to the holders of physical securities for whom the abovementioned details are incomplete on February 02, 2022, February 21, 2023, May 03, 2023, October 10, 2023 and December 08, 2023 shared with the holders.

Further, SEBI vide its circular dated December 27, 2023, extended the timeline for providing 'choice of nomination' in demat accounts up to June 30, 2024 and made it voluntary for trading accounts.

Simplification of Procedure of Transmission of Securities: SEBI vide its circular SEBI/HO/MIRSD/MIRSD_RTAMB/P/CIR/2022/65 dated May 18, 2022, has enhanced the monetary limits for simplified documentation for transmission of securities, allowed 'Legal Heirship Certificate or equivalent certificate' as one of the acceptable documents for transmission and provided clarification regarding acceptability of Will as one of the valid documents for transmission of securities. The said circular also specified the formats of various documents which are required to be furnished for the processing of transmission of securities.

The circular also lays down operational guidelines for processing investor's service request for the purpose of transmission of securities. The procedure provided in this circular is duly followed by our RTA while processing of transmission service request.

Simplification of Procedure for issuance of Duplicate Share Certificates: SEBI vide its circular SEBI/HO/MIRSD/MIRSD_RTAMB/P/CIR/2022/70 dated May 25, 2022 has standardized the documents to be submitted for processing of service request for issue of duplicate share certificate and also laid down operational guidelines for the same. As physical certificates are not allowed to be issued, all concerned are requested to provide their DP ID and Client ID details while applying for issue of duplicate share certificate.

Further, the said circular also mandates listed company to take special contingency policy from insurance company towards the risk arising out of the requirements relating to issuance of duplicate securities to safeguard and protect the interest of the listed company. The Company is in compliance with the said circular.

Change of Address: In case of change in the postal address, or if incorrect address has been mentioned in any of the correspondence, the correct and complete postal address (including PIN Code) may kindly be intimated to the Company and its RTA. If the shares are held in dematerialized form, information may be sent to the concerned DP. Such intimation should bear the signature of the shareholder and in case of joint holding signature of the first holder.

PAN Card of Transferee (For Shares held in Physical form): SEBI vide its circular dated November 06, 2018 has made it mandatory to submit a copy of PAN card along with other documents for effecting transfer, transmission, transposition and name deletion of deceased holder from share certificate (in case of joint holding) in respect of shares held in physical form. Shareholders are requested to ensure submission of copy of their PAN Card, as in the absence of the said document, the above said requests in respect of shares held in physical form will stand rejected by the Company/ RTA.

Investor Charter: In order to facilitate investor awareness about various activities where an investor has to deal with RTAs for availing Investor Service Requests, SEBI vide its circular dated November 26, 2021 has developed an Investor Charter for RTAs, inter alia, detailing the services provided to Investors, Rights of Investors, various activities of RTAs with timelines, Dos and Don'ts for Investors. In accordance with the said circular, KFin has hosted the Investor Charter on its website and has also displayed the same at prominent places in offices, etc.

Depository System: SEBI vide its notification dated June 08, 2018, SEBI (LODR) (4th Amendment) Reg, 2018 has provided that transmission or transposition of securities, requests for effecting transfer of securities shall not be processed unless the securities are held in the dematerialized form with a depository. For shareholder's convenience, the process for getting shares dematerialized is as follow:

Shareholder shall submit original share certificate along with Dematerialization request Form (DRF) to the Depository Participant (DP)

- DP shall process the DRF, generate a Unique Dematerialization Request No. and forward the DRF along with the share certificate to the Registrar and Share Transfer Agent (RTA)
- RTA after processing the DRF, may issue a 'Letter of Confirmation' in lieu of physical share certificates to physical shareholders for enabling them to dematerialise the securities.
- If confirmed by RTA, depositories will credit shareholder's account maintained with DP.

The entire process takes approximately 10-15 days from the date of receipt of DRF. All shareholders who hold shares of the Company in physical form may get their shares dematerialized to enjoy paperless and easy trading of shares.

Consolidation of holdings: Members having multiple shareholding/ folios in identical names or joint accounts in the same order are requested to send their share certificate (s) to the Company for consolidation of all such shareholdings into one folio /account to facilitate better service.

Live webcast of AGM: Pursuant to regulation 44(6) of the SEBI Listing Regulations, 2015, top 100 listed entities shall, with effect from April 01, 2019, provide one-way live webcast of the proceedings of their AGM. Accordingly, the Company has entered into an arrangement with KFin to facilitate live webcast of the proceedings of the ensuing AGM scheduled on August 27, 2024. Members who are entitled to participate in the AGM can view the proceedings of AGM by logging on the website of KFin as detailed in the AGM notice using secure login credentials provided for e-voting. Pursuant to MCA circulars, the Company will also provide two-way video conferencing to the members for participating in the ensuing AGM. The modalities for participation in the AGM are spelt out in AGM Notice.

xvii. Managing Director and CFO Certification

The Managing Director and Chief Financial Officer of the Company give quarterly certification on financial results while placing the financial results before the Board in terms of Regulation 33(2) of the SEBI Listing Regulations, 2015.

In compliance with Regulation 17(8) of SEBI Listing Regulations, 2015, an annual declaration by the Managing Director and Chief Financial Officer, is also annexed as **Annexure 'V'** hereinafter which inter-alia certifies to the Board the accuracy of financial statements and the adequacy of internal controls for the financial reporting purpose.

xviii. Auditor's Certificate

As required under Clause E of Part C of Schedule V of the SEBI Listing Regulations, 2015, the Statutory Auditors of the Company have verified the compliances of the Corporate Governance by the Company. Their certificate is annexed as **Annexure 'VI'** hereinafter.



xix. Annual Secretarial Compliance Report

Pursuant to Regulation 24A(2) of SEBI Listing Regulations, 2015, the Company has obtained an Annual Secretarial Compliance Report from Mr. Rupinder Singh Bhatia., Practising Company Secretary, confirming compliance of SEBI Regulations / Circulars / Guidelines

issued thereunder and applicable to the Company. There are no observations or adverse remarks in the said report. The report is uploaded on the Company's website

<https://www.piindustries.com/investor-relations/co-go/secretarial-compliance-report-as-per-regulation-24a>

On behalf of the Board of Directors
For **PI Industries Limited**

Date: May 21, 2024
Place: Mumbai

Sd/-
Narayan K Seshadri
Chairperson
DIN: 00053563



Annexure 'I'

Name of listed companies in which board members hold directorship along with their categories below:-

S. No	Name of Director & Designation	No. of positions held		Category of directorship held in respective listed company(ies)
		Board	Name of the listed company where holding the position of director	Executive/Non-Executive/Independent
1.	Mr. Narayan K Seshadri, Independent Chairperson DIN: 00053563	5	1. PI Industries Ltd.	Non-Executive Non- Independent Chairperson
			2. AstraZeneca Pharma India Ltd.	Independent Chairperson
			3. SBI Life Insurance Co. Ltd.	Independent Director
			4. Max Healthcare Institute Limited	Non-Executive Non-Independent Director
			5. TVS Supply Chain Solutions Limited	Independent Director
2.	Mr. Mayank Singhal, Vice Chairperson & Managing Director DIN: 00006651	1	PI Industries Ltd.	Executive Director
3.	Mr. Rajnish Sarna, Joint Managing Director DIN: 06429468	1	PI Industries Ltd.	Executive Director
4.	Mr. Arvind Singhal, Non-Independent Director DIN: 00092425	1	PI Industries Ltd.	Non-Executive Non-Independent Director
5.	Dr. T S Balganes, S, Independent Director DIN: 00648534	1	PI Industries Ltd.	Independent Director
6.	Ms. Lisa J Brown, Independent Director DIN: 07053317	1	PI Industries Ltd.	Independent Director
7.	Mr. Shobinder Duggal, Independent Director DIN: 00039580	3	1. PI Industries Ltd.	Independent Director
			2. Kirloskar Brothers Ltd.	Independent Director
			3. SBI Life Insurance Co. Ltd.	Independent Director
8.	Ms. Pia Singh, Independent Director DIN: 00067233	2	1. PI Industries Limited	Independent Director
			2. DLF Limited	Non-Executive Non-Independent Director
9.	¹ Mr. Rafael Del Rio Donoso, Non-Independent Director DIN: 08105128	1	PI Industries Ltd.	Non-Executive Non-Independent Director

1. Mr. Rafael Del Rio Donoso (DIN: 08105128) was inducted as an Additional Director on the Board of the Company on February 09, 2024. Further, his appointment was regularised by the shareholders by Postal ballot on April 19, 2024.



Annexure 'II'

Skill Matrix chart for Individual Directors

Sectoral Skills	Narayan K Seshadri	Mayank Singhal	Rajnish Sarna	Arvind Singhal	T S Balganes	Lisa J Brown	Shobinder Duggal	Pia Singh	Rafael Del Rio Donoso
Energy Sector									
Material Sector	√	√	√	√	√				√
Industrial Sector	√		√						
Consumer Discretionary Sector									
Consumer Staples Sector							√		
Health Care Sector	√	√	√		√			√	
Financials Sector	√		√				√	√	
Information Technology Sector					√			√	
Communication Services Sector									
Utilities Sector								√	
Real Estate Sector								√	
	Director Skill								
Merger & Acquisition	√	√	√		√	√	√	√	√
Business Management & Corporate Strategies	√	√	√	√	√	√	√	√	√
Corporate Governance	√	√	√	√	√	√	√	√	√
Legal & Regulatory	√	√	√	√		√		√	
Risk Management	√	√	√		√	√	√		√
Govt./ Public Policy	√	√	√	√	√	√			√
Marketing /Sales	√	√	√			√		√	√
Human Capital / Compensation	√	√	√	√	√	√	√	√	
Environmental Engineering		√	√			√			
Sustainability/Plant Experience	√	√	√		√	√			√
Corporate Social Responsibility	√	√	√	√		√		√	√
Cybersecurity		√	√						

1. Mr. Rafael Del Rio Donoso (DIN: 08105128) was inducted as an Additional Director on the Board of the Company on February 09, 2024. Further, his appointment was regularised by the shareholders by Postal ballot on April 19, 2024.



Annexure 'III' : Certificate by Vice Chairperson & Managing Director

To,
The Members
PI Industries Limited
Udaisagar Road, Udaipur, Rajasthan – 313001

Declaration by the Managing Director under Para D of Schedule V of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

This is to certify that pursuant to the Regulation 26(3) read with Clause D of Part C of Schedule V of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Board of Directors and Senior Management personnel have affirmed compliance with the Company's code of conduct for Directors and Senior Management Personnel for the year ended March 31, 2024.

Sd/-
Mayank Singhal
Vice Chairperson & Managing Director
DIN: 00006651

Date: May 21, 2024
Place: Mumbai



Annexure 'IV' : Certificate on Non Disqualification of Directors

(Pursuant to Regulation 34(3) and Schedule V Para C clause (10)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

To,
 The Members,
PI INDUSTRIES LIMITED
 UDAISAGAR ROAD, UDAIPUR,
 RAJASTHAN-313001

I have examined the relevant registers, records, forms, returns and disclosures received from the Directors of PI Industries Limited having CIN L24211RJ1946PLC000469 and having registered office at Udaisagar Road, Udaipur - 313001 (Rajasthan) (hereinafter referred to as 'the Company'), produced before me by the Company for the purpose of issuing this Certificate, in accordance with Regulation 34(3) read with Schedule V Para-C Sub clause 10(i) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In my opinion and to the best of my information and according to the verifications (including Directors Identification Number (DIN) status at the portal www.mca.gov.in) as considered necessary and explanations furnished to me by the Company & its officers, I hereby certify that none of the Directors on the Board of the Company as stated below for the financial year ended on March 31, 2024 have been debarred or disqualified from being appointed or continuing as Directors of companies by the Securities and Exchange Board of India, Ministry of Corporate Affairs, New Delhi or any such other Statutory Authority.

S. No.	Name of Director	DIN	Date of Appointment in Company
1.	Mr. Mayank Singhal	00006651	28/09/1998
2.	Mr. Narayan Keelveedhi Seshadri	00053563	27/01/2006
3.	Mr. Arvind Singhal	00092425	05/10/2016
4.	Dr. Tanjore Soundararajan Balganes	00648534	16/05/2017
5.	Mr. Rajnish Sarna	06429468	07/11/2012
6.	Ms. Lisa J Brown	07053317	04/08/2020
7.	Mr. Shobinder Duggal	00039580	03/09/2022
8.	Ms. Pia Singh	00067233	03/09/2022
9.	Mr. Rafael Del Rio Donoso	08105128	09/02/2024

Ensuring the eligibility of for the appointment / continuity of every Director on the Board is the responsibility of the Management of the Company. Our Responsibility is to express an opinion on these based on our verification. This certificate neither an assurance as to the future viability of the Company nor the efficiency or effectiveness with which the management has conducted the affairs of the Company.

For A. K. Friends & Co.
 Sd/-
(Ashish Kumar Friends)
 Practicing Company Secretaries
 CP No.:4056
 Membership No.: FCS 5129
 UDIN: F005129F000288346

Date: May 02, 2024
 Place: Delhi



Annexure 'V' : MD and CFO Certificate

To,
The Board of Directors
PI Industries Limited
Udaisagar Road, Udaipur,
Rajasthan – 313001

COMPLIANCE CERTIFICATE
[Pursuant to Regulation 17(8) of SEBI (LODR) Regulations, 2015]

This is to certify that for the quarter and financial year ended March 31, 2024, we have reviewed the audited financial statements (standalone & consolidated), cash flow statement and that, to the best of our knowledge and belief:

1. These statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading.
2. These statements together present a true and fair view of the Company's affairs and are in compliance with existing accounting standards, applicable laws and regulations.
3. There are, to the best of our knowledge and belief, no transactions entered into by the Company during the aforesaid period, which are fraudulent, illegal or violate of the Company's code of conduct.
4. We accept responsibilities for establishing and maintaining internal controls for financial reporting and that we have evaluated the effectiveness of the internal control systems of the Company pertaining to financial reporting and we have disclosed to the auditors and the Audit Committee those deficiencies in the design or operation of such internal controls, if any, of which we are aware, and we have taken the required steps to rectify these deficiencies.
5. We further certify that:
 - there have been no significant changes in internal control during the aforesaid period.
 - there have been no significant changes in accounting policies during the aforesaid period.
 - the Company has complied with new accounting standard, IND-AS, applicable from April 01, 2016.
 - there have been no instances of significant fraud of which, we have become aware and the involvement therein, if any, of management or an employee having a significant role in the Company's internal control system over financial reporting.

Sd/-
Mayank Singhal
Vice Chairperson & Managing Director
DIN: 00006651

Sd/-
Manikantan Viswanathan
Chief Financial Officer

Date: May 21., 2024
Place: Mumbai



Annexure 'VI':

To the Members of PI Industries Limited

Auditors' Certificate regarding compliance of conditions of Corporate Governance

1. This certificate is issued in accordance with the terms of our agreement dated May 20, 2024.
2. The accompanying Statement containing the details of compliance with the conditions of Corporate Governance of PI Industries Limited (the "Company") for the year ended March 31 2024 (the "Statement") has been prepared by the Management of the Company in connection with the requirements for the Company's compliance with the conditions of Corporate Governance set out in Regulations 17, 17A, 18, 19, 20, 21, 22, 23, 24, 24A, 25, 26, 26A, 27 and clauses (b) to (i) and (t) of sub-regulation (2) of regulation 46 and para C, D and E of Schedule V ("the Conditions of Corporate Governance") in the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) ("the SEBI Listing Regulations, 2015") as communicated to us by the Management vide its email from Ms. Sonal Ramanand Tiwari, Company Secretary dated May 10, 2024 ("the Management's communication"). We have initialled the Statement for identification purposes only.

Management's Responsibility for the Statement

3. The preparation of the Statement is the responsibility of the Management of the Company including the creation and maintenance of all accounting and other records supporting its contents. This responsibility includes the design, implementation and maintenance of internal control and procedures to ensure the Company's compliance with the Conditions of Corporate Governance listed in SEBI Listing Regulations, 2015.
4. The Management is also responsible for ensuring that the Company complies with the Conditions of Corporate Governance in the SEBI Listing Regulations, 2015, and that it provides complete and accurate information as requested.

Auditors' Responsibility

5. Pursuant to the Management's communication, it is our responsibility to examine the Statement and the underlying audited books of account and records of the Company and certify whether the Company has complied with the Conditions of Corporate Governance as stipulated in SEBI Listing Regulations, 2015, as set out in the Statement.
6. The financial statements relating to the books of account and records referred to in paragraph 5 above have been audited by us pursuant to the requirements of Companies Act, 2013, on which we issued an unmodified audit opinion vide our report dated May 21, 2024. Our audit of these financial statements has been conducted in accordance with the Standards on Auditing referred to in Section 143(10) of the Companies Act, 2013 and other applicable authoritative pronouncements issued by the Institute of Chartered Accountants of India ("ICAI"). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.
7. We conducted our examination in accordance with the 'Guidance Note on Reports or Certificates for Special Purposes' and, to the extent considered applicable, the 'Guidance Note on Certification of Corporate Governance' both issued by the ICAI. The 'Guidance Note on Reports or Certificates for Special Purposes' requires that we comply with the ethical requirements of the Code of Ethics issued by the ICAI.
8. We have complied with the relevant applicable requirements of the Standard on Quality Control (SQC) 1 'Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements'.
9. Our examination, as referred to in paragraph 7 above, is neither an audit nor an expression of opinion on the financial statements of the Company.

Conclusion

10. Based on our examination as set out in paragraphs 7 and 9 above and the information and explanations given to us, we certify that the Company has complied with the Conditions of Corporate Governance as stipulated in SEBI Listing Regulations, 2015, as set out in the Statement.
11. We state that such compliance is neither an assurance as to the future viability of the Company nor the efficiency or effectiveness with which the Management has conducted the affairs of the Company.

Restrictions on Use

12. Our work was performed solely to assist you in meeting your responsibilities in relation to your compliance with the obligations under SEBI Listing Regulations, 2015. Our Deliverable to be annexed with the Director's Report should not be used by any other person or for any other purpose. Our obligations in respect of this certificate are entirely separate from, and our responsibility and liability is in no way changed by, any other role we may have as auditors of the Company or otherwise. Nothing in this certificate, nor anything said or done in the course of or in connection with the services that are the subject of this certificate, will extend any duty of care we may have in our capacity as auditors of the Company.



PI Industries Limited

13. This certificate has been issued solely at the request of the Board of Directors of the Company and is addressed to the members of the Company. It shall be used only to be annexed with the Director's Report and should not be used by any other person or for any other purpose. We do not accept or assume any liability or duty of care for any other purpose or to any other person to whom this certificate is shown or into whose hands it may come, save where expressly agreed by our prior consent in writing.

For **Price Waterhouse Chartered Accountants LLP**
Firm Registration Number: FRN 012754N/N500016

Date: May 21, 2024
Place: Mumbai

Sd/-
Sougata Mukherjee
Partner
Membership Number: 057084
UDIN: 24057084BKFOB7067



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L24211RJ1946PLC000469
2. **Name of the Listed Entity:** PI INDUSTRIES LIMITED
3. **Year of incorporation:** 1946
4. **Registered office address:** Udaisagar Road, Udaipur, Rajasthan-313001, India
5. **Corporate address:** 5th Floor, Vipul Square, B-Block, Sushant Lok, Phase -1, Gurugram- 122009, Haryana (India).
6. **E-mail:** investor@piind.com
7. **Telephone:** 0124 6790000
8. **Website:** www.piindustries.com
9. **Financial year for which reporting is being done:** 2023-24
10. **Name of the Stock Exchange(s) where shares are listed:** National Stock Exchange and Bombay Stock Exchange
11. **Paid-up Capital:** Rs. 15,17,18,118
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**
 Mr. Manikantan Viswanathan
 Chief Financial Officer
 + 91 124 6790000
 manikantan@piind.com
13. **Reporting boundary** - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

 The disclosures are made on Standalone basis and covers the operations of PI Industries Limited. Till FY 2022-23, BRSR included five manufacturing locations in Gujarat (3 in Panoli and 2 in Jambusar), four corporate offices (Gurugram, Mumbai, Vadodara, Germany) and one R&D centre (Udaipur). From FY 2023-24 onwards, we have also included all the depots (21), new R&D center at Hyderabad and one guesthouse (Udaipur). Accordingly, previous year data/numbers are not comparable to that extent.
14. **Name of assurance provider:** Price Waterhouse Chartered Accountants LLP
15. **Type of assurance obtained:** Reasonable Assurance on BRSR Core indicators

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Agrochemicals	Agrochemicals - Research, development, manufacturing, and distribution of agrochemical products and crop solutions	97%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of pesticides and other agrochemical products	2021	97%

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	7**	25*	32
International	0	1	1

* includes twenty-one depots, three domestic office and one guest house.

** R&D units are considered as plants in the above table as these units have a integral role in the manufacturing operations

19. **Markets served by the entity:**

- a. **Number of locations**

Locations	Number
National (No. of States)	22
International (No. of Countries)	16



b. What is the contribution of exports as a percentage of the total turnover of the entity?
83.72%

c. A brief on types of customers:

The Company is in the business of manufacturing and distribution of Agro Chemicals and accordingly has one reportable business segment viz. 'Agro Chemicals'. The Company has global as well as domestic customers who are dealing with Agro chemicals ranging from institutional to direct consumers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3,517	3,326	94.57%	191	5.43%
2.	Other than Permanent (E)	35	35	100%	0	0%
3.	Total employees (D + E)	3,552	3,361	94.62%	191	5.38%
WORKERS						
4.	Permanent (F)	28	28	100%	0	0
5.	Other than Permanent (G)	1,553	1,547	99.61%	6	0.39%
6.	Total workers (F + G)	1,581	1,575	99.62%	6	0.38%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	5	5	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	5	5	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	4	4	100%	0	0%
6.	Total differently abled workers (F + G)	4	4	100%	0	0%

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Particulars	FY 23-24 (Turnover rate in current FY)			FY 22-23 (Turnover rate in previous FY)			FY 21-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.03%	25.57%	18.41%	23.00%	23.50%	23.00%	22.00%	18.60%	21.90%
Permanent Workers	-	-	-	20.30%	-	20.30%	5.10%	-	5.10%



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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Jivagro Ltd	Subsidiary	100%	Yes
2	PI Health Sciences Ltd	Subsidiary	100%	Yes
3	PILL Finance and Investments Ltd	Subsidiary	100%	Yes
4	PI Life Science Research Ltd	Subsidiary	100%	Yes
5	PI Bioferma Pvt Ltd	Subsidiary	100%	Yes
6	PI Fermachem Pvt Ltd	Subsidiary	100%	Yes
7	PI Japan Co. Ltd	Subsidiary	100%	Yes
8	PI Health Sciences Netherlands BV	Subsidiary	100% by PI Health Sciences Limited	Yes
9	PI Health Sciences USA LLC	Subsidiary	100% by PI Health Sciences Netherlands BV	Yes
10	Archimica S.p.A.	Subsidiary	100% by PI Health Sciences Netherlands BV	Yes
11	Solinno Agro Sciences Pvt Ltd	Associate	49% (through PI Life Science Research Ltd)	Yes
12	PI Kumiai Pvt Ltd	Joint Venture	50% (through PI Life Science Research Ltd)	Yes

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

Yes, as per section 135 of the Companies Act, 2013, provisions of CSR is applicable. A brief of the CSR vision of the Company and the activities undertaken has been detailed in the Social and Relationship Capital Section

(ii) Turnover (in Rs.) – 71,454 million

(iii) Net worth (in Rs.) – 86,812 million

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
		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 pifoundation@piind.com^ https://www.piindustries.com/ContactUs.aspx#	0	0		0	0	
Shareholders	Yes https://www.piindustries.com/investor-relations/co-go/Contact-Details	0	0		0	0	
Shareholders	Yes https://www.piindustries.com/investor-relations/co-go/Contact-Details	13	0		116	0	All closed
Employees and workers	Yes https://www.piindustries.com/sites/default/files/Whistle%20Blower%20Policy.pdf	3	0		0	0	
Customers	Yes https://www.piindustries.com/ContactUs.aspx#	19	0		5	0	All resolved. Qualified complaints: 14 Disqualified complaints: 5
Value Chain Partners	Yes https://www.piindustries.com/ContactUs.aspx#	5			33	1	Qualified Complaints: 22 Disqualified complaints: 10
Other (Farmers)	Yes https://www.piindustries.com/ContactUs.aspx#	371	148				

Link to all channels of communication that can be used for grievance redressal



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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change	R	Climate change can have adverse impact on our business and lack of any strategy or implementation will severely affect business continuity	We have set specific and measurable targets for ourselves towards climate change to ensure long-term sustainability of our business. Our manufacturing locations have integrated environment management capabilities	Negative
2	Contribution to ICT Innovation	O	ICT makes our operations more efficient. We continue to leverage ICT to become better at analytics and increase our operational efficiencies		Positive
3	Customer Responsibility Initiatives	O	We have been taking initiative to aware consumers and engage with them through multiple media		Positive
4	Nutrition & Food Security	O	Our products ensure the nutrition and food security of the masses. We continue to deliver quality products and innovate our products to have a bio-based product in our portfolio		Positive
5	Supply Chain Management, Product Safety and Quality Assurance	O	A resilient supply chain has helped our business in continuing operations at adverse times. We have strong product safety and quality assurance practices to safeguard environment and people from any harm from our products		Positive
6	Biodiversity and Ecological Conservation	O	Our operations do not impact biodiversity and ecology directly, yet we remain committed to minimizing our impact on biodiversity and ecology.		Positive
7	Chemical Substances	R	Our chemical substances pose a risk to the environment.	We are working towards increasing the share of biologicals in our portfolio. We are also fully compliant with national laws on management of hazardous waste	Negative
8	Emission Control	R	With increasing manufacturing capacity, the GHG emissions might go up	We are taking measures like switching to low carbon fuel, increasing our production efficiencies, procuring renewable/hybrid energy and captive renewable energy production to check our emissions	Negative
9	Energy Management	R&O	Our manufacturing processes involve significant energy consumption. Thus, it is both a risk and an opportunity for us.	We have been increasing our efficiencies and are investing in captive renewable energy production and procurement from renewable/hybrid sources. Besides this, we are also investing in technological changes to save energy	Positive
10	Materials	O	We have been transforming our product line to include more bio-based products and improve their performance on EcoScale. We also continue to reduce the use of hazardous and toxic substances in our products		Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Soil Health	R&O	Some of our products' chemical composition may harm soil health	We are consistently decreasing the hazardous substances in our products. We strive to have most of our product line on the better side of EcoScale and aim to increase the share of biologicals in our portfolio.	Negative
12	Waste Management	O	We have robust waste collection and recycling processes in place		Negative
13	Water Management	R&O	Availability of low TDS water (a finite resource) may pose a risk to our business in future	We have been promoting climate-resilient agriculture that requires less water and also have been introducing practices at our plants to minimize the use of freshwater while also treating our discharge by gradually shifting facilities to zero liquid discharge	Negative
14	Corporate Governance and Business Ethics	O	Building upon our organizational strategy to achieve our business goals		Positive
15	Human Rights and Inclusion	R	Change in regulations and keeping a check on human rights across value chain is a risk	We have robust internal mechanisms to ensure no violations of human rights and include human rights as an agenda while screening our partners	Negative
16	Risk Management	R	Being in chemical business our regulatory compliance risks are very high followed by quality risks, geopolitical exposures risks etc.	We have a robust risk management system which includes identification of such risks, their analysis and formulation of risk management and mitigation strategies and implementation of the same.	Positive
17	Benefit and Employee Care	O	We care for our employees. Every year we organize health camps across locations and other events to engage our employees. We also ensure that our employees and their families have a safety net in form of organizational support and insurance coverages		Positive
18	Community Support	O	Our multiple projects around our manufacturing sites provides us with their consent to operate		Positive
19	Economic Inclusion	O	At our manufacturing sites we hire workers from local communities and through our CSR programs we ensure that the marginal and vulnerable households are able to access financial institutions		Positive
20	Labor Relationship	R	Change in regulations and labour practices are a challenge to our business	We have a strong compliance management system in place and also ensure that we include the employees and workers in various forums to ensure that they are heard, and their feedback is included in decision making wherever possible	Negative
21	Occupational Safety and Employee Health	R	This can lead to interruption in business continuity and thus decreased productivity and employee morale	Safety and health of our people at workplace is our prime focus and we ensure it through several measures. (Please refer to Human capital section for details)	Negative



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/ No)	Yes, all policies are placed before the Board for consideration and approval. All other policies are approved by the Vice Chairperson & Managing Director								
	https://www.piindustries.com/sustainability/Governance/Sustainability-Policy https://www.piindustries.com/sustainability/CSR/CSR-Policy https://www.piindustries.com/sustainability/EHS/Environment-Health-and-Safety https://www.piindustries.com/Media/Documents/Sustainable%20Procurement%20Policy.pdf https://www.piindustries.com/Media/Documents/PI%20POSH%20Policy%2026%20April%2023%20(U).pdf https://www.piindustries.com/Media/Documents/Policy%20for%20board%20diversity.pdf https://www.piindustries.com/Media/Documents/Human%20Rights%20Commitment.pdf https://www.piindustries.com/Media/Documents/Anti%20Bribery%20&%20Anti%20Corruption%20Policy.pdf https://www.piindustries.com/Media/Documents/PIIND%20Nomination%20and%20Remuneration%20Policy.pdf https://www.piindustries.com/Media/Documents/Code-of-Conduct-Independent-Directors.pdf https://www.piindustries.com/wp-content/uploads/2023/06/Whistle-Blower-Policy-updated.pdf https://www.piindustries.com/wp-content/uploads/2023/09/T-D-Safety-Policy.pdf https://www.piindustries.com/wp-content/uploads/2023/06/Risk-Management-Policy_2023.pdf https://www.piindustries.com/wp-content/uploads/2023/06/Supplier-Code-of-Conduct-New.pdf https://www.piindustries.com/wp-content/uploads/2023/12/Code-of-Conduct-All-PI-Employees_Dec-2023.pdf https://www.piindustries.com/wp-content/uploads/2023/09/Equal-Employment-Opportunity-Policy-new.pdf https://www.piindustries.com/wp-content/uploads/2023/09/Water-Management-Policy-.pdf https://www.piindustries.com/wp-content/uploads/2023/09/Environment-Management-Policy-new.pdf								
c. Web Link of the Policies, if available									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	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.	We have got certifications under various categories like ISO 9001, ISO 14001, OHSAS, ISO 50001, ISO 45001, ISO 27001, Responsible Care, Good Laboratory Practice etc. Our policies are in line with widely adopted international standards and practices such as GRI framework, UNGC guidelines, UN SDGs, UNUHDR, OECD Guidelines for Multinational Companies and ILO principles								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have set specific ESG goals and targets which can be accessed in our integrated report under the Sustainability Goals section, these goals are linked to emissions, health and safety, water, waste, learning and development and employee diversity.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The performance against set targets undertaken for ESG has been published in the Performance Highlights section of the Integrated Report								
Governance, leadership and oversight									



7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At PI Industries, our purpose, “Reimagining a healthier planet,” embodies more than just environmental stewardship. We are committed to achieving sustainable growth by collaborating closely with communities, value chain partners, and society as a whole. This shared purpose of creating value with humanity at the core unites all our stakeholders.

Internally, we foster a collaborative environment that prioritizes employee well-being. This translates into human-centric policies, career-oriented learning and development opportunities, and robust health and safety practices co-created with our workforce.

Externally, we actively collaborate with communities near our operations. Together, we enhance livelihoods, improve access to education and healthcare, and promote sustainable rural value chains, all contributing to shared prosperity. This collaborative spirit extends to our environmental efforts. We focus on circularity, resource efficiency, and minimizing our environmental footprint. Our success in achieving an 88.8% solvent recovery rate and procuring xx% of raw materials from renewable sources exemplifies the power of collaboration in driving sustainability.

We are also committed to building a diverse and inclusive workplace. Through collaborative initiatives, we aim to increase women in leadership positions by 25%, recognizing the positive impact diversity has on innovation and business performance.

Strong governance is another pillar of our success. We operate with integrity and transparency, upholding a robust code of conduct aligned with international standards. We maintain continuous engagement with stakeholders to ensure our practices meet their expectations.

Looking ahead, we are committed to a continuous improvement journey towards becoming a more sustainable and responsible company. We will continue to remain actively engaged with stakeholders in reviewing our practices and setting ambitious and progressive targets. A key example is our collaborative approach to reducing our carbon footprint. By 2025, our goal is to accomplish a 25% decrease in specific CO2 emissions, reduce freshwater consumption by 25%, minimize landfill waste by 25%, elevate renewable energy usage to 20%, and lower LTIFR to 0.20. These objectives will be pursued through collaborative endeavors, including investments in renewable energy, enhancements in energy efficiency, and the encouragement of sustainable practices among our employees. Collaborative efforts will also focus on reducing waste and maximizing the utilization of sustainable materials, thereby aligning with our core sustainability objectives. We are also collaborating with experts to enhance sustainability capacity building of the organization and teams in key roles.

Our key achievements in the ESG space include: Increase employees’ average training hours per FTE by 87%, Increase women’s participation in leadership positions by 50%, 25,300+ acres brought under sustainable agricultural practices by educating farmers about climate-resilient agricultural practices, 70% of enrolled youth placed through skill development initiatives, Reduced landfill waste by 14% from base year, Increased share of renewable usage in total electricity mix to 5.35 percent.

To cultivate a collaborative ESG culture and engage our employees towards sustainability efforts, we have commenced a comprehensive communication initiative. We communicate our sustainability goals, progress and inspire employees to take actions to reduce environmental impact and uphold collective and individual social responsibility. Through these collaborative efforts, PI Industries reaffirms its commitment and is poised to drive positive and lasting impact on society and environment and, creating shared value for all stakeholders.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Joint Managing Director under the guidance of the Board

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes /No).
If yes, provide details.

Yes, Sustainability Council steered by Joint Managing Director. This governance mechanism ensures that key sustainability issues along with progress on key ESG metrics are discussed every quarter. The same ensures responsible decision making and timely action to key sustainability related matters.

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow-up action	The performance of the systems and processes against NGRBC principles is reviewed by Board Committees.									Periodically reviewed by the senior leadership team with the Board members’ representation								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is compliant with all applicable statutory requirements. This is reviewed by Board Committees.									The company monitors the relevant changes in the applicable statuses, and accordingly modifies the policies, for relevance.								
										P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9 Yes, the implementation of the policies of the Company is reviewed through an internal audit function. The Quality, Safety, Health and Environment Policies are subject to internal and external audits as a part of different certification processes including ISO-9001, ISO-14001, ISO 50001, ISO 45001, Responsible Care, ISO 27001 etc.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.																		



12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)						Not Applicable			
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness Programmes
Board of Directors	1	Provide visibility to value chain partners of environmental and social issues across product life cycle	100%
Key Managerial Personnel	1	Provide visibility to value chain partners of environmental and social issues across product life cycle	100%
Employees other than BoD and KMPs	9,283	Code of Conduct, (incl. Anti-Bribery, Gifts Policy) POSH, Risk Management, Sustainability Framework, Information Security	100%
Workers	33	Code of Conduct, (incl. Anti-Bribery, Gifts Policy) POSH, Safety Management	100%

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

NGRBC Principle	Name of the regulatory /enforcement/ agencies/ judicial institutions	Brief of the case	Has an appeal be preferred (Yes/No)
MONETARY			
Penalty/ Fine		None	
Settlement		None	
Compounding Fee		None	
NON MONETARY			
Imprisonment		None	
Punishment		None	

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:

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.

PI Industries has established robust frameworks to uphold the highest standards of ethics across our business operations. Our Anti-Bribery and Anti-Corruption policy, alongside our Whistleblower Policy, ensures accountability and transparency at all levels of engagement with the company. These policies extend to every individual affiliated with PI Industries, encompassing employees, contractors, consultants, trainees, casual workers, volunteers, interns, agents, and third-party associates. Oversight of the Whistleblower Policy is entrusted to the Chairman of the Board’s Audit Committee and the Vigilance and Ethics Officer, safeguarding against any impediments to the reporting process. Furthermore, our commitment to ethical conduct is reinforced through annual training on the PI Industries Code of Conduct, which underscores the importance of fair competition practices.

Web-link- <https://www.piindustries.com/Media/Documents/Anti%20Bribery%20&%20Anti%20Corruption%20Policy.pdf>

[https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy%20\(updated\).pdf](https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy%20(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:

	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

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

	FY 23-24 (Current Financial Year)		FY 22-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

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

	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Number of days of accounts payables*	89.27	69.75

*For the purpose of calculating the Cost of goods/services procured, all procurements in the nature of capital expenditures have been excluded. Trade payables as disclosed in the audited standalone financial statements for the year ended March 31, 2024 have been considered as the numerator (accounts payable).

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 23-24
Name of the external agency	Price Waterhouse Chartered Accountants LLP

9. Open-ness of business

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

Parameter	Metrics	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	9.04%	9.00%
	b. Number of trading houses where purchases are made from	383	394
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	45.91%	58.00%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	11.76%	14.30%
	b. Number of dealers/distributors to whom sales are made	11,219	3,830
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	6.42%	5.95%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4.41%	2.76%
	b. Sales (Sales to related parties / Total Sales)	1.07%	1.53%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)**	1.44%	55.00%
	d. Investments^ (Investments in related parties / Total Investments made)**	47.01%	15.79%

*For the purpose of classification of vendors as Trading houses, the Company has considered all parties who are categorised as traders in the vendor master.

** For loans and advances and Investments, closing balances disclosed in the audited standalone financial statements for the year ended March 31, 2024 have been considered.

^ Including investment in subsidiaries

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 23-24
Name of the external agency	Price Waterhouse Chartered Accountants LLP



Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
4	Promotion of all principles of NGBRC policies across value chain, Provide visibility to value chain partners of environmental and social issues across product life cycle.	73.00%

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.

At PI Industries, we have implemented a comprehensive Code of Conduct tailored for Directors and Senior Management personnel, setting forth stringent standards of personal and professional integrity. This code mandates the highest levels of ethical behavior, ensuring transparency and accountability in all engagements. Directors and Senior Management personnel are obligated to disclose any personal or external business interests that may pose potential or actual conflicts of interest to the company. In instances where conflicts arise, Directors are expected to recuse themselves from pertinent discussions during Board meetings. Furthermore, Directors are required to notify the Board of any existing directorships or positions held in external entities and seek approval before accepting new appointments as Directors or Senior Management personnel elsewhere. Additionally, adherence to the code necessitates the annual disclosure of related party details, with updates promptly provided in the event of any changes.

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

Essential Indicators

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

	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	18.00%	23.00%	Innovation and improvements for reducing hazardous waste, minimizing use of water and solvent, environment friendly biotransformation, etc.
Capex	2.98%	4.30%	Capital investments made for improving energy efficiency and conservation, Recycling and treatment facilities and other ESG related infrastructure, OHS infrastructure to improve Safety and Hazard mitigation

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

Yes, we strive to promote sustainability practices across the value chain. Our Sustainable procurement policy guidelines are applicable during our vendor onboarding process. Usage of solar and wind energy, water conservation and waste reduction are encouraged among the vendors. As a Responsible Care company, we have been committed and compliant to absolute environmental safety and regulatory compliances.

The company has taken multiple initiatives:

- Annual Vendor meet: To understand sustainability objectives and progress on initiatives taken by each supplier. Suppliers are supported by our technical team’s guidance in sustainably running their business and being compliant with all environmental rules and regulations.
- Packaging: Ongoing initiatives on the packaging of both raw materials and finished products are being taken. Procurement of raw materials in bulk, tankers or jumbo bags is encouraged to reduce the handling of various types of packaging materials. The same leads to adherence to environmental and safety standards and helps in better utilization of container space resulting in a lower number of trips. Through our concentrated efforts, we continue to modify the packaging of our finished products to reduce the use of plastics and switch to recycled paper instead.
- Standardization of Packaging: Our new packaging is tamper-proof and adopts a customer-friendly design architecture.
- Product Stewardship: We have introduced processes to strengthen product stewardship reviews by ensuring the involvement of technical experts from key departments such as operations and supply chain.
- Material Handling: We are sourcing bulk products and storing them in tankers/ISO tankers instead of drums. The same has resulted in reduced drum handling and ensured adherence to key environmental and safety standards.

The company has engaged in dialogue with value chain partners regarding sustainable sourcing. The company is establishing guidelines to screen and assess suppliers, policies, implementing goal-setting and periodic reviews to ensure continuous improvement in the rate of sustainable sourcing. Further, the company is also working on developing criteria for the assessment of its suppliers.

<https://www.piindustries.com/Media/Documents/Sustainable%20Procurement%20Policy.pdf>

- b. If yes, what percentage of inputs were sourced sustainably?

More than 73% of our inputs have been sourced from sustainable sources.



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

The company has a Sustainability policy in place which lays down the Company's commitment to Environmental Safety. One of the key focus areas of the Sustainability policy is "Waste Reduction and Reuse". We have various forums like STRIVE, strategic procurement, suggestion schemes, energy conservation teams, and waste reduction teams by alternate process/technology with a clear focus on areas where targets are taken for recycling, reusing and reducing waste. Some of the key processes in place to safely reclaim our products are listed below:

- Solvent Recovery: We continuously undertake various initiatives to improve our solvent recovery by more than 10%.
- Water Recycling: Through the installation of RO plants and recycling of wastewater, efforts are being made to make manufacturing sites zero discharge.
- Recycling Packaging Material: We undertake decontamination of packaging material for in-house use.
- Waste Recycling: We classify all the waste generated through our operations into Hazardous and Non-Hazardous categories. All the Hazardous waste being disposed off as per the regulatory condition given in the consent from the state and central pollution control Board. All the Non-Hazardous waste being managed through the Authorized recycler vendors/actual users.

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

Yes, EPR is applicable to the Company.

Yes, the waste management plan is in line with EPR plan submitted to Central Pollution Control Board (CPCB) through the EPR Portal.

The Company develops intermediate products that serve as input materials for our customers' finished goods. For the products which go to the end user, we have achieved the utilization of 100 per cent recycled paper-based packaging material. Further, the Company ensures strict adherence to the requirements of Plastic Waste Management Rules, 2016, including its subsequent amendments and the requirements of the Pollution Control Board thereby maintaining full compliance with these regulations.

Leadership Indicators

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

The Company has initiated Life Cycle Assessments (LCA) for selected products in FY24. The primary aim of these assessments is to comprehensively evaluate the environmental impact of our products throughout the entire value chain. By conducting these assessments, we will gain valuable insights into the environmental footprint associated with our products. This will enable us to identify areas for improvement within the value chain as we move forward. This year, the company completed 18 out of the 20 projects undertaken.

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 the web-link.
Not reported	Not reported	18 projects completed out of 20	Not reported	Not reported	Not reported

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
-	-	-

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 (Solvent recoveries)	Recycled or re-used input material to total material	
	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Solvent recovery	88.80%	87.60%

Notice

Financial Statements

Management Reports

Corporate overview



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

The Company has adopted a sustainability-focused approach by utilizing 100% recycled paper-based packaging material and transitioning to recyclable paper labels in place of plastic labels for its products. Acknowledging the significance of responsible product management, we have implemented a robust product reclamation program aimed at efficiently handling end-of-life products and packaging to facilitate safe disposal. This proactive stance resonates with our sustainability objectives, showcasing our dedication to waste reduction and resource optimization.

	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		294.24				
E-waste		3.45				
Hazardous waste		53,232.46				
Other waste		2,148.98				

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

Please refer response to Question 4 above

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	-

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)	% of employees covered by									
		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	3,326	3,326	100%	3,326	100%	0	NA	3,326	100%	0	NA
Female	191	191	100%	191	100%	191	100%	0	NA	191	100%
Total	3,517	3,517	100%	3,517	100%	191	5.43%	3,326	94.57%	191	5.43%
Other than Permanent employees											
Male	35	35	100%	35	100%	0	NA	35	100%	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	35	35	100%	35	100%	0	NA	35	100%	0	NA

Note: All Permanent and Other than Permanent employees are covered under various well-being initiatives

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

Category	Total (A)	% of workers covered by									
		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	28	28	100%	28	100%	0	NA	0	NA	0	NA
Female	0	0	NA	NA	NA	0	NA	0	NA	0	NA
Total	28	28	100%	28	100%	0	NA	0	NA	0	NA
Other than Permanent workers											
Male	1,547	0	NA	1,547	100%	0	NA	0	NA	0	NA
Female	6	0	NA	6	100%	0	NA	0	NA	0	NA
Total	1,553	0	NA	1,553	100%	0	NA	0	NA	0	NA

Note: All Permanent and Other than Permanent workers are covered under various well-being initiatives



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

	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company*	0.08	0.07

*For the purpose of calculating the spending on measures towards well being of employees and workers, the Company has considered the expense incurred towards employees/workers Health Insurance, Accidental Insurance, Employee Deposit Link Insurance, Parental Leaves, net of any recoveries made from the employees/workers.

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 23-24
Name of the external agency	Price Waterhouse Chartered Accountants LLP

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	NA	Y	100%	NA	Y
Others – please specify	NA	NA	NA	NA	NA	NA

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, whether any steps are being taken by the entity in this regard.

We strongly promote inclusivity in our workforce by actively inviting individuals with disabilities to apply for job opportunities. Currently, we have nine employees with disabilities working at our manufacturing facility in Gujarat. At PI Industries, we deeply appreciate the diverse talents and capabilities of every individual. To support our disabled employees, we equip them with the necessary tools to excel in their roles effectively. Additionally, we provide various benefits, including complimentary transportation, reserved seating in the canteen, and special facilities such as ramps and modified washrooms. These accommodations are designed to prioritize the safety and comfort of our disabled employees as they carry out their official responsibilities.

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

At PI Industries, we uphold the core value of equal opportunity, ensuring that no individual faces discrimination based on gender, caste, religion, age (within legal parameters), marital status, nationality, ancestry, ethnicity, geographic origin, sexual orientation, disability, or any other protected category. This commitment extends across all facets of employment, encompassing recruitment, advancement, relocation, remuneration and perks, professional growth avenues, and beyond. Our recruitment practices adhere strictly to a merit-centric model, where personal attributes or traits are not factored into decision-making processes.

<https://www.piindustries.com/Media/Documents/Human%20Rights%20Commitment.pdf>

<https://www.piindustries.com/wp-content/uploads/2023/09/Equal-Employment-Opportunity-Policy-new.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	82.67%	100%	Nil (Not Aailed)
Female	100%	100%	Nil	Nil
Total	100%	83.12%	100%	Nil (Not Aailed)



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.

All the corrective actions arise from the assessment with internal team has been regularly shared with value chain partners, we have our integrated management system for auditing our value chain partners on the basis of our annual audit plans. All Actions are categorized in different level so that appropriate resources and attention can be given to our value chain partners. We also have the annual Supplier meet program to engage and communicate PI's expectations from our value chain partners.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	
Other than Permanent Workers	Yes
Permanent Employees	
Other than Permanent Employees	

In our business, we prioritize cultivating strong bonds with each member of our workforce, ensuring their issues are promptly attended to through consistent individual engagement. Moreover, we actively promote an environment where employees feel comfortable sharing their insights and providing feedback, utilizing key platforms such as quarterly town hall meetings. These gatherings facilitate direct interaction with our leadership team, enabling employees to receive timely responses to their queries and address any concerns they may have.

Furthermore, we empower all employees to leverage the grievance mechanism outlined by our policy objectives, which include:

- All employees have access to the grievance mechanism outlined by the policy objectives below, providing an easily accessible avenue for resolving individual grievances. Additionally, skip-level meetings, town halls, and appraisals are organized to facilitate the communication of employee grievances.
- The objective is to ensure fair, just, and equitable treatment for resolving work-related problems.
- The process for addressing any employee complaint or grievance, as well as addressing breaches of discipline/code, is clearly defined.
- To establish a framework for corrective action for workers, we have instituted a grievance redressal committee with representation from both management and workers (both permanent and third-party). PI Industries has formed this committee to maintain regular one-on-one contact with employees, including both permanent and third-party workers.

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

Category	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)*	% (D / C)
Total Permanent Employees	3,517	129	3.66%	3,323	69	2.08%
Male	3,326	110	3.31%	3,162	62	1.96%
Female	191	19	9.95%	161	7	4.35%
Total Permanent Workers	28	6	21.43%	31	10	32.23%
Male	28	6	21.43%	31	10	32.23%
Female	0	0	NA	0	0	NA

The Company highly values inclusive participation and actively works to ensure fair representation across various committees, associations, and platforms to foster social dialogue. While membership in these groups may be restricted, the Company is dedicated to ensuring that all individuals are fully represented, regardless of membership status. This unwavering commitment guarantees that the viewpoints, concerns, and interests of non-members are adequately represented and considered in the decision-making processes of the committees.

8. Details of training given to employees and workers:

Category	FY 23-24 Current Financial Year					FY 22-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	3,361	3,346	99.55%	3,294	98.00%	3,207	2,182	68.04%	3,115	97.13%
Female	191	188	98.43%	181	94.76%	170	129	75.88%	167	98.24%
Total	3,552	3,534	99.49%	3,475	97.83%	3,377	2,311	68.43%	3,282	97.19%



Category	FY 23-24 Current Financial Year					FY 22-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Workers										
Male	1,575	28	1.77%	23	1.46%	1,561	1,549	99.23%	28	1.79%
Female	6	0	NA	0	NA	8	8	100%	0	NA
Total	1,581	28	1.77%	23	1.45%	1,569	1,557	99.24%	28	1.78%

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

Category	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3,361	3,020	89.85%	2,698	2,698	100%
Female	191	147	76.96%	109	109	100%
Total	3,552	3,167	89.16%	2,807	2,807	100%
Workers						
Male	28	28	100%	31	31	100%
Female	0	0	NA	0	0	NA
Total	28	28	100%	31	31	100%

Note: Only employees eligible for performance and career development reviews are included

10. Health and safety management system:

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

Yes, each of our sites has attained certification for an occupational health and safety management system. PI has implemented ISO 45001 across all five manufacturing sites as well as our R&D facility. This robust system serves as our cornerstone, allowing us to uphold the highest standards, safeguarding the environment, and prioritizing the well-being of our employees, workers, contractors, visitors, and all other vital stakeholders.

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

In our business continuity strategy, we have established comprehensive processes to ensure the safety and smooth operation of both routine and non-routine activities. These processes include:

- Conducting safety GEMBA walks by area managers and the leadership team to identify unsafe behaviors and conditions.
- Performing Hazard Identification and Risk Assessment (HIRA) as well as Job Safety Analysis (JSA)/Task Based Risk Assessment to evaluate workplace risks.
- Conducting What-If and Hazop studies to assess process-related hazards and risks before facility operations commence.
- Carrying out Pre-Startup Safety Reviews (PSSR) and verifying Hazop recommendations at our plants.
- Developing piping and Instrumentation Design (P&ID) for any process, equipment, or product changes, following an evaluation of potential new hazards through Management of Change (MOC).
- Implementing a categorized work permit system for all routine and non-routine activities to ensure compliance and safety.

c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Y/N)

Yes, we prioritize the prevention of work-related hazards and view our employees and workers as vital partners in enhancing workplace safety performance. The company has established systems to:

- Promptly report near-miss incidents to line managers for thorough investigation and horizontal implementation of additional control measures.
- Alert line managers for unsafe behaviors and conditions in their respective work areas to facilitate corrective action.
- Conduct regular inspections and audits of workplaces, equipment, and working conditions by the safety team.
- Recognize and reward workers on the spot for their contributions to improving workplace safety.
- Engage in safety committee meetings, zonal safety committee activities, and suggestion schemes to encourage participation and consultation.
- Foster an environment where workers feel empowered to report hazards or unsafe conditions without fear of retaliation.



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

Yes, our employees and workers are provided with access to comprehensive non-occupational medical and healthcare services. Recognizing that our employees are our most asset, their well-being directly impacts the organization’s performance. To ensure their access to quality healthcare services, PI has implemented the following initiatives:

- Group medical and insurance policies covering employees and their families.
- Collaborations with leading hospitals in states where PI operates, facilitating access to medical facilities.
- Well-being programs and campaigns focusing on various health aspects such as Bone Density analysis, Hypertension, Diabetes, Weight Management, and Blood donation camps.
- Provision of full-time medical officers, a dispensary, and a well-equipped ambulance at our facilities to address medical needs effectively.

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

Safety Incident/Number	Category	FY 23-24	FY 22-23
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.09	0.11
Total recordable work-related injuries	Employees	0	0
	Workers	1	1
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill health (excluding fatalities) / No. of Permanent Disabilities*	Employees	0	0
	Workers	0	0

*The BRSR Core requires disclosure of “Number of Permanent Disabilities”, however, it does not include the definition of ‘Permanent Disabilities’. We, in the absence of any other guidance, have considered Permanent Disability as High Consequence Work-related injury or ill health, which results in an injury from which the employee / worker cannot or is not expected to recover fully to the previous health status, this does not include fatalities.

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the Lost Time Injury Frequency Rate (LTIFR), No. of Fatalities and No. of Permanent Disabilities in the table above for FY 23-24
Name of the external agency	Price Waterhouse Chartered Accountants LLP

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

We are dedicated to continually enhancing health and safety practices within our workplaces. Our commitment involves monitoring health and safety outcomes through various mechanisms and implementing several initiatives to ensure a safe and healthy work environment:

- Providing comprehensive induction training to newly joined workers and employees before commencing their duties.
- Conducting assessments for new employees to ensure their full understanding and knowledge of the system.
- Proactively identifying unsafe acts and conditions to prevent their recurrence.
- Providing ongoing periodic training as per defined Training need identification (TNI) to our workforce on the latest hazards and workplace safety practices
- Emphasizing process safety and the prevention of high-consequence events through a risk-based approach and maintenance practices.
- Implementing a comprehensive work permit system and conducting risk assessments for all work activities.
- Cultivating a safety culture through employee and worker engagement.
- Reporting all incidents and sharing the learnings to reduce workplace injuries.
- Offering rewards and recognition to promote a safety culture by showcasing safe behaviors and identifying hazards and risks.
- Promoting safety culture through effective housekeeping and clear labeling and signage.
- Accrediting manufacturing sites with ISO standards and internationally recognized audit agencies to align with best practices.
- Utilizing technological interventions in workplace areas and processes.
- Enforcing strict implementation of safety protocols such as the use of safety gear and restrictions on mobile phone usage.
- Regularly reviewing and updating policies and standards in accordance with the latest global practices.

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

Category	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	



The Company is committed to promoting a transparent culture and encourages employees and workers to promptly raise any issues related to working conditions, health, and safety at all its facilities. To facilitate this process, an internal SAP based portal has been established for employees to submit complaints and express their concerns. This portal is regularly monitored, ensuring that queries are promptly addressed. Throughout the year, employees have utilized this platform to communicate various inquiries and concerns, all of which have been attentively handled by the Company. While the specifics of these matters are not provided here, they typically involve minor issues.

14. Assessments for the year:

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

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

The Company has implemented an integrated Health Safety and Environment Management system across all aspects of our business operations. We maintain a dedicated and independent Occupational Health and Safety department that consistently strives to ensure the safety of operations, workers, employees, and third-party visitors or workers at our sites. Our focus is on promoting safe job-related behaviours and aiming for zero or minimal incidents/injuries.

Our manufacturing plants are fully automated and operated through Distributed Control Systems (DCS) with instrumented controls, complemented by multi-layer safety provisions. In addressing safety-related incidents and significant risks/concerns, we conduct root cause analyses to comprehend hazards and develop corrective action plans to enhance health and safety practices and working conditions.

Furthermore, we have implemented various initiatives to address safety-related concerns and risks:

- Conducted Critical Risk identification exercises associated with processes across all manufacturing facilities under the guidance of senior leadership.
- Introduced and executed a system for inter-site audits to assess the mechanical integrity and safe operation of all protective safety devices on process circuits.
- Engaged an independent third party to conduct Quantitative risk assessments for the storage of key chemicals and employee exposure from chemicals handled during storage, operation, testing, handling waste and transportation. Recommendations from these assessments are incorporated into On-site emergency plans and are practiced during Mock Drills. Actions from Employee exposure assessment has been implemented with all Engineering controls .
- Displayed work instructions and information boards in local languages to ensure effective dissemination of information.
- Reinforced good engineering practices to prevent and re-occurrence injuries and other significant process safety incidents.
- Implemented best safety practices in workplace areas to cultivate a safe and healthy environment.
- Implementation of gas leak detection provisions in the OC lab, Storage and Process area and conducting adequacy checks on the fire network analysis.
- Utilizing audio-visual aids to enhance the effectiveness of training program

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

In the event of unforeseen events, we have taken measures to provide life insurance coverage to all employees and workers. The employees and workers are covered under:

- Accidental insurance
- Group term insurance linked with Gratuity
- EDLI linked with PF

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

We conduct routine assessments for all our value chain partners to ensure compliance with statutory obligations. This encompasses adherence to the regulations outlined in the Employee Provident Funds and Miscellaneous Provisions Act, 1952, along with associated schemes such as the Employees Provident Fund Scheme, 1952 (EPFS), Employees’ Pension Scheme, 1995 (EPS), and Employees Deposit-Linked Insurance Scheme, 1976 (EDLIS). Oversight of statutory compliance is overseen by leadership through a compliance dashboard and annual audits, guaranteeing the prompt settlement of all statutory dues.



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

There was one instance of a fatality at one of our worksites where a contract worker’s life was lost. We have managed with the loss as per our policies and the family was fairly compensated as per our existing policies.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Employees		0		0
Workers		1		0

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

No, we do not have a formal transition assistance program established. However, retired employees are often considered for reemployment as advisor-consultants on a case-by-case basis.

5. Details on assessment of value chain partners:

The Company has instituted a structured Code of Conduct for Business Partners, delineating explicit expectations concerning workplace norms. According to this Code, value chain partners are obligated to guarantee a safe and healthy working environment for both their employees and contractors. In line with our annual audit plan, we scheduled on-site audits and desk assessments for 36 suppliers, of which 35 have been successfully concluded.

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	100%
Working Conditions	30%

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.

All the corrective actions arise from the assessment with internal team has been regularly shared with value chain partners, we have our integrated management system for auditing our value chain partners on the basis of our annual audit plans. All Actions are categorized in different level so that appropriate resources and attention can be given to our value chain partners. We also have the annual Supplier meet program to engage and communicate PI’s expectations from our value chain partners.

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

Essential Indicators

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

We recognize the significance of stakeholder engagement and value the inputs and perspectives of our stakeholders in shaping our business strategies and practices. We have established a robust process for identifying key stakeholder groups which involve the following steps:

Stakeholder Mapping: We conduct a thorough analysis to identify and categorize our stakeholders based on their level of influence and impact on our business. This mapping exercise helps us identify both internal and external stakeholders, including employees, customers, suppliers, investors, regulatory bodies, local communities, non-governmental organizations (NGOs), and industry associations.

Dialogue and Feedback: At the heart of our corporate ethos lies a commitment to cultivating transparent and inclusive communication avenues with our stakeholders. Through an array of channels including surveys, focus groups, town hall meetings, and consultations, we actively foster dialogue. These engagements serve as invaluable platforms for comprehending the diverse concerns, expectations, and aspirations of our stakeholders regarding our operations, products, and sustainability initiatives.

Materiality Assessment: To prioritize our stakeholder engagement efforts, we conducted a comprehensive materiality assessment in FY 22-23. This involved evaluating the significance of various issues raised by stakeholders based on their potential impact on our business and the broader social, environmental, and economic context. The materiality assessment helps us identify key areas where stakeholder expectations align with our business strategy and sustainability goals.

Continuous Monitoring: Over time stakeholder dynamics evolve, and it becomes essential for us to stay updated on their changing needs and expectations. We regularly monitor industry trends, conduct periodic reviews of stakeholder concerns and feedback, and stay informed about emerging social, environmental, and regulatory developments. This helps us adapt our stakeholder engagement processes and strategies to ensure ongoing relevance and effectiveness.

Collaboration and Partnerships: We actively seek opportunities for collaboration and partnerships with our stakeholders. By engaging in multi-stakeholder initiatives, industry associations, and platforms focused on sustainable development, we foster dialogue, share best practices, and collaborate on addressing shared challenges. These collaborations enable us to gain insights, build trust, and co-create innovative solutions that benefit both our business and our stakeholders. This year we have focused on strategic collaboration on issues that align with our long term business strategy.



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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Regular employee engagement initiatives Annual performance appraisal Annual employee satisfaction survey Internal Portal Townhalls E-mail communications 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Employee satisfaction Talent retention Remuneration and other employee benefits Grievance resolution Diversity and equal opportunity Safety, health and well-being
Investors and shareholders	No	<ul style="list-style-type: none"> Annual General Meeting Investors meet and periodic correspondence E-mail communications Company Website Investor presentations 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Shareholding pattern Disclosures in the public domain Sustainable growth of business and profitability Timely receipt of dividends New business strategies Business plans Sound corporate governance mechanisms
Customers and partners, including farmers	No	<ul style="list-style-type: none"> Regular meetings with sales associates Website, product brochures, newsletter, social media Forums, seminars and conferences Customer satisfaction survey Field demonstrations and trainings E-mail communications 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Customer satisfaction Product innovation and new product development Market competition Investment opportunities Communication to the customer and partners Customer health and safety Productivity
Suppliers	No	<ul style="list-style-type: none"> Annual and half-yearly supplier audits Regular meetings Tendering process Supplier survey Meetings by purchase department E-mail communications 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Suppliers' assessment and training Sharing business plans Safety, Sustainability objectives, Training Annual supplier meet
Community	Yes	<ul style="list-style-type: none"> CSR initiatives 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Sustainable agriculture Community well-being Infrastructure development Local employment Women empowerment Healthcare Impact Assessment
Regulatory bodies	No	<ul style="list-style-type: none"> Compliance reports Corporate website Annual reports 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Statutory compliance Product safety Corporate governance mechanisms Environment impact of our operations



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 feedback from such consultations is provided to the Board.

The Company recognizes the crucial role of stakeholder engagement in furthering our growth objectives. For a detailed insight into our stakeholder engagement strategies and methods for conveying feedback to the Board, we invite you to review the Stakeholder Universe and Engagement section of the Integrated Annual Report.

Aligned with our dedication, the Board has set specific Environmental, Social, and Governance (ESG) targets, accompanied by annual progress reports to ensure stakeholders are informed of our ongoing initiatives. This comprehensive reporting approach underscores our steadfast commitment to transparency, providing stakeholders with a comprehensive overview of the Company’s performance and our efforts in fulfilling our ESG commitments.

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

Stakeholder consultation has played a pivotal role in shaping our approach to addressing environmental and social concerns within the Company. Through robust engagement initiatives, we have identified key environmental and social issues that are of significance to both stakeholders and our business, and subsequently prioritized them based on their impact.

For a deeper understanding of the process involved in identifying these critical topics and incorporating stakeholder feedback, we encourage you to explore the Stakeholder Universe and Engagement, as well as the Materiality Assessment section of last year’s Integrated Annual Report. These sections provide comprehensive insights into how stakeholder input has been integrated into our policies and activities, ensuring effective action on the identified material topics.

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

The Company recognizes the importance of addressing the concerns of vulnerable and marginalized stakeholder groups, and we have implemented various programs and initiatives through our CSR efforts to support these communities. Our CSR initiatives are strategically designed to address the specific needs of these groups and other community members.

For more information, please refer to the Social and Relationship Capital section of our Integrated Annual Report for FY 23-24.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	3,517	3,502	99.57%	3,323	1,313	39.51%
Other than permanent	35	34	97.14%	54	39	72.22%
Total Employees	3,552	3,536	99.55%	3,377	1,352	40.03%
Workers						
Permanent	28	28	100%	31	5	16.13%
Other than permanent	1,553	0	NA	1,538	0	NA
Total Workers	1,581	28	1.77%	1,569	5	0.32%

Note: Regular discussions are conducted with employees and workers to enhance their understanding of human rights and familiarize them with the Company’s Code of Conduct and Human Right Commitment Policy. In addition to HR-led sessions and e-modules, functional team leads also provide training and awareness sessions to all employees and workers, including new hires.



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

Category	FY 23-24 Current Financial Year					FY 22-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	3,517	0	NA	3,517	100%	3,323	0	NA	3,323	100%
Male	3,326	0	NA	3,326	100%	3,162	0	NA	3,162	100%
Female	191	0	NA	191	100%	161	0	NA	161	100%
Other than Permanent	35	0	NA	35	100%	54	0	NA	54	100%
Male	35	0	NA	35	100%	45	0	NA	45	100%
Female	0	0	NA	0	NA	9	0	NA	9	100%
Workers										
Permanent	28	0	NA	28	100%	31	0	NA	31	100%
Male	28	0	NA	28	100%	31	0	NA	31	100%
Female	0	0	NA	0	NA	0	0	NA	0	NA
Other than Permanent	1,553	1,553	100%	1,553	100%	1,538	0	NA	1,538	100%
Male	1,547	1,547	100%	1,547	100%	1,530	0	NA	1,530	100%
Female	6	6	100%	6	100%	8	0	NA	8	100%

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in lakhs)	Number	Median remuneration/ salary/ wages of respective category (in lakhs)
Board of Directors (BoD)	2	787.77	0	0
Key Managerial Personnel	1	329.40	1	138.00
Employees other than BoD and KMP	3,323	8.93	190	6.98
Workers	28	5.55	0	0

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

	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Gross wages paid to females as % of total wages*	4.90%	3.41%

*For the purpose of calculation of gross wages paid to females, expenses such as Provisions for sales incentive, leave travelling assistance and vehicle lease staff rent have been distributed in the ratio of salary as per salary register between male and female employees.

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 23-24
Name of the external agency	Price Waterhouse Chartered Accountants LLP

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, we have we have a designated Vigilance and Ethics Officer. This officer holds the responsibility of addressing any human rights impacts or issues arising from or contributed to by the business.



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

Vigilance Mechanism: Our company has established a robust mechanism for reporting compliance violations. A “vigil mechanism” is published on the company’s website, enabling individuals to file complaints, even anonymously if desired.

Monthly Meetings: Regular regional, territory, and zonal manager meetings with HR Business Partners serve as a platform to cultivate a positive work environment, fostering trust and mutual respect between employees and management.

Grievance Management Portal: Additionally, we have implemented a Grievance Management portal to monitor the status of grievances filed by employees. We intend to expand the usage of this portal to other functional areas in the future.

Link to the Policies and details of grievance mechanism:

- <https://www.piindustries.com/Media/Documents/Human%20Rights%20Commitment.pdf>
- [https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy\(r\).pdf](https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy(r).pdf)

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

Category	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	0	Nil	3	NIL	Complaints were dealt per the company’s procedures and policies
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	
Forced labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human Rights related issues	3	0	Nil	0	0	

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

	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	3
Complaints on POSH as a % of female employees / workers	1.02%	1.69%
Complaints on POSH upheld	2	2

Note: Information as per table above only pertains to female employees/workers. Total complaints on sexual harassment and complaints upheld irrespective of the gender of the complainant for FY 23-24 is 3.

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 23-24
Name of the external agency	Price Waterhouse Chartered Accountants LLP

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

The Company has instituted a thorough process for receiving and addressing concerns and grievances pertaining to instances of discrimination and harassment. Within the framework of the POSH Policy, a dedicated section is designated to safeguard the confidentiality of the complainant’s identity, ensuring all matters are handled with utmost discretion. Similarly, under the Whistleblower Policy, significant emphasis is placed on preserving the anonymity of whistleblowers and preventing any form of reprisal for reporting protected disclosures.

Complementing these policies, the Company’s Code of Conduct and Human Rights Commitment policy underscore the imperative of treating each complaint with fairness and impartiality. Retaliation against individuals voicing legitimate concerns is strictly forbidden, with disciplinary measures imposed on any implicated parties. Regular training sessions on the Company’s code of conduct are conducted to promote exemplary workplace practices.

Employees are encouraged to engage in open dialogue with their line managers or HR representatives regarding instances of discrimination or harassment, without apprehension of retaliation. The Company’s policies prioritize the comprehensive protection of complainants and mandate the handling of all such matters with strict confidentiality. Furthermore, the Policy for Prevention of Sexual Harassment ensures the confidentiality of complaints is rigorously maintained.

Link to POSH and Whistleblower policy:

- <https://www.piindustries.com/Media/Documents/PI%20POSH%20Policy.pdf>
- [https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy\(r\).pdf](https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy(r).pdf)



9. Do human rights requirements form part of your business agreements and contracts?

(Yes/No)

Yes, we conduct mandatory evaluations of the EHS management systems of all our vendors, along with specific sustainability aspects. All vendors are obligated to furnish declarations regarding payment of wages, ensuring the health and safety of employees, non-discrimination based on gender, caste, creed, religion, etc., and the absence of child labor. These requirements have also been incorporated into agreements with institutionalized customers.

10. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	-
Discrimination at workplace	-
Wages	-
Others – please specify	100%

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

There were no significant risks / concerns arising from the assessments.

Leadership Indicators

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

Throughout the reporting period, no alterations or introductions have been made to business processes to address human rights grievances or complaints. We conduct periodic reviews of our processes and evaluate the necessity for any changes.

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

The Company is deeply committed to safeguarding and advocating for Human Rights, actively taking steps to address any violations that may arise. This includes addressing concerns such as human trafficking, forced labor, child labor, freedom of association, the right to collective bargaining, equal pay, and discrimination.

Our initiative aims to promote equal employment opportunities, thereby ensuring fairness across all aspects of distribution, procedures, and interactions within the organization. We strive to cultivate a workplace environment that is safe and free from harassment, while unwaveringly upholding the fundamental rights of all individuals. As proponents of equal opportunity, we firmly prohibit discrimination in any form or manifestation.

Refer to the Company's Human Rights Commitment Statement on our website for more details below:

<https://www.piindustries.com/Media/Documents/Human%20Rights%20Commitment.pdf>

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, majority of our premises are accessible to differently abled visitors. In our efforts to create more inclusive workplaces, we have implemented several measures. These include the provision of disabled-friendly washrooms, handrails on staircases, caution tape markings on stairs, skid-proof mats, and sensor-based taps. Additionally, we have introduced Diversity, Equity, and Inclusion (DE&I) practices wherever feasible in washrooms.

4. Details on assessment of value chain partners:

In line with the Company's policy, all value chain partners must demonstrate the utmost respect and dignity towards all employees. They are required to strictly adhere to a zero-tolerance approach regarding unacceptable behaviors such as sexual harassment, workplace discrimination, and any involvement in child labor, forced labor, or involuntary labor. Additionally, value chain partners are expected to establish a safe and healthy working environment for their employees and contractors.

To ensure compliance, business partners must adhere to local and national laws and regulations concerning occupational health and safety. They are also obligated to possess the necessary permits, licenses, and permissions authorized by relevant local and national authorities. The Company has received declarations from nearly 90% of its vendors regarding these parameters in the Vendor Registration Form.

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

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

Supply Chain Management writeup in the Integrated Report



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

Essential Indicators

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

Parameter	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
From renewable sources		
Total electricity consumption (A) (in Giga Joules)	30,744.10	26,280.50
Total fuel consumption (B) (in Giga Joules)	0	0
Energy consumption through other sources (C) (in Giga Joules)	0	0
Total energy consumed from renewable sources (A+B+C) (in Giga Joules)	30,744.10	26,280.50
From non-renewable sources (in Gigajoules)		
Total electricity consumption (D) (in Giga Joules)	5,43,523.73	5,17,959.00
Total fuel consumption (E) (in Giga Joules)	8,90,256.09	9,18,889.00
Energy consumption through other sources (F) (in Giga Joules)	0	0
Total energy consumed from nonrenewable sources (D+E+F) (in Giga Joules)	14,33,779.82	14,36,848.00
Total energy consumed (A+B+C+D+E+F)* (in Gigajoules)	14,64,523.92	14,63,128.50
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) (in Giga Joules/INR)	0.00002050	0.00002333
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total energy consumed / Revenue from operations adjusted for PPP in million \$) (in Giga Joules/Million USD)	468.95	533.88
Energy intensity in terms of physical output (in Giga Joules/Metric Tonnes)	56.19	48.48
Energy intensity (optional) – per million rupee of turnover	20.50	23.33

Note 1: Percentage of energy consumed through renewable sources (Energy consumed through renewable sources / total energy consumed) for the FY 23-24 is 2.10%.

Note 2: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 23-24, other than Energy Intensity per rupees of turnover and optional energy intensity indicator.
Name of the external agency	Price Waterhouse Chartered Accountants LLP

*Total Energy consumed for certain leased locations have been estimated by calculating the actual per sqft. energy consumed in other leased locations. There are certain number of company owned and leased vehicles which are used in operations. During the reporting year, the consumption of high speed diesel and petrol in these vehicles have been estimated by calculating the actual fuel expenditure attributable to these diesel/petrol vehicles divided by average price of diesel/petrol for the FY 23-24. The Company is in the process of putting in place a mechanism to capture the actual numbers of all these locations/sources in the upcoming year.

**For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @22.88 INR/USD as per OECD has been considered.

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

Not applicable for the us as we do not fall in the category of industries mandated under PAT scheme as per BEE.

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

Parameter	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	30,091.76	19,118.71
(iii) Third party water	8,52,296.10	9,61,101.00
(iv) Seawater / desalinated water	0	0
(v) Others	0	2,536.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)*	8,82,387.86	9,82,755.71



Parameter	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Total volume of water consumption (in kilolitres)	5,85,108.87	9,27,114.07
Water intensity per rupee of turnover (in kl / rupees) (Total Water consumption/ Revenue from operations)(in kiloliters/ INR)	0.00000818908193	0.000014786
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption / Revenue from operations adjusted for PPP in million \$) (in kiloliters/ Million USD)	187.36	358.60
Water intensity in terms of physical Output (in kiloliters/Metric Tonnes)	22.45	32.56
Water intensity (optional) – per million rupee of turnover	8.19	14.79

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

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on Total volume of water consumption, Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) and Water intensity in terms of physical output in the table above for FY 23-24
Name of the external agency	Price Waterhouse Chartered Accountants LLP

*Water withdrawn is estimated based on the document by the Central Ground Water Authority (CGWA), which specifies that an office employee consumes 45 litres per day per head. This amount is recorded as water withdrawn from third party source. Further the untreated water discharged is considered as 80% of the water withdrawn from source based on Central Pollution Control Board (CPCB) database report dated December 24, 2009. Therefore, it is assumed that of the total water withdrawal, only 20% is consumed for certain locations.

**For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @22.88 INR/USD as per OECD has been considered.

4. Provide the following details related to water discharged:

Parameter	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	2,97,278.99	3,79,409.83
No treatment	1,35,648.99	1,18,414.83
With treatment –Tertiary treatment	1,61,630.00	2,60,995.00
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	2,97,278.99	3,79,409.83

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

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 23-24
Name of the external agency	Price Waterhouse Chartered Accountants LLP

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

Two of the company's sites; R&D facility at Udaipur and Formulation facility at Panoli are Zero Liquid Discharge units. The company is implementing ZLD measures in a phased manner at other manufacturing facilities. At Jambusar site, the company has installed 650 KLD RO system to recycle treated wastewater in FY22-23.



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

Parameter	Please specify unit	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
NOx	MT	79.99	46.60
SOx	MT	52.41	51.30
Particulate matter (PM)	MT	74.70	49.00
Persistent organic pollutants (POP)	MT	NA	NA
Volatile organic compounds (VOC)	MT	NA	NA
Hazardous air pollutants (HAP)	MT	NA	NA
Others – please specify	MT	NA	NA

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

Parameter	Unit	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)*	Metric tonnes of CO2 Equivalent	60,471.79	65,879.45
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)*	Metric tonnes of CO2 equivalent	108,101.10	1,06,785.00
Total Scope 1 and Scope 2 emissions intensity per rupee of Turnover	(in MTCO2e / INR)	0.00000236	0.00000275
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	(in MTCO2e/ Million USD)	53.98	63.00
Total Scope 1 and Scope 2 emission intensity in terms of physical output	(in MTCO2e/MT)	6.47	5.74
Total Scope 1 and Scope 2 emission intensity (optional) – per million rupee of turnover	(in MTCO2e/Million INR)	2.36	2.75

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

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the indicators in the table above, other than Total Scope 1 and Scope 2 emission intensity per rupee of turnover and optional emission intensity indicator, for FY 23-24.
Name of the external agency	Price Waterhouse Chartered Accountants LLP

*Total emissions for certain leased locations have been estimated by calculating the actual per sqft emissions reported in other leased locations. There are certain number of company owned and leased vehicles which are used in operations. During the reporting year, the consumption of high speed diesel and petrol in these vehicles have been estimated by calculating the actual fuel expenditure attributable to these diesel/petrol vehicles divided by average price of diesel/petrol for the FY 23-24. The Company is in the process of putting in place a mechanism to capture the actual numbers of all these locations/sources in the upcoming year.

**For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @22.88 INR/USD as per OECD has been considered.

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

Each year PI Industries is investing on Green House Gas emission reduction initiatives. This year PI Industries introduced the following projects:

- At two manufacturing sites located in Panoli GIDC area, Gujarat, we have initiated the purchase of hybrid power to increase the renewable energy mix in total electricity consumption.
- At Jambusar, switching to a low-carbon fuel (LNG) from conventional fuel (FO/LDO)
- Replacement of the existing wood-based printing paper with a new form of Sustainable paper based on agricultural waste and that is implemented at every manufacturing site and office



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

Parameter	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Total Waste generated (in metric tonnes)*		
Plastic waste (A)	294.24	287.00
E-waste (B)	3.45	4.95
Bio-medical waste (C)	0.03	0.03
Construction and demolition waste (D)	6.15	0
Battery waste (E)	18.45	16.90
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	66,528.09	28,621.81
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,252.04	1,525.00
Wooden scrap	232.97	NA
Metal scrap	1,567.24	NA
Paper	359.74	NA
Cardboards	0	NA
Glass bottles	3.53	NA
Mix scrap	88.56	NA
Total (A+B + C + D + E + F + G+ H)	69,102.45	30,455.69
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (in Metric Tonnes/ INR)	0.00000097	0.000000474
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP in \$ million)** (in Metric Tonnes/ Million USD)	22.13	10.84
Waste intensity in terms of physical output (in Metric Tonnes/ Metric Tonnes)	2.65	1.01
Waste intensity (optional) – per million rupee of turnover	0.977572764	0.473706313

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
(i) Recycled	55,697.58	11,861.00
(ii) Re-used	6.15	0
(iii) Other recovery operations	103.06	0
Total	55,806.79	11,861.00

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

Category of waste		
(i) Incineration	603.83	1,136.00
(ii) Landfilling	4,909.46	6,959.00
(iii) Other disposal operations	7,782.37	8,922.00
Total	13,295.66	17,017.00

Waste Intensities (MT of Waste Recovered /Total Waste generated) and (MT of Waste Disposed /Total Waste generated) are 0.80 and 0.20 respectively.

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

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the indicators in the table above, other than Waste intensity per rupees of turnover and optional waste intensity indicator, for FY 23-24
Name of the external agency	Price Waterhouse Chartered Accountants LLP

*Waste is accounted for at the time of disposal and therefore waste disposed has been considered as waste generated.

**For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @22.88 INR/USD as per OECD has been considered.



Plastic Waste					
Total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			Total waste disposed by nature of disposal method (in metric tonnes)		
Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
294.24	0	0	0	0	0

E-Waste					
Total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			Total waste disposed by nature of disposal method (in metric tonnes)		
Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
3.45	0	0	0	0	0

Bio-medical Waste					
Total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			Total waste disposed by nature of disposal method (in metric tonnes)		
Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
0	0	0	0.03	0	0

Construction and Demolition Waste					
Total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			Total waste disposed by nature of disposal method (in metric tonnes)		
Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
0	6.15	0	0	0	0

Battery Waste					
Total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			Total waste disposed by nature of disposal method (in metric tonnes)		
Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
18.45	0	0	0	0	0

Other Hazardous Waste					
Total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			Total waste disposed by nature of disposal method (in metric tonnes)		
Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
53,232.46	0	0	603.80	4,909.46	7,782.37

Other Non-hazardous Waste					
Total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			Total waste disposed by nature of disposal method (in metric tonnes)		
Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
2,148.98	0	103.06	0	0	0

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.

At PI, we manage waste scientifically by segregation at source as per waste’s characteristics. The waste management philosophy of PI Industries is to reduce the amount of waste generated and effectively manage the waste generated.

Low COD/Lows TDS wastewater is treated in Effluent Treatment Plant while High COD/High TDS wastewater is treated in in-house Multiple Effect Evaporator (MEE) first or disposed off through Common approved MEE facilities outside as per Regulatory authorization. Incinerable waste (solid and liquid) is sent for disposal to common incinerator facilities (TSDF) and to cement industries for co processing or preprocessing facilities. MEE salt coming from inhouse MEE being disposed off as per regulatory authorization.

In line with the principles of Responsible Care, use of hazardous and toxic chemicals in products is discouraged. At PI, we believe “what gets measured gets managed”. A ‘Product Lifecycle Approach’ to assess impacts of products across all stages of development has been adopted. At R&D stage, waste generation-based E-factor calculation has been adopted which help us not only to measure the total waste generated from each stage of product but also STRIVE projects to reduce E- factor through Green chemistry approach.

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

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

Our operations/offices are not located in/around ecologically sensitive area.



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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

While we strive to adhere to Water, Air, Environment Act and rules thereunder. There was an instance where PI couldn't comply with the law and faced penalty.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
			50 Lakh	

Leadership Indicators

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

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

- (i) Name of the area: Udaipur
- (ii) Nature of operation: R&D
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	30,091.76	19,118.71
(iii) Third party water	0	18,188.00
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	30,091.76	37,307.00
Total volume of water consumption (in kilolitres)	30,091.76	37,307.00
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000041	0.00000058
Water intensity (optional) – the relevant metric may be selected by the entity	0.40831730	0.58027437
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

No independent assurance has been carried out on these indicators.



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

Parameter	Unit	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: The organization is currently in the process of setting processes for measurement and reporting of Scope 3 emissions.

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

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: `

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Purchase of Hybrid power	At our 02 manufacturing sites located in Panoli GIDC area, Gujarat, we have initiated the purchase of hybrid power to Increase the renewable energy mix in total electricity consumption	This initiative will enable us to procure 12605298 KWh of renewable power thus reducing reduce 8950 MT of CO2 yearly
2	Fuel switch i.e. Liquefied nitrogen gas (LNG) instead of Furnace oil /LDO in boiler	For steam generation in Boiler at one of our manufacturing facility located at Jambusar the conventional fuel (FO/LDO) has been replaced with a cleaner alternative (LNG)	This initiative help to reduce consumption of 18603918 Kg of FO/LDO which will save 18832 MT of CO2 yearly
3	Installation of 650 KLD capacity RO plant at Jambusar site	To reduce freshwater consumption at one of our manufacturing facilities located in Jambusar , we have installed Reverse Osmosis (RO) plant with a capacity of 650 KLD	At current load and efficiency, the project will recycle the treated water which will help to reduce freshwater consumption approximately by 185 ML per year.
4	Replacement of existing wood-based printing paper with paper made from wheat straw (agricultural waste)	Replaced the existing wood-based paper with a new form of Sustainable Paper made from wheat straw, an Agricultural Waste.	Total GHG emission reduction is 83 Tons yearly

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

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

Certainly, an emergency plan is firmly in place for all manufacturing sites. Our Emergency Response plan meticulously categorizes events into three distinct classifications: crisis, emergency, and incidents. In every scenario, the primary protocol prioritizes the safety of individuals present at the site, achieved through either prompt evacuation or assembly at designated points, accompanied by provisions for medical assistance including first aid and emergency medical services.

The layout of our facilities is deliberately designed to ensure that all Manufacturing Production Processes (MPPs) and other departments have unhindered access to escape routes and assembly points.

Furthermore, the plan meticulously delineates the responsible parties for each action item, ensuring clear accountability. In the event of an unforeseen circumstance beyond control, our emergency escalation matrix provides a defined course of action.

Additionally, we conduct regular rehearsal drills and exercises to assess our preparedness, with outcomes meticulously documented and integrated into the plan for continual improvement.

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.

Last Year we registered one Gas release Environment incident which was happened due to manufacturing fault during the glass lining in one of the Storage tanks. We have taken few Engineering controls by putting sensors, Automate Fire hydrant network around incident area, Improving Preventive maintenance practices as per Global Engineering Standards, updating On site emergency plan and conducting scenario specific Mock drills to strengthen our Emergency preparedness.

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

We also implemented the EHS auditing for our value chain partners and that includes the Environmental impacts and all the regulatory compliances. We have covered 30% of entire value chain partners covered last year for all Environmental impacts.



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

Essential Indicators

- a. Number of affiliations with trade and industry chambers/ associations.

The Company is affiliated with 10 (ten) trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	CropLife India	National
2	Confederation of Indian Industry (CII)	National
3	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
4	Indian Chemical Council	National
5	Federation of Indian Export	International
6	Chemexcil- Chemicals Export Promotion Council	National
7	Bio Agri Inputs Association Producers Association	National
8	Royal Society of Chemistry	International
9	Asia Business Council	International
10	Indo-Australian Chamber of Commerce	International

- 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
NA		

Leadership Indicators

- Details of public policy positions advocated by the entity:

S. No	Public Policy Advocated	Method resorted for such advocacy	Whether information is available in public domain? (Yes/No)	Frequency of review by board (annually/half yearly/quarterly/ others- please specify)	Web link if available
1.	Product Liability under Consumer Protection Act with CII	Participation in round tables discussions and consultations organized by industry associations such as CII, FICCI, etc.	No	As and when required	
2.	Insecticide Act		No	As and when required	

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

NA

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

Nil

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

Our communities play a crucial role in our growth, and as such, we provide avenues and platforms for them to share their feedback. The Company advocates for a transparent mechanism to address community grievances in a just, fair, and timely manner. We have established a process to receive and resolve concerns or grievances from the community.

A site-level committee, comprising members from various departments such as administration, CSR, and operations, is formed to receive concerns, whether written or verbal, and to work towards their resolution. Thorough investigations are conducted, and concerns are addressed appropriately and promptly. Furthermore, the Company actively engages with the community as part of our development efforts. A summary of these interactions with various stakeholders is outlined below.



Meeting with stake holder	Periodicity of communication	Type of interaction
Local Community & Local Gram Panchayat along with CBOs like SHGs and others	Monthly basis by Partner and Quarterly Basis by PI Foundation	General meeting with community & CBOs and one to one interaction with Sarpanch Gram Panchayat to seek the feedback and progress update
Non-Government Organizations (NGOs)	Quarterly Basis	General Meeting to seek the feedback and progress update
Government Authorities (Collector, District Development Officer and SDM), MLA, Opinion Leaders & other regulatory bodies Prant & District Level CSR Committees)	Monthly Basis	One to one interaction with Collector, District Development Officer and SDM) and participating in regulatory bodies of CSR- Prant & District Level CSR Committees as and when organized.

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

	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	6.92%	12.00%
Sourced directly from within India	68.16%	44.00%
Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 23-24	
Name of the external agency	Price Waterhouse Chartered Accountants LLP	

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

Location*	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Rural	50.39%	28.80%
Semi-urban	0.86%	24.70%
Urban	32.13%	33.20%
Metropolitan	16.62%	13.30%
Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 23-24	
Name of the external agency	Price Waterhouse Chartered Accountants LLP	

* The locations have been categorised 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: Question 1 of Essential Indicators above):

Not applicable

Details of negative social impact identified	Corrective action taken

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)
1	Chhattisgarh	Mahasamund	INR 84,38,000
2	Telangana	Khammam	INR 1,25,00,000
3	Maharashtra	Jalgaon	INR 75,00,000

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

No, we don't have a preferential procurement policy which gives preference to any supplier. Procurement is done solely based on parameters like cost, quality, sustainability, etc.

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

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

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

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.

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project FY 23-24	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups*
1	Technology enabled smart classes for young children in rural government schools	18,000	100%
2	Learning Improvement amongst children in government schools	6,976	100%
3	Supporting school children with science kits, study material, infrastructure	6,104	100%
4	Vocational Training on Chemical, QA, QC Operations –DDU	116	100%
5	Employability linked skill development training in advanced excel and trades like electrician, banking, financial services, insurance (BFSI), business process outsourcing (BPO)	500	100%
6	Capacity building program on Chemical/Industrial Disaster Risk Management in collaboration with GIDM	295	30%
7	Supporting differently abled children in their education	335	100%
8	Supporting pre-school learning to children, provide industry relevant professional skills to create livelihood opportunities to the underprivileged youth	150	100%
9	Preventive Health Care through 3 Mobile Medical Vans in 64 villages of Bharuch district- Project Swasthya Seva	89,600	98%
10	Upkeeping and maintenance of school toilets under Swachh Bharat Abhiyan	3,500	100%
11	Eye Vision Care	6,215	60%
12	Life support through blood bank initiative	14,272	50%
13	Support to Feeding Hunger program	28,500	100%
14	Integrated Drinking Water & Watershed development support project	10,500	80%
15	Strengthening of drainage system (Improve the rural infrastructure for promoting hygienic conditions)	3,700	80%
16	Supporting Oxygen supply continuity in the hospitals in rural areas	50,000	60%
17	Heart related surgeries and support – Project Saving Little Hearts	12	100%
18	Women Empowerment through access to finance, livelihoods, Integrated Agriculture and Inclusive Dairy Value chain –Project Asmita	6,338	100%
19	Capacity building of women in horticulture – Jivagro's Jeevika project	7,240	90%
20	Water conservation through accelerating the adoption of Direct Seeding Rice (DSR)	16,000	85%
21	Cotton productivity Initiative – Project Bandhan (PB Knot)	10,235	80%
22	Environmentally sustainable agriculture practices and economic upliftment – Project Sahyog	4,000	70%
23	Sustainable Farming Practices for Millet & Cotton Farmers	215	80%
24	Green Belt Development	5,000	90%
25	Solid Waste Management under CSR Initiative "My Liveable Bharuch"	50,000	60%
26	Development of rural road Infrastructure & need based support to the communities in local rural areas	16,900	80%

*The percentage of beneficiaries from vulnerable and marginalized groups has been taken/estimated using baseline assessments, program impact and assessment reports, general definitions and reported on a best-case basis.



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

Essential Indicators

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

We have maintained channels through which customers can reach out to us and raise queries/complaints. We have a ticket management system that escalates and resolves complaints in a time-bound period depending on the nature of the complaint. Customers can reach out to us through:

- Phone: We can be reached out on our toll-free number during business hours. Ticket is raised based on the customer query/complaint and assigned to the concerned function which resolves it within the specified time frame. In case the complaint requires escalation, the escalation matrix is also defined in the system.
- Company Website: Through the 'Contact us' page on our website one can reach out to us. One can submit their queries/complaints on this page using their mobile number and e-mail ID. The concerned team then reviews the submission and shares it with the respective functional team to resolve those queries/complaints.

Following is the link where all channels of communication are given: <https://www.piindustries.com/ContactUs.aspx>

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

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

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

Category	FY 23-24 Current Financial Year		Remarks	FY 22-23 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	None	None		None	None	
Advertising	None	None		None	None	
Cyber-security	None	None		None	None	
Delivery of essential services	None	None		None	None	
Restrictive Trade Practices	None	None		None	None	
Unfair Trade Practices	None	None		None	None	
Other	1	22		6	21	Pending at Consumer Forums across India since last 5 years

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

	Number	Reasons for recall
Voluntary recalls	None	NA
Forced recalls	None	NA

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

PI Industries maintains a comprehensive cyber security policy to proactively mitigate risks and ensure confidentiality, integrity, and availability of information assets as well as risks related to data privacy. Furthermore, as an ISO 27001:2018 certified organization, PI adheres to rigorous information security management standards. Corporate policies and initiatives have been implemented to ensure compliance both internally and externally.

The organization's risk management policy highlights cybersecurity and IT risk as primary concerns, outlining mechanisms for identifying and monitoring their implications. Additionally, our data privacy policy aims to educate consumers on the nature of data collected and retained by PI, fostering transparency and trust. The relevant policies can be found at-

<https://www.piindustries.com/Privacy-Policy>

<https://www.piindustries.com/Media/Documents/Risk%20Management%20Policy.pdf>

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

No such incident



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: NA

Assurance has been carried out by external agency	Yes, Reasonable Assurance has been undertaken on Percentage of data breaches involving personally identifiable information of customers in the table above for FY 23-24
Name of the external agency	Price Waterhouse Chartered Accountants LLP

Leadership Indicators

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

We continue to display information on our products and services on multiple platforms such as:

- 1. PI's website- <https://www.piindustries.com>
- 2. Social Media Handles:
 - a. LinkedIn - <https://www.linkedin.com/company/pi-industries-ltd/>
 - b. Instagram Handle - <https://www.instagram.com/piindltd/>
 - c. Facebook ID - <https://www.facebook.com/PiindustriesLtd>
 - d. Twitter - <https://twitter.com/PIINDLTD>
- 3. Other handles where PI products and services are published
 - a. <https://www.facebook.com/PIMitra>
 - b. <https://www.youtube.com/@piindustries1603>
 - c. <https://www.youtube.com/@PIMitra>

At PI Industries, we have different websites/ platforms through which we provide information on the products and services to our stakeholders.

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

The Company uses brochures and large demonstration sessions to educate consumers about safe and responsible usage, at frequent basis, along with clear product labelling and packaging.

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

The Company remains in constant touch with its business partners and informs them of such risks through emails and phone calls.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

We adhere to all local regulatory requirements for product registration and sales. Furthermore, we ensure comprehensive transparency and safety by providing detailed Material Safety Data Sheets (MSDS) alongside our products. These sheets contain information on chemical components, requirements, hazardous/non-hazardous data, logistics specifications, and safe storage conditions. To cater to diverse audiences, the MSDS are available in local languages for farmers, distributors, retailers, and sellers.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes



Independent Auditor’s Report

To the Members of PI Industries Limited

Report on the Audit of the Standalone Financial Statements

Opinion

1. We have audited the accompanying standalone financial statements of PI Industries Limited (“the Company”), which comprise the Balance Sheet as at March 31, 2024, and the Statement of Profit and Loss (including Other Comprehensive Income), the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, and notes to the financial statements, including material accounting policy information and other explanatory information.
2. In our opinion and to the best of our information and according to the explanations given to us, the aforesaid standalone financial statements give the information required by the Companies Act, 2013 (“the Act”) in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the Company as at March 31, 2024, and total comprehensive income (comprising of profit and other comprehensive income) , changes in equity and its cash flows for the year then ended.

Basis for Opinion

3. We conducted our audit in accordance with the Standards on Auditing (SAs) specified under Section 143(10) of the Act. Our

responsibilities under those Standards are further described in the “Auditor’s Responsibilities for the Audit of the Financial Statements” section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Act and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

4. Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the standalone financial statements of the current period. These matters were addressed in the context of our audit of the standalone financial statements as a whole and in forming our opinion thereon, and we do not provide a separate opinion on these matters

Key audit matter	How our audit addressed the key audit matter
<p>Assessment of carrying values of investment in a wholly owned subsidiary</p> <p>(Refer to note 7(a) and 44 in the standalone financial statements)</p> <p>The Company has made investments in equity and optionally convertible debentures in PI Health Science Limited, a wholly owned subsidiary, whose carrying value as on March 31, 2024 is INR 5,084 million and INR 4,826 million respectively. The equity investments in wholly owned subsidiary is carried at cost less accumulated impairment losses, if any, as per Ind AS 36 ‘Impairment of Assets’; and investment in optionally convertible debentures is measured at fair value through profit or loss account (‘FVTPL’) at each reporting date as per Ind AS 109 ‘Financial Instruments’.</p> <p>The Company has performed an assessment of appropriateness of the carrying amount of investments as on the balance sheet date by estimating the recoverable value of the investments, using the discounted cash flow model with the involvement of a valuation expert engaged by the management. Based on their assessment, the management has concluded that no provision for impairment was necessary as at March 31, 2024.</p> <p>We have considered this to be a key audit matter as the assessment of recoverable value using discounted cash flows forecast required significant management judgement in respect certain key inputs like determining an appropriate discount rate, future cash flows and terminal growth rate.</p>	<p>Our audit procedures included the following:</p> <ul style="list-style-type: none"> • Understood and evaluated the design and tested the operating effectiveness of controls around assessment of the recoverable amount of the investments. • Evaluated the independence, competence, capabilities and objectivity of the valuation expert engaged by the management. • Examined the report prepared by the external valuation expert engaged by the Management and understood and evaluated the projections thereon by testing key inputs and assumptions made in the value in use calculations and performed sensitivity analysis. • With the involvement of the auditor’s expert, assessed the appropriateness of the key assumptions considered in forecasting the cash flows for assessment of the recoverable amount of the Investments. • Verified the adequacy and appropriateness of the disclosures made in the standalone financial statements. <p>Based on our procedures performed above, the management’s assessment of the carrying amount of investment in its wholly owned subsidiary is considered reasonable.</p>



Other Information

5. The Company's Board of Directors is responsible for the other information. The other information comprises the Integrated Report, including Management Discussion and Analysis, Board's Report, Business Responsibility and Sustainability Report (BRSR) and Corporate Governance report but does not include the financial statements and our auditor's report thereon, which we obtained prior to the date of this auditor's report, and the assurance report on BRSR and selected GRI Indicators, which is expected to be made available to us after that date. Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard. When we read the assurance report on BRSR and on selected GRI Indicators, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of management and those charged with governance for the financial statements

6. The Company's Board of Directors is responsible for the matters stated in Section 134(5) of the Act with respect to the preparation of these standalone financial statements that give a true and fair view of the financial position, financial performance, changes in equity and cash flows of the Company in accordance with the accounting principles generally accepted in India, including the Accounting Standards specified under Section 133 of the Act. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.
7. In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so. Those Board of Directors are also responsible for overseeing the Company's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

8. Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with SAs will always detect a

material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

9. As part of an audit in accordance with SAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:
 - Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
 - Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under Section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the Company has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls.
 - Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
 - Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
 - Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
10. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
11. We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.
12. From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication



Report on other legal and regulatory requirements

13. As required by the Companies (Auditor's Report) Order, 2020 ("the Order"), issued by the Central Government of India in terms of sub-section (11) of Section 143 of the Act, we give in the Annexure B a statement on the matters specified in paragraphs 3 and 4 of the Order, to the extent applicable.
14. As required by Section 143(3) of the Act, we report that:
 - (a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.
 - (b) In our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books except for the matters stated in paragraph 14(h)(vi) below on reporting under Rule 11(g) of the Companies (Audit and Auditors) Rules, 2014 (as amended).
 - (c) The Balance Sheet, the Statement of Profit and Loss (including other comprehensive income), the Statement of Changes in Equity and the Statement of Cash Flows dealt with by this Report are in agreement with the books of account.
 - (d) In our opinion, the aforesaid standalone financial statements comply with the Accounting Standards specified under Section 133 of the Act.
 - (e) On the basis of the written representations received from the directors as on March 31, 2024, taken on record by the Board of Directors, none of the directors is disqualified as on March 31, 2024, from being appointed as a director in terms of Section 164(2) of the Act.
 - (f) With respect to the maintenance of accounts and other matters connected therewith, reference is made to our remarks in paragraph 14(h)(vi) below on reporting under Rule 11(g) of the Rules.
 - (g) With respect to the adequacy of the internal financial controls with reference to financial statements of the Company and the operating effectiveness of such controls, refer to our separate Report in "Annexure A".
 - (h) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014, in our opinion and to the best of our information and according to the explanations given to us:
 - i. The Company has disclosed the impact of pending litigations on its financial position in its financial statements – Refer Note 33 to the standalone financial statements;
 - ii. The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses.
- iii. There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Company during the year.
- iv. (a) The management has represented that, to the best of its knowledge and belief, other than as disclosed in Note 41(iii) to the standalone financial statements, no funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other person(s) or entity(ies), including foreign entities ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, whether, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;
 - (b) The management has represented that, to the best of its knowledge and belief, as disclosed in the Note 41(iii) to the standalone financial statements, no funds have been received by the Company from any person(s) or entity(ies), including foreign entities ("Funding Parties"), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries; and
 - (c) Based on such audit procedures that we considered reasonable and appropriate in the circumstances, nothing has come to our notice that has caused us to believe that the representations under sub-clause (a) and (b) contain any material misstatement.
- v. The dividend declared and paid during the year by the Company is in compliance with Section 123 of the Act.
- vi. Based on our examination, which included test checks, the Company has used accounting software for maintaining its books of account which has a feature of recording audit trail (edit log) facility and that has operated throughout the year for all relevant transactions recorded in the software, except that the audit log (a) is not maintained at the application level in case of modification, if any, by IT administrator with debug access rights to find and fix errors; and (b) was not enabled to record any direct changes at the database level. During the course of performing our procedures, in respect of the audit trail feature enabled, we did not notice any instance of the audit trail feature being tampered with. Also, refer note 47 to the standalone financial statements.
15. The Company has paid/ provided for managerial remuneration in accordance with the requisite approvals mandated by the provisions of Section 197 read with Schedule V to the Act

For Price Waterhouse Chartered Accountants LLP
Firm Registration Number: 012754N/N500016

Sd/-
Sougata Mukherjee
Partner

Membership Number: 057084
UDIN: 24057084BKFOBD3396

Date: May 21, 2024
Place: Mumbai



Annexure A to Independent Auditor's Report

Referred to in paragraph 14 (f) of the Independent Auditor's Report of even date to the members of PI Industries Limited on the standalone financial statements for the year ended March 31, 2024

Report on the Internal Financial Controls with reference to Financial Statements under clause (i) of sub-section 3 of Section 143 of the Act

1. We have audited the internal financial controls with reference to financial statements of PI Industries Limited ("the Company") as of March 31, 2024 in conjunction with our audit of the standalone financial statements of the Company for the year ended on that date.

Management's Responsibility for Internal Financial Controls

2. The Company's management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting ("the Guidance Note") issued by the Institute of Chartered Accountants of India ("ICAI"). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

Auditor's Responsibility

3. Our responsibility is to express an opinion on the Company's internal financial controls with reference to financial statements based on our audit. We conducted our audit in accordance with the Guidance Note and the Standards on Auditing deemed to be prescribed under Section 143(10) of the Act to the extent applicable to an audit of internal financial controls, both applicable to an audit of internal financial controls and both issued by the ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls with reference to financial statements was established and maintained and if such controls operated effectively in all material respects.
4. Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system with reference to financial statements and their operating effectiveness. Our audit of internal financial controls with reference to financial statements included obtaining an understanding of internal financial controls with reference to financial statements, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement,

including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

5. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls system with reference to financial statements.

Meaning of Internal Financial Controls with reference to financial statements

6. A company's internal financial controls with reference to financial statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial controls with reference to financial statements includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorisations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Inherent Limitations of Internal Financial Controls with reference to financial statements

7. Because of the inherent limitations of internal financial controls with reference to financial statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to financial statements to future periods are subject to the risk that the internal financial controls with reference to financial statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Opinion

8. In our opinion, the Company has, in all material respects, an adequate internal financial controls system with reference to financial statements and such internal financial controls with reference to financial statements were operating effectively as at March 31, 2024, based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note issued by ICAI.

For Price Waterhouse Chartered Accountants LLP
Firm Registration Number: 012754N/N500016

Sd/-
Sougata Mukherjee

Partner
Membership Number: 057084
UDIN: 24057084BKFOBD3396

Date: May 21, 2024
Place: Mumbai



Annexure B to Independent Auditors' Report

Referred to in paragraph 13 of the Independent Auditors' Report of even date to the members of PI Industries Limited on the standalone financial statements as of and for the year ended March 31, 2024

In terms of the information and explanations sought by us and furnished by the Company, and the books of account and records examined by us during the course of our audit, and to the best of our knowledge and belief, we report that:

- i. (a) (A) The Company is maintaining proper records showing full particulars, including quantitative details and situation, of Property, Plant and Equipment.
- (B) The Company is maintaining proper records showing full particulars of Intangible Assets.
- (b) The Property, Plant and Equipment are physically verified by the Management according to a phased programme designed to cover all the items over a period of three years which, in our opinion, is reasonable having regard to the size of the Company and the nature of its assets. Pursuant to the programme, a portion of the Property, Plant and Equipment has been physically verified by the Management during the year and no material discrepancies have been noticed on such verification.
- (c) The title deeds of all the immovable properties (including properties where the Company is the lessee and the lease agreements are duly executed in favour of the lessee), as disclosed in Note 4 to the standalone financial statements, are held in the name of the Company.
- (d) The Company has not revalued its Property, Plant and Equipment (including Right of Use assets) or intangible assets or both during the year. Consequently, the question of our commenting on whether the revaluation is based on the valuation by a Registered Valuer, or specifying the amount of change, if the change is 10% or more in the aggregate of the net carrying value of each class of Property, Plant and Equipment (including Right of Use assets) or intangible assets does not arise.
- (e) Based on the information and explanations furnished to us, no proceedings have been initiated on or are pending against the Company for holding benami property under the Prohibition of Benami Property Transactions Act, 1988 (as amended in 2016) (formerly the Benami Transactions (Prohibition) Act, 1988 (45 of 1988)) and Rules made thereunder, and therefore the question of our commenting on whether the Company has appropriately disclosed the details in the financial statements does not arise.
- ii. (a) The physical verification of inventory excluding stocks with third parties has been conducted at reasonable intervals by the Management during the year and, in our opinion, the coverage and procedure of such verification by Management is appropriate. In respect of inventory lying with third parties, these have substantially been confirmed by them. The discrepancies noticed on physical verification of inventory as compared to book records were not 10% or more in aggregate for each class of inventory.
- (b) During the year, the Company has been sanctioned working capital limits in excess of Rs. 5 crores, in aggregate, from banks on the basis of security of current assets. The Company has filed quarterly returns or statements with such banks, which are in agreement with the unaudited books of account. However, the Company has not filed return or statements for the quarter ended March 31, 2024 with the banks and accordingly, we are unable to comment on such reconciliations as required by clause 3(ii)(b).
- iii. (a) The Company has made investments in one wholly owned subsidiary, three deposits with the Financial Institution and granted unsecured loans to one wholly owned subsidiary.

The Company has not granted any secured loans/advances in nature of loans or stood guarantee, or provided security to any parties during the year. The aggregate amount during the year, and balance outstanding at the balance sheet date with respect to such loans to wholly owned subsidiary, is as per the table given below::

	Loans (Amount in INR Million)
Aggregate amount granted/ provided during the year - Subsidiary	3,910
Balance outstanding as at balance sheet date in respect of the above case - Subsidiary	Nil

(Also, refer Note 41(iii) to the standalone financial statements)

- (b) In respect of the aforesaid investments/loans, the terms and conditions under which such investments were made/ loan was granted are not prejudicial to the Company's interest.
- (c) In respect of the loan the schedule of repayment of principal and payment of interest has been stipulated, and the party is repaying the principal amounts, as stipulated, and are also regular in payment of interest as applicable.
- (d) In respect of the loan, there is no amount which is overdue for more than ninety days.
- (e) There were no loans which have fallen due during the year and were renewed/extended. Further, no fresh loans were granted to same parties to settle the existing overdue loans.
- (f) The loan granted during the year, including to related parties had stipulated the scheduled repayment of principal and payment of interest and the same were not repayable on demand. There were no loan granted during the year to Promoters.
- iv. In our opinion, and according to the information and explanations given to us, the Company has complied with the provisions of Sections 186 of the Companies Act, 2013 in respect of the loan and investments made, and there were no guarantee and securities provided under aforesaid section. The Company has not granted any loans or made any investments or provided any guarantees or security to the parties covered under Sections 185 of the Act.
- v. The Company has not accepted any deposits or amounts which are deemed to be deposits referred in Sections 73, 74, 75 and 76 of the Act and the Rules framed there under to the extent notified.
- vi. Pursuant to the rules made by the Central Government of India, the Company is required to maintain cost records as specified under Section 148(1) of the Act in respect of its products. We have broadly reviewed the same and are of the opinion that, prima facie, the prescribed accounts and records have been made and maintained. We have not, however, made a detailed examination of the records with a view to determine whether they are accurate or complete.
- vii. (a) In our opinion, the Company is regular in depositing the undisputed statutory dues, including goods and services tax, provident fund, employees' state insurance, income tax, duty of customs, duty of excise, value added tax, cess, and other material statutory dues, as applicable, with the appropriate authorities.



(b) There are no statutory dues of provident fund, employees state insurance, cess which have not been deposited on account of any dispute. The particulars of other statutory

dues referred to in sub-clause (a) as at March 31, 2024 which have not been deposited on account of a dispute, are as follows:

Name of the statute	Nature of dues	Amount Demanded (Rs. In Million)	Amount Paid under Protest (Rs. In Million)	Period to which the amount relates	Forum where the dispute is pending
Assam Value Added Tax Act, 2003	Value Added Tax (excluding interest and penalty)	0.15	0.04	2007-08	Joint Commissioner Guwahati
Kerala Value Added Tax Act, 2003		0.34	0.34	2008-09	Deputy Commissioner (Appeals) Earnakulam
Kerala Value Added Tax Act, 2003		0.18	0.18	2009-10	Deputy Commissioner (Appeals) Earnakulam
Madhya Pradesh Value Added Tax Act, 2002		0.4	0.4	2011-12	Deputy Commissioner (Appeals), Indore
Gujarat Value Added Tax Act, 2003		18.59	18.59	2012-13	Joint Commissioner, Baroda
Gujarat Value Added Tax Act, 2003		11.69	11.69	2013-14	Joint Commissioner, Baroda
West Bengal Value Added Tax Act, 2003		0.25	0.25	2013-14	Taxation Tribunal, Kolkata
Integrated Goods and Services Tax	GST	181.98	-	2017-18, 2018-19	High court of Gujarat, Ahmedabad
Central Goods and Services Tax	GST	14.64	1.33	2017-18	Commissioner Appeal
Central Goods and Services Tax	GST	18.43	0.92	2017-18 to 2019-20	Commissioner Appeal
Central Goods and Services Tax	GST	0.69	0.03	2017-18	Commissioner Appeal
Central Goods and Services Tax	GST	27.37	2.49	2017-18	Commissioner Appeal
Central Goods and Services Tax	GST	0.5	0.04	2017-18	Commissioner Appeal
Central Goods and Services Tax	GST	0.05	0	2018-19	Commissioner Appeal
Income Tax Act, 1961	Income Tax (Excluding interest and penalty)	24.31	-	2008-09	Rajasthan High Court
		29.34	-	2009-10	Rajasthan High Court
		15.3	-	2010-11	Rajasthan High Court
		24.61	-	2011-12	Rajasthan High Court
		20.42	-	2013-14	Rajasthan High Court
		32.99	-	2014-15	Rajasthan High Court
		14.58	14.58	2015-16	CIT (Appeals)
		96.61	96.61	2016-17	CIT (Appeals)
		209.26	84.22	2017-18	CIT (Appeals)
		132.54	-	2019-20	CIT (Appeals)
		134.81	-	2020-21	CIT (Appeals)
		4.95	-	2009-10	Income Tax Appellate Tribunal
		10.21	2.04	2010-11	Income Tax Appellate Tribunal
0.11	0.02	2013-14	CIT (Appeals)		
Central Excise Act, 1944	Excise Duty (Excluding interest and penalty)	4.49	4.49	1987-88	Rajasthan High Court
	Cenvat Credit (Excluding interest and penalty)	15.92	-	March 2011 to June 2013	CESTAT, Ahmedabad



Name of the statute	Nature of dues	Amount Demanded (Rs. In Million)	Amount Paid under Protest (Rs. In Million)	Period to which the amount relates	Forum where the dispute is pending
		379.88	20.69	2004-2017	Central Excise and Appellate Tribunal, Ahmedabad
	Excise Duty (Excluding interest)	1.45	0.05	2016-17	Commissioner CGST (Appeal), Ahmedabad
		7.89	0.73	April 2009 to June 2017	CESTAT, Ahmedabad
		50.06	1.88	September 2015 to June 2017	CESTAT, Ahmedabad
Custom Act, 1962		Custom Duty (Excluding interest)	90.82	3.4	2018-19
Custom Act, 1962	Custom Duty (Including interest and Penalty)	17.66	-	2019-20	Principal Commissioner of Customs, Ahmedabad
Custom Act, 1962	Custom Duty (Including Penalty and Fine)	29.81	-	January 2016 to January 2019	Pending to be filed in CESTAT, Mumbai
Custom Act, 1962	Custom Duty (Including Penalty and Fine)	389.14	-	February 2018 to November 2022	Commissioner of Custom (NS-1), JNCH
Custom Act, 1962	Custom Duty (Including Penalty and Fine)	20.66	-	April 2017 to December 2020	Pending to be filed in Tribunal, Mumbai
Custom Act, 1962	Custom Duty (Including Penalty and Fine)	104.47	-	April 2017 to December 2020	Pending to be filed in Tribunal, Mumbai

- viii. There are no transactions previously unrecorded in the books of account that have been surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961.
- ix. (a) As the Company did not have any loans or other borrowings from any lender during the year, the reporting under clause 3(ix)(a) of the Order is not applicable to the Company.
- (b) On the basis of our audit procedures, we report that the Company has not been declared Wilful Defaulter by any bank or financial institution or government or any government authority.
- (c) The Company has not obtained any term loans. Accordingly, reporting under clause 3(ix)(c) of the Order is not applicable to the Company.
- (d) According to the information and explanations given to us, and the procedures performed by us, and on an overall examination of the financial statements of the Company, we report that no funds raised on short-term basis have been utilised for long-term purposes by the Company.
- (e) On an overall examination of the financial statements of the Company, we report that the Company has not taken any funds from any entity or person on account of or to meet the obligations of its subsidiaries, associates or joint ventures.
- (f) According to the information and explanations given to us and procedures performed by us, we report that the Company has not raised loans during the year on the pledge of securities held in its subsidiaries, joint ventures or associate companies.
- x. (a) In our opinion, the monies raised by way of further public offer during FY 2020-2021 (Qualified Institutional Placement) which were not required for immediate utilisation were invested in mutual funds, bank deposit (refer note 42). The Company has not raised any money by way of initial public offer of equity or further public offer (including debt instruments) during the year.
- (b) The Company has not made any preferential allotment or private placement of shares or fully or partially or optionally convertible debentures during the year. Accordingly, the reporting under clause 3(x)(b) of the Order is not applicable to the Company.
- xi. (a) During the course of our examination of the books and records of the Company, carried out in accordance with the generally accepted auditing practices in India, we have neither come across any instance of material fraud by the Company or on the Company, noticed or reported during the year, nor have we been informed of any such case by the Management. Also refer note 46 to the financial statement.
- (b) During the course of our examination of the books and records of the Company, carried out in accordance with the generally accepted auditing practices in India, a report under Section 143(12) of the Act, in Form ADT-4, as prescribed under rule 13 of Companies (Audit and Auditors) Rules, 2014 was not required to be filed with the Central Government. Accordingly, the reporting under clause 3(xi)(b) of the Order is not applicable to the Company.
- (c) During the course of our examination of the books and records of the Company carried out in accordance with the generally accepted auditing practices in India, the Company has received whistle-blower complaints during the year, which have been considered by us for any bearing on our audit and reporting under this clause.
- xii. As the Company is not a Nidhi Company and the Nidhi Rules, 2014 are not applicable to it, the reporting under clause 3(xii) of the Order is not applicable to the Company.



- xiii. The Company has entered into transactions with related parties in compliance with the provisions of Sections 177 and 188 of the Act. The details of related party transactions have been disclosed in the financial statements as required under Indian Accounting Standard 24 "Related Party Disclosures" specified under Section 133 of the Act.
- xiv. (a) In our opinion, the Company has an internal audit system commensurate with the size and nature of its business.
(b) The reports of the Internal Auditor for the period under audit have been considered by us.
- xv. In our opinion, the Company has not entered into any non-cash transactions with its directors or persons connected with him. Accordingly, the reporting on compliance with the provisions of Section 192 of the Act under clause 3(xv) of the Order is not applicable to the Company.
- xvi. (a) The Company is not required to be registered under Section 45-IA of the Reserve Bank of India Act, 1934. Accordingly, the reporting under clause 3(xvi)(a) of the Order is not applicable to the Company.
(b) The Company has not conducted non-banking financial/housing finance activities during the year. Accordingly, the reporting under clause 3(xvi)(b) of the Order is not applicable to the Company.
(c) The Company is not a Core Investment Company (CIC) as defined in the regulations made by the Reserve Bank of India. Accordingly, the reporting under clause 3(xvi)(c) of the Order is not applicable to the Company.
(d) Based on the information and explanations provided by the management of the Company, the Group (as defined in the Core Investment Companies (Reserve Bank) Directions, 2016) does not have any CICs, which are part of the Group. We have not, however, separately evaluated whether the information provided by the management is accurate and complete. Accordingly, the reporting under clause 3(xvi)(d) of the Order is not applicable to the Company.
- xvii. The Company has not incurred any cash losses in the financial year or in the immediately preceding financial year.
- xviii. There has been no resignation of the statutory auditors during the year and accordingly the reporting under clause 3(xviii) of the Order is not applicable.
- xix. On the basis of the financial ratios (also refer Note 29 to financial statements), ageing and expected dates of realisation of financial assets and payment of financial liabilities, other information accompanying the financial statements, our knowledge of the Board of Directors and management plans and based on our examination of the evidence supporting the assumptions, nothing has come to our attention, which causes us to believe that any material uncertainty exists as on the date of the audit report that the Company is not capable of meeting its liabilities existing at the date of balance sheet as and when they fall due within a period of one year from the balance sheet date. We, however, state that this is not an assurance as to the future viability of the Company. We further state that our reporting is based on the facts up to the date of the audit report and we neither give any guarantee nor any assurance that all liabilities falling due within a period of one year from the balance sheet date will get discharged by the Company as and when they fall due.
- (xx) (a) In respect of other than ongoing projects, as at balance sheet date, the Company does not have any amount remaining unspent under Section 135(5) of the Act. Accordingly, reporting under clause 3(xx)(a) of the Order is not applicable.
(b) The Company has transferred the amount of Corporate Social Responsibility remaining unspent under sub-section (5) of Section 135 of the Act pursuant to ongoing projects to a special account in compliance with the provision of sub-section (6) of Section 135 of the Act. (Also, refer Note 24 to the financial statements)
- (xxi) The reporting under clause 3(xxi) of the Order is not applicable in respect of audit of Standalone Financial Statements. Accordingly, no comment in respect of the said clause has been included in this report.

For Price Waterhouse Chartered Accountants LLP
Firm Registration Number: 012754N/N500016

Sd/-
Sougata Mukherjee
Partner
Membership Number: 057084
UDIN: 24057084BKF0BD3396

Date: May 21, 2024
Place: Mumbai



BALANCE SHEET AS AT MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Particulars	Notes	As at March 31, 2024	As at March 31, 2023
ASSETS			
Non-current assets			
Property, plant and equipment	4	25,381	24,174
Capital work-in-progress	4	1,170	609
Goodwill	5	671	671
Other intangible assets	5	289	283
Intangible asset under development	6	1,036	690
Financial assets			
(i) Investments	7(a)	12,025	1,845
(ii) Loans	7(c)	-	690
(iii) Other financial assets	7(g)	450	157
Deferred tax assets (Net)	16	404	-
Non-current tax assets	10	144	49
Other non-current assets	9	524	85
Total non-current assets		42,094	29,253
Current assets			
Inventories	8	11,668	13,447
Financial assets			
(i) Investments	7(b)	12,460	9,843
(ii) Trade receivables	7(d)	7,027	6,934
(iii) Cash and cash equivalents	7(e)	7,658	8,047
(iv) Bank balances other than (iii) above	7(f)	17,786	13,276
(v) Loans	7(c)	48	137
(vi) Other financial assets	7(g)	168	17
Contracts assets	7(h)	889	661
Other current assets	9	2,476	1,743
Total current assets		60,180	54,105
Total assets		1,02,274	83,358
EQUITY & LIABILITIES			
Equity			
Equity share capital	11	152	152
Other equity	12	86,660	70,816
Total equity		86,812	70,968
Liabilities			
Non current liabilities			
Financial liabilities			
(i) Lease Liabilities	14(c)	301	227
(ii) Other financial liabilities	14(b)	179	264
Provisions	15	174	90
Deferred tax liabilities (Net)	16	-	287
Total non current liabilities		654	868
Current Liabilities			
Financial liabilities			
(i) Lease Liabilities	14(c)	144	106
(ii) Trade payables	14(a)		
a) total outstanding dues of micro enterprises and small enterprises		265	778
b) total outstanding dues of creditors other than (ii) (a) above		10,441	7,582
(iii) Other financial liabilities	14(b)	2,702	2,081
Provisions	15	352	276
Current tax liabilities	18	62	54
Other current liabilities	17	842	645
Total current liabilities		14,808	11,522
Total liabilities		15,462	12,390
Total equity and liabilities		1,02,274	83,358

Notes to accounts

1 to 49

The accompanying notes referred above forms the integral part of the financial statement

This is the balance sheet referred to our report of even date

For Price Waterhouse Chartered Accountants LLP

Firm Reg. No. 012754N/N500016

Sd/-
Sougata Mukherjee
Partner
Membership Number 057084

Sd/-
Mayank Singhal
Vice Chairman & Managing Director
DIN: 00006651

For and on behalf of the Board of Directors

Sd/-
Rajnish Sarna
Joint Managing Director
DIN: 06429468

Sd/-
Manikantan Viswanathan
Chief Financial Officer

Sd/-
Sonal Ramanand Tiwari
Company Secretary

Place: Mumbai

Date : May 21, 2024



STATEMENT OF PROFIT & LOSS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Particulars	Notes	For the year Ended March 31, 2024	For the year Ended March 31, 2023
Revenue from operations	19	71,454	62,704
Other income	20	2,243	1,589
Total income		73,697	64,293
Expenses:			
Cost of materials consumed		33,952	33,550
Purchase of stock in trade		2,122	1,566
Changes in inventories of finished goods, work in progress and stock in trade	21	(248)	(941)
Employee benefit expense	22	5,818	4,897
Finance cost	26	92	355
Depreciation and amortisation expense	25	2,461	2,217
Net impairment losses on financial assets	23B	97	111
Other expense	23A	9,456	8,321
Total expenses		53,750	50,076
Profit before tax		19,947	14,217
Income tax expense	27		
Current tax		(3,466)	(2,509)
Deferred tax		921	464
Income tax of earlier years		(95)	(58)
Total tax expense		(2,640)	(2,103)
Profit for the year		17,307	12,114
Other comprehensive income			
(i) Items that will not be reclassified to profit or loss			
Remeasurements gains/(losses) on defined benefit plans		(94)	28
Income tax relating to the above item		33	(10)
(ii) Items that will be reclassified to profit or loss			
Effective portion of gains/(losses) on cash flow hedges		525	(636)
Income tax relating to the above item		(183)	222
Total comprehensive income for the year		17,588	11,718
Earnings per equity share	28B		
1) Basic (in ₹)		114.07	79.84
2) Diluted (in ₹)		114.07	79.84
Face value per share (in ₹)		1	1
Notes to accounts	1 to 49		

The accompanying notes referred to above formed the integral part of the financial statement

This is the statement of profit and loss referred to our report of even date

For Price Waterhouse Chartered Accountants LLP
Firm Reg. No. 012754N/N500016

Sd/-
Sougata Mukherjee
Partner
Membership Number 057084

Sd/-
Mayank Singhal
Vice Chairman & Managing Director
DIN: 00006651

For and on behalf of the Board of Directors

Sd/-
Rajnish Sarna
Joint Managing Director
DIN: 06429468

Sd/-
Manikantan Viswanathan
Chief Financial Officer

Sd/-
Sonal Ramanand Tiwari
Company Secretary

Place: Mumbai
Date : May 21, 2024



STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

a. Equity share capital

Particulars	Note No.	As at March 31, 2024		As at March 31, 2023	
		No. of Shares	Amount	No. of Shares	Amount
Balance at the beginning of the reporting period	11	15,17,18,118	152	15,17,18,118	152
Changes in equity share capital during the period		-	-	-	-
Balance at the end of the reporting period		15,17,18,118	152	15,17,18,118	152

b. Other equity

Particulars	Note No.	Reserves & Surplus					Other Reserves		Total other equity
		Capital reserve	Securities premium reserve	SEZ Reinvestment reserve	General reserve	Retained earnings	Effective portion of cash flow hedges		
Balance at April 1, 2022		15	21,999	-	1,857	36,008	356	60,235	
Profit for the year		-	-	-	-	12,114	-	12,114	
Other comprehensive income		-	-	-	-	18	(414)	(396)	
Total comprehensive income for the year		-	-	-	-	12,132	(414)	11,718	
Transactions with owners in their capacity as owners:									
Transfer from retained earning	12 b.	-	-	968	-	-	-	968	
Transfer to SEZ Re investment reserve	12 c.	-	-	-	-	-968	-	(968)	
Dividends paid	13	-	-	-	-	(1,137)	-	(1,137)	
Balance at March 31, 2023		15	21,999	968	1,857	46,035	(58)	70,816	
Profit for the year		-	-	-	-	17,307	-	17,307	
Other comprehensive income	12 e, f	-	-	-	-	(61)	342	281	
Total comprehensive income for the year		-	-	-	-	17,246	342	17,588	
Transactions with owners in their capacity as owners:									
Transfer from retained earning	12 c.	-	-	1,184	-	-	-	1,184	
Utilised against capex and transferred to retained earning	12 c.	-	-	(968)	-	968	-	-	
Transfer to SEZ Re-investment reserve	12 c.	-	-	-	-	(1,184)	-	(1,184)	
Dividends paid	13	-	-	-	-	(1,744)	-	(1,744)	
Balance at March 31, 2024		15	21,999	1,184	1,857	61,321	284	86,660	

This is the statement of changes in equity referred to our report of even date

For Price Waterhouse Chartered Accountants LLP
Firm Reg. No. 012754N/N500016

For and on behalf of the Board of Directors

Sd/-
Sougata Mukherjee
Partner
Membership Number 057084Sd/-
Mayank Singhal
Vice Chairman & Managing Director
DIN: 00006651Sd/-
Rajnish Sarna
Joint Managing Director
DIN: 06429468Sd/-
Manikantan Viswanathan
Chief Financial OfficerSd/-
Sonal Ramanand Tiwari
Company SecretaryPlace: Mumbai
Date : May 21, 2024

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Particulars	Year ended March 31, 2024	Year ended March 31, 2023
A. CASH FLOW FROM OPERATING ACTIVITIES		
Profit before Income Tax	19,947	14,217
Adjustments for :-		
Depreciation and amortisation expense	2,461	2,217
Dividend income	(30)	-
Finance costs	92	355
Net Impairment losses on financial and contract assets	97	111
Interest Income on Financial Assets at amortised cost	(1,411)	(818)
Unwinding of discount on Security Deposits	(4)	0
Loss on Sale/Retirement/write off of property, plant & equipment (Net)	15	1
Gain on sale of Investments (Net)	(21)	(68)
Gain on financial assets measured at fair value through profit or loss (Net)	(653)	(354)
Unrealised Loss/(Gain) on foreign currency transactions (Net)	(49)	(353)
Operating Profit before Working Capital changes	20,444	15,308
(Increase) / Decrease in Trade Receivables	(94)	1,134
(Increase) / Decrease in Current financial assets - Loans	89	642
(Increase) / Decrease in Current Contract Assets	(228)	669
(Increase) / Decrease in Non-current financial assets - Loans	0	(690)
(Increase) / Decrease in Other current financial assets	(147)	81
(Increase) / Decrease in Other non-current financial assets	106	(32)
(Increase) / Decrease in Other current assets	(735)	435
(Increase) / Decrease in Other non-current assets	1	1
(Increase) / Decrease in Other bank balances	-	67
(Increase)/ Decrease in Inventories	1,779	(126)
Increase / (Decrease) in Current Provisions and Trade Payables	2,415	(271)
Increase / (Decrease) in Non-current Provisions	83	34
Increase / (Decrease) in Other current financial liabilities	733	175
Increase / (Decrease) in Other non-current financial liabilities	(85)	55
Increase / (Decrease) in Other current liabilities	196	10
Cash generated from Operations before tax	24,557	17,492
Income Taxes paid	(3,569)	(2,471)
Net cash inflow from Operating Activities	20,988	15,021
B. CASH FLOW FROM INVESTING ACTIVITIES		
" Payments for purchase of property, plant & equipment including Capital		
Work in Progress, Intangible Assets and Capital Advances "	(4,783)	(3,049)
Proceeds from sale of property, plant & equipment	14	38
Purchase of Investment in Subsidiary	(9,666)	(235)
Loan to subsidiary	(3,910)	(690)
Repayment of Loan	4,600	-
Purchase of Current Investments	(5,117)	(2,100)
Sale of Current Investments	3,171	1,159
Investment in Fixed Deposits with remaining maturity of more than 12 months	(514)	1,397
Investment in Fixed Deposits having more than 3 months original maturity and less than 12 months remaining maturity	(4,565)	(3,102)



STATEMENT OF CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Particulars	Year ended March 31, 2024	Year ended March 31, 2023
Dividend income	30	-
Interest Received	1,411	818
Net cash used in Investing Activities	(19,329)	(5,764)
Net cash Inflow from Operating and Investing Activities	1,659	9,257
C. CASH FLOW FROM FINANCING ACTIVITIES		
Repayments of borrowings	-	(2,669)
Principal elements of lease payments	(212)	(174)
Interest paid	(92)	(325)
Dividends paid	(1,744)	(1,137)
Net Cash (outflow) from Financing Activities	(2,048)	(4,305)
Net Cash inflow (outflow) from Operating, Investing & Financing Activities	(389)	4,952
Net increase (decrease) in Cash & Cash equivalents	(389)	4,952
Opening balance of Cash & Cash equivalents	8,047	3,095
Closing balance of Cash & Cash equivalents	7,658	8,047
Note: Cash and cash equivalents included in the Cash Flow Statement comprise of the following :		
i) Cash on Hand	0	1
ii) Balance with Banks :		
-In Current Accounts	3,878	3,477
-In Fixed Deposits	3,780	4,569
Total	7,658	8,047

The above Cash Flow Statement has been prepared under the Indirect method as set out in IND AS - 7.

- Figures in brackets indicate cash outflows.
- The sign '0' in these standalone audited financial results indicates that the amounts involved are below ₹ five lacs and the sign '-' indicates that the amounts are nil.

This is the statement of cash flow referred to our report of even date

For Price Waterhouse Chartered Accountants LLP
Firm Reg. No. 012754N/N500016

Sd/-
Sougata Mukherjee
Partner
Membership Number 057084

For and on behalf of the Board of Directors

Sd/-
Mayank Singhal
Vice Chairman & Managing Director
DIN: 00006651

Sd/-
Rajnish Sarna
Joint Managing Director
DIN: 06429468

Sd/-
Manikantan Viswanathan
Chief Financial Officer

Sd/-
Sonal Ramanand Tiwari
Company Secretary

Place: Mumbai
Date : May 21, 2024



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Corporate Information

PI Industries Limited (“PI” or “the Company”) is a public limited company domiciled in India, having corporate identification number: L24211RJ1946PLC000469 and has its registered office at Udaipur. The shares of the Company are listed on National Stock Exchange and Bombay Stock Exchange.

PI is in the field of Agri Sciences having strong presence in both Domestic and Export market. It has three manufacturing facilities in Gujarat and a Research & Development center at Udaipur.

The registered office of the company is situated at Udaisagar Road, Udaipur – 313001, Rajasthan, India and the corporate office is situated at 5th Floor, Vipul Square, B-Block, Sushant Lok, Phase-I, Gurugram – 122009, Haryana, India.

1. Basis of preparation

The Company has consistently applied the following accounting policies to all periods presented in the financial statements unless otherwise stated.

a) Statement of compliance

These financial statements have been prepared in all material aspects, in accordance with the recognition and measurement principles laid down in Indian Accounting Standard (‘Ind AS’) as per the Companies (Indian Accounting Standards) Rules, 2015 notified under Section 133 of the Companies Act, 2013 (‘the Act’) and other relevant provisions of the Act to the extent applicable.

b) Basis of measurement

The financial statements have been prepared on an accrual basis and under the historical cost convention, except for the following:

- Certain financial assets and liabilities (including derivative instruments) and contingent considerations are measured at fair value;
- Defined benefit plan assets measured at fair value;
- Share-based payments measured at fair value.

c) Use of judgements and estimates

In preparing these financial statements, management has made judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, the disclosures of contingent liabilities and contingent assets at the date of financial statements, income and expenses during the period. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognized prospectively.

Application of accounting policies that require critical accounting estimates and assumption judgements having the most significant effect on the amounts recognized in the financial statements are:

(i) Provision for expected credit losses (ECL) on trade receivables including interest and other charges recoverable from customers

The Company uses a provision matrix to calculate ECL for trade receivables including interest and other charges recoverable from customers. The ECL provision matrix is based on the Company’s historical observed default rates. The Company adjust the historical credit loss experience with forward-looking information. At every reporting date, the historical observed default rates are

updated and changes in the forward-looking estimates are analysed. The amount of ECL is sensitive to changes in circumstances and accordingly Company’s actual default in the future may be different. The information about the ECL on the Company’s trade receivables including interest and other charges recoverable from customers is disclosed in note 7(d), note 7(g) and note 38.

(ii) Recognition of deferred tax

Deferred tax is recorded on temporary differences between the tax bases of assets and liabilities and their carrying amounts, at the rates that have been enacted or substantively enacted at the reporting date. The ultimate realisation of deferred tax assets including minimum alternative tax (MAT) is dependent upon the generation of future taxable profits during the periods in which those temporary differences and tax loss carry-forwards become deductible. The Company considers expected reversal of deferred tax liabilities and projected future taxable income in making this assessment. The amount of deferred tax assets considered realisable, however, could reduce in the near term if estimates of future taxable income during the carry-forward period are reduced.

(iii) Impairment test of financial (investment in wholly-owned subsidiary companies) and non-financial assets (goodwill and intangible assets under development)

The Company assesses at each reporting date whether there is an indication that an investment in wholly-owned subsidiary companies, goodwill and intangible assets under development may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the Company estimates the asset’s recoverable amount. An asset’s recoverable amount is the higher of an asset’s CGU’S fair value less cost of disposal and its value in use. Where the carrying amount of an asset or CGU exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

In assessing value in use, the estimated future cash flows are estimated based on past trend and discounted to their present value using a post-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. In determining fair value less costs of disposal, recent market transactions are taken into account. If no such transactions can be identified, an appropriate valuation model is used. These calculations are corroborated by valuation multiples, or other fair value indicators.

2. Material Accounting Policies

a) Property, plant and equipment

i) Recognition and measurement

Freehold land is carried at historical cost. All other items of property, plant and equipment are measured at cost, less accumulated depreciation and accumulated impairment losses, if any.

ii) Depreciation

Depreciation on property, plant and equipment is provided on the Straight-Line Method based on the useful life of assets estimated by the Management which coincide with the life specified under Schedule II of the Companies Act, 2013

The Company has estimated the useful lives different from the lives prescribed in schedule II of Companies Act, 2013, in the following cases:



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

- Plant and machinery (Continuous Process Plant)
15 years
- Special Plant and machinery (used in manufacture of chemicals) 15 years

Leasehold land is being amortised over the lease period and Cost of improvement on leasehold building is being amortised over the lease period or useful life whichever is lower, unless the entity expects to use the assets beyond the lease term.

Based on assessment made by technical experts, the Management believes that the useful lives as given above best represent the period over which it expects to use these assets.

b) Intangible assets

i) Recognition and measurement

Goodwill

Goodwill is not amortised but it is tested for impairment annually, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses.

Intangible assets acquired separately

Intangible assets that are acquired by the Company are measured at cost, less accumulated amortization and accumulated impairment losses, if any.

Internally generated intangible assets - Research and development

Research costs are expensed as incurred. Development costs are capitalised only if the expenditure can be measured reliably, the product or process is technically and commercially feasible, future economic benefits are probable, and the company intends to and has sufficient resources to complete development and to use or sell the asset. The expenditures to be capitalized include the cost of materials and other costs directly attributable to preparing the asset for its intended use. Other development expenditures are recognized in profit or loss as incurred.

An item of intangible asset is derecognised when no future economic benefit are expected to arise from the continued use of the asset or upon disposal. Any gain or loss on disposal of an item of intangible assets is recognised in profit or loss.

ii) Amortisation

Amortization is recognized in the income statement on a straight-line basis over the estimated useful lives of intangible assets or on any other basis that reflects the pattern in which the asset's future economic benefits are expected to be consumed by the entity. Intangible assets that are not available for use are amortized from the date they are available for use.

The estimated useful lives are as follows:

Software	6 years
Product development	5 years

c) Impairment of non-financial assets

Goodwill and intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in

circumstances indicate that they might be impaired. Other assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

d) Financial instruments

i. Initial recognition

The Company recognizes financial assets and financial liabilities when it becomes a party to the contractual provisions of the instrument. All financial assets and liabilities are recognized at fair value on initial recognition, except for trade receivables (which do not contain a significant financing component) which are initially measured at transaction price. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities that are not at fair value through profit or loss are added to the fair value on initial recognition.

ii. Subsequent measurement

i) Financial assets carried at amortized cost

A financial asset (which includes loans and advances, security deposits, deposits with Banks and Financial institutions, deposits lodged with excise and sales tax department, insurance claim recoverable, cash and cash equivalents, bank balance other than cash and cash equivalents, and trade receivables) is subsequently measured at amortised cost if it is held within a business model whose objective is to hold the asset in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. When the financial asset is derecognised or impaired, the gain or loss is recognised in the statement of profit and loss.

ii) Financial assets at fair value through other comprehensive income (FVOCI)

A financial asset (which includes derivative financial instruments) is subsequently measured at fair value through other comprehensive income if it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest revenue and foreign exchange gains and losses which are recognised in profit and loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to statement of profit and loss and recognised in other income.

Equity instruments are subsequently measured at fair value. On initial recognition of an equity investment that is not held for trading, the Company may irrevocably elect to present subsequent changes in the investment's fair value in OCI (designated as FVOCI – equity investment). This election is made on an investment by investment basis. Fair value gains and losses recognised in OCI are not reclassified to profit and loss.



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

iii. Financial assets at fair value through profit or loss

A financial asset (which includes investments in mutual funds) which is not classified in any of the above categories are subsequently fair valued through profit or loss.

iv. Financial liabilities

Financial liabilities (which includes borrowings, trade payables and other financial liabilities (other than derivative financial instruments)) are subsequently carried at amortized cost using the effective interest method.

v. Investment in subsidiaries

Investment in subsidiaries is carried at cost less impairment, if any, in the separate financial statements.

vi. Derivative financial instruments

The Company is exposed to exchange rate risk which arises from its foreign exchange revenues. The Company uses foreign exchange forward contracts (derivative financial instruments), to hedge foreign currency risk associated with highly probable forecasted transactions and classifies them as cash flow hedges.

Derivatives are initially measured at fair value. Subsequent to initial recognition, derivatives are measured at fair value, and changes therein are taken directly to profit and loss.

Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative.

e) Inventories

Cost of Raw Materials, Packing Materials, Stores and Spares, Stock in Trade and other products are determined on weighted average basis and are net of Goods and service tax credit.

Cost of Work in progress and Finished Goods is determined on weighted average basis considering direct material cost and appropriate portion of manufacturing overheads based on normal operating capacity.

f) Provisions, Contingent Liabilities and Contingent Assets

A provision is recognized if, as a result of a past event, the Company has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic resources will be required to settle the obligation. If the effect of the time value of money is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. Where discounting is used, the increase in the provision due to the passage of time is recognized as a finance cost.

Contingent Liability is disclosed after careful evaluation of facts, uncertainties and possibility of reimbursement, unless the possibility of an outflow of resources embodying economic benefits is remote. Contingent liabilities are not recognised but are disclosed in notes to the financial statements.

Contingent assets are not disclosed in the financial statements unless an inflow of economic benefits is probable.

g) Revenue Recognition

i) Sale of goods

The Company manufactures and sells a range of products to various customers. Revenue is recognised over the period of time for contracts wherein the Company's

performance does not create an asset with alternative use to the Company and the entity has an enforceable right to payment for performance completed till date. Management has determined that it is highly probable that there will be no rescission of the contract and a significant reversal in the amount of revenue recognised will not occur. Accordingly, revenue is recognised for these contracts based on Input method wherein amount of revenue to be recognised is determined based on the actual cost incurred till date and the estimated margin on the contract because there is a direct relationship between the Company's effort (i.e., based on the material consumed and labour hours incurred) and the enforceable right to payment for performance completed till date. For remaining contracts, Revenue is recognised when control of the products has transferred, being when the products are delivered to the customer, the customer has full discretion over the channel and price to sell the products, and there is no unfulfilled obligation that could affect the customer's acceptance of the products. Delivery occurs when the products have been shipped to the specific location, the risks of obsolescence and loss have been transferred to the customer, and either the customer has accepted the products in accordance with the sales contract, the acceptance provisions have lapsed, or the Company has objective evidence that all criteria for acceptance have been satisfied.

Revenue towards satisfaction of a performance obligation is measured at the amount of transaction price (net of variable consideration) allocated to that performance obligation. Revenue recognised in relation to these contracts in excess of billing is recognised as a Contract Asset. Accumulated experience is used to estimate and provide for the discounts and returns using the expected value method and revenue is only recognized to the extent that it is highly probable that a significant reversal will not occur. The validity of this assumption and the estimated amount of returns are reassessed at each reporting date. A refund liability (included in other current liabilities) and a right to recover the returned goods (included in other current assets) are recognised for the products expected to be returned. Liability (included in other financial liabilities) is recognized for expected volume discounts payable to customers in relation to sales made until the end of the reporting period

Amounts disclosed as revenue are net of returns, discounts, volume rebates and net of goods and service tax.

The Company does not have any contracts where the period between the transfer of the promised goods or services to the customer and payment by the customer exceeds one year. As a consequence, the Company does not adjust any of the transaction prices for the time value of money.

ii) Sale of services

Revenue from sale of services is recognised over the period of time as per the terms of the contract with customers based on the stage of completion when the outcome of the transactions involving rendering of services can be estimated reliably.

iii) Export Incentives

Incentives on exports are recognised in books after due consideration of certainty of utilisation/ receipt of such incentives.



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

iv) Interest Income

Interest income is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the asset's net carrying amount on initial recognition. Interest income is included in other income in the statement of profit and loss.

h) Employee Benefits

i) Defined contribution plans

Employees benefits in the form of the Company's contribution to Provident Fund, Pension scheme, Superannuation Fund and Employees State Insurance are defined contribution schemes. The Company recognizes contribution payable to these schemes as an expense, when they are due.

ii) Defined benefit plans

Retirement benefits in the form of gratuity are considered as defined benefit plans. The Company's net obligation in respect of defined benefit plans is calculated by present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets.

The company provides for its gratuity liability based on actuarial valuation of the gratuity liability as at the Balance Sheet date, based on Projected Unit Credit Method, carried out by an actuary. The Company contributes to the gratuity fund, which are recognized as plan assets. The defined benefit obligation as reduced by fair value of plan assets is recognized in the Balance Sheet.

The present value of the defined benefit obligation denominated in INR is determined by discounting the estimated future cash outflows by reference to market yields at the end of the reporting period on government bonds that have terms approximating to the terms of the related obligation.

Re-measurement of the net defined benefit liability, which comprise actuarial gains and losses, the return on plan assets (excluding interest) and the effect of the asset ceiling (if any, excluding interest), are recognized in the period in which they occur, directly in other comprehensive income. Net interest expense (income) on the net defined liability (assets) is computed by applying the discount rate, used to measure the net defined liability (asset), to the net defined liability (asset) at the start of the financial year after taking into account any changes as a result of contribution and benefit payments during the year. Net interest expense and other expenses related to defined benefit plans are recognised in statement of profit and loss under employee benefit expense.

When the benefits of a plan are changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in profit or loss. The Company recognises gains and losses on the settlement of a defined benefit plan when the settlement occurs.

i) Income tax

Income tax expense comprises current and deferred tax. It is recognised in profit or loss except to the extent that it relates to items recognised directly in equity or in Other Comprehensive Income.

i) Current tax

Current tax comprises the expected tax payable or receivable on the taxable income or loss for the year after taking credit of the benefits available under the Income Tax Act and any adjustment to the tax payable or receivable in respect of previous years. It is measured using tax rates enacted or substantively enacted at the reporting date.

ii) Deferred tax

Deferred tax is recognized in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the corresponding tax bases used for taxation purposes.

For operations carried out in tax free units, deferred tax assets or liabilities, if any, have been recognised for the tax consequences of those temporary differences between the carrying values of assets and liabilities and their respective tax bases that reverse after the tax holiday ends.

Deferred tax assets include Minimum Alternative Tax (MAT) paid in accordance with the tax laws, which gives rise to future economic benefits in the form of adjustment of future income tax liability, is considered as an asset if there is probable evidence that the Company will pay normal income tax in future. Accordingly, MAT is recognised as deferred tax asset in the Balance Sheet when the asset can be measured reliably and it is probable that the future economic benefit associated with the asset will be realised.

Company also considers decisions of appropriate authorities and legal advice for recognizing taxes. In the current year, the decision of Appellate Tribunal on Special Economic Zones was considered, the resultant net impact of which was not material.

j) Segment Reporting

An operating segment is defined as a component of the entity that represents business activities from which it earns revenues and incurs expenses and for which discrete financial information is available. The operating segments are based on the Company's internal reporting structure and the manner in which operating results are reviewed by the Chief Operating Decision Maker (CODM).

The Management Advisory Committee of the Company has been identified as the CODM by the Company. Refer Note 34 for Segment disclosure.

k) Lease

The company leases various offices, warehouses, IT equipment and vehicles. Rental contracts are typically made for fixed periods of 6 months to 9 years but may have extension and termination options.

To determine the incremental borrowing rate, the Company:

- where possible, uses recent third-party financing received by the individual lessee as a starting point, adjusted to reflect changes in financing conditions since third party financing was received
- uses a build-up approach that starts with a risk-free interest rate adjusted for credit risk for leases held by the Company, which does not have recent third party financing
- makes adjustments specific to the lease, e.g. term, country, currency and security.



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

If a readily observable amortising loan rate is available to the individual lessee (through recent financing or market data) which has a similar payment profile to the lease, then the company use that rate as a starting point to determine the incremental borrowing rate.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for leases in the company, the lessee's incremental borrowing rate is used, being the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis.

Payments associated with short-term leases of equipment and vehicles and all leases of low-value assets are recognised on a straight-line basis as an expense in profit or loss. Short-term leases are leases with a lease term of 12 months or less. Low-value assets comprise IT equipment and small items of office furniture.

3. Other Accounting Policies

a) Foreign currency transactions

Initial recognition

Transactions in foreign currencies are translated into the Company's functional currency at the exchange rates at the dates of the transactions.

Conversion

Monetary assets and liabilities denominated in foreign currencies are translated into the functional currency at the exchange rate at the reporting date. Non-monetary assets and liabilities that are measured at fair value in a foreign currency are translated into the functional currency at the exchange rate when the fair value was determined. Non-monetary assets and liabilities that are measured based on historical cost in a foreign currency are translated at the exchange rate at the date of the transaction.

Exchange difference

Exchange differences are recognised in profit or loss, except exchange differences arising from the translation of the following items which are recognised in OCI

- equity investments at fair value through OCI (FVOCI);
- a financial liability designated as a hedge of the net investment in a foreign operation to the extent that the hedge is effective; and
- qualifying cash flow hedges to the extent that the hedges are effective

In accordance with Ind-AS 101 'First Time Adoption of Indian Accounting Standards', the Company has continued the policy of capitalisation of exchange differences on foreign currency loans taken before the transition date. Accordingly, exchange differences arising on translation of long-term foreign currency monetary items relating to acquisition of depreciable fixed assets taken before the transition date are capitalized and depreciated over the remaining useful life of the asset.

b) Borrowing costs

Borrowing costs are interest and other costs (including exchange differences relating to foreign currency borrowings to the extent that they are regarded as an adjustment to interest costs) incurred in connection with the borrowing of funds. Borrowing costs directly attributable to acquisition or construction of an asset which necessarily take a substantial period of time to get ready for their intended use are capitalised as part of the cost of that asset. Other borrowing costs are recognised as an expense in the period in which they are incurred. Investment income earned on the temporary investment of specific borrowings pending their expenditure on qualifying assets is deducted from the borrowing costs eligible for capitalisation.

c) Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand and short-term deposits with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Cash flow statement

Cash flow statements are prepared in accordance with "Indirect Method" as explained in the Accounting Standard on Statement of Cash Flows (Ind AS - 7). The cash flows from regular revenue generating, financing and investing activity of the Company are segregated.

d) Share-based payment transaction:

The grant date fair value of equity settled share-based payment awards granted to employees is recognised as an employee benefit expense, with a corresponding increase in equity. The total expense is recognised over the vesting period, which is the period over which all of the specified vesting conditions are to be satisfied and is adjusted to reflect the actual number of share options that vest.

The total amount to be expensed is determined by reference to the fair value of the options granted including any market performance conditions and the impact of any non-vesting conditions and excluding the impact of any service and non-market performance vesting conditions.

e) Earnings per share:

Basic earnings per share is calculated by dividing the net profit or loss for the period attributable to Equity Shareholders by the weighted average number of equity shares outstanding during the period.

For the purpose of calculating diluted Earnings per Share, the net profit or loss for the period attributable to Equity Shareholders and the weighted average number of shares outstanding during the period are adjusted for the effects of all dilutive potential equity shares.

f) Dividends

Provision is made for the amount of any dividend declared, being appropriately authorised and no longer at the discretion of the entity, on or before the end of the reporting period but not distributed at the end of the reporting period.

g) Business Combination

Acquisitions of subsidiaries and businesses are accounted for using the acquisition method. Acquisition related costs are recognised in profit or loss as incurred.



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

The acquiree's identifiable assets, liabilities and contingent liabilities that meet the conditions for recognition are recognized at their fair value at the acquisition date, except certain assets and liabilities that are required to be measured as per the applicable standard.

Purchase consideration in excess of the Company's interest in the acquiree's net fair value of identifiable assets, liabilities and contingent liabilities is recognised as goodwill.

Excess of the Company's interest in the net fair value of the acquiree's identifiable assets, liabilities and contingent liabilities over the purchase consideration is recognised, after reassessment of fair value of net assets acquired, in the capital reserve.

4 PROPERTY, PLANT AND EQUIPMENT

	Leasehold land	Freehold land	Buildings	Plant and machinery	Furniture and fixtures	Office equipment's	Vehicles	Total
Gross carrying amount								
As at beginning of April 01, 2022	589	67	7,626	21,244	210	324	753	30,813
Addition - Right of Use assets	-	-	42	-	-	3	52	97
Additions	-	72	639	2,031	85	120	76	3,023
Disposals	-	-	(39)	(51)	-	(6)	(130)	(226)
As at March 31, 2023	589	139	8,268	23,224	295	441	751	33,707
Addition - Right of Use assets	10	-	61	70	-	5	133	279
Additions	5	-	719	2,491	11	24	36	3,286
Disposals including Right of Use assets	-	-	(31)	(145)	-	-	(75)	(251)
As at March 31, 2024	604	139	9,017	25,640	306	470	845	37,021
Accumulated depreciation								
As at beginning of April 01, 2022	32	-	1,110	5,867	92	165	358	7,624
Depreciation charge during the year	7	-	268	1,565	23	34	56	1,953
Amortisation of Right of Use assets	-	-	59	-	-	15	70	144
Disposals	-	-	(39)	(13)	-	(6)	(130)	(188)
As at March 31, 2023	39	-	1,398	7,419	115	208	354	9,533
Depreciation charge during the year	7	-	289	1,716	28	55	64	2,159
Amortisation of Right of Use assets	1	-	60	22	-	13	73	169
Disposals	-	-	(31)	(115)	-	-	(75)	(221)
As at March 31, 2024	47	-	1,716	9,042	143	276	416	11,640
Net carrying amount								
As at March 31, 2023	550	139	6,870	15,805	180	233	396	24,174
As at March 31, 2024	557	139	7,301	16,598	163	194	429	25,381

- Depreciation for the year includes depreciation amounting to ₹ 206 (March 31, 2023 ₹ 165) on assets used for Research & Development. During the year Company incurred ₹ 282 (March 31, 2023 ₹ 425) towards capital expenditure for Research & Development (Refer Note 28A).
- Refer note 40 for information on property, plant and equipment pledged as security by the Company.
- Refer note 32 for disclosure of contractual commitments for the acquisition of property, plant and equipment.
- Amount recognised above related to Right-of-use assets.



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	As at March 31, 2024	As at March 31, 2023
Buildings	184	183
Office Equipment	24	32
Plant and Machinery	48	-
Vehicles	154	94
Leasehold land	557	550
Total	967	859

Capital work in progress ageing schedule as on March 31, 2024

1) Ageing of Capital work in progress

Capital work in progress	Amount in capital work in progress for a period of				Total
	Less than 1 years	1-2 years	2-3 years	More than 3 years	
Projects in Progress	1,055	102	13	-	1,170
Projects Temporarily suspended	-	-	-	-	-

2) Completion schedule for Capital work in progress whose completion is overdue or has exceeded its cost compared to its original plan

Projects in Progress (Completion overdue)	To be completed in				Total
	Less than 1 years	1-2 years	2-3 years	More than 3 years	
(i) Projects in Progress:					
Udaipur Plant - Existing R&D Centre - Replacement/Upgradation	57	-	-	-	57
Panoli Plant - Existing Manufacturing Line - Replacement/Upgradation	57	-	-	-	57
Panoli Plant - Setting up a new manufacturing line	38	-	-	-	38
Jambusar Plant - Existing Manufacturing Line - Replacement/Upgradation	15	-	-	-	15
Jambusar Plant - Setting up a new manufacturing line	236	-	-	-	236
Others	4	-	-	-	4
Total	407	-	-	-	407

Capital work in progress ageing schedule as on March 31, 2023

1) Aging of Capital work in progress

Capital work in progress	Amount in capital work in progress for a period of				Total
	Less than 1 years	1-2 years	2-3 years	More than 3 years	
Projects in Progress	510	89	10	-	609
Projects Temporarily suspended	-	-	-	-	-



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

2) Completion schedule for Capital work in progress whose completion is overdue or has exceeded its cost compared to its original plan

Projects in Progress	To be completed in				Total
	Less than 1 years	1-2 years	2-3 years	More than 3 years	
(i) Projects in Progress:					
Udaipur Plant - Existing R&D Centre - Replacement/Upgradation	1	-	-	-	1
Panoli Plant - Existing Manufacturing Line - Replacement/Upgradation	25	-	-	-	25
Panoli Plant - Setting up a new manufacturing line	5	-	-	-	5
Jambusar Plant - Existing Manufacturing Line - Replacement/Upgradation	49	-	-	-	49
Jambusar Plant - Setting up a new manufacturing line	9	-	-	-	9
Others	61	-	-	-	61
Total	150	-	-	-	150

Capital Work in progress mainly comprises of ongoing projects in various plants constituting plant and machinery and Building.

5 GOODWILL AND OTHER INTANGIBLE ASSETS

	Computer Software	Product Development	Supply Agreement	Total other than Goodwill	Goodwill*	Total
Gross carrying amount						
As at beginning of April 01, 2022	234	111	324	669	671	1,340
Additions	20	16	-	36	-	36
Disposals	-	-	-	-	-	-
As at March 31, 2023	254	127	324	705	671	1,376
Additions	18	121	-	139	-	139
Disposals	-	-	-	-	-	-
As at March 31, 2024	272	248	324	844	671	1,515
Accumulated amortisation						
As at beginning of April 01, 2022	132	25	145	302	-	302
Amortisation charge during the year	32	23	65	120	-	120
As at March 31, 2023	164	48	210	422	-	422
Amortisation charge during the year	31	37	65	133	-	133
As at March 31, 2024	195	85	275	555	-	555
Net Carrying Amount						
As at March 31, 2023	90	79	114	283	671	954
As at March 31, 2024	77	163	49	289	671	960

* Refer Note 43



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

6 INTANGIBLE ASSETS UNDER DEVELOPMENT

	Amount of Capital Work in progress	Intangible Assets under Development *
As at beginning of April 01, 2022	637	507
Additions	2,995	271
Disposal/Adjustments	-	(72)
Amount recognised under Intangible assets	(3,023)	(16)
As at March 31, 2023	609	690
Additions	3,848	467
Disposal/Adjustments	-	-
Amount recognised under Intangible assets	(3,286)	(121)
As at March 31, 2024	1,171	1,036

* Refer Note 45

Intangible Ageing Schedule as on March 31, 2024

1) Aging of Intangible assets under development

IA under development	Amount in capital work in progress for a period of				Total
	Less than 1 years	1-2 years	2-3 years	More than 3 years	
Projects in Progress	462	243	171	160	1,036
Projects Temporarily suspended	-	-	-	-	-

2) Completion schedule for Intangible assets under development whose completion is overdue or has exceeded its cost compared to its original plan

Projects in Progress	To be completed in				Total
	Less than 1 years	1-2 years	2-3 years	More than 3 years	
Product development projects (Completion overdue)	-	-	61	23	84
Total	-	-	61	23	84

Intangible Ageing Schedule as on March 31, 2023

1) Aging of Intangible assets under development

IA under development	Amount in capital work in progress for a period of				Total
	Less than 1 years	1-2 years	2-3 years	More than 3 years	
Projects in Progress	261	182	39	208	690
Projects Temporarily suspended	-	-	-	-	-

2) Completion schedule for Intangible assets under development whose completion is overdue or has exceeded its cost compared to its original plan

Projects in Progress	To be completed in				Total
	Less than 1 years	1-2 years	2-3 years	More than 3 years	
Product development projects (Completion overdue)	-	157	23	-	180
Total	-	157	23	-	180



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

7 FINANCIAL ASSETS**7(a) NON-CURRENT INVESTMENTS**

	As at March 31, 2024	As at March 31, 2023
Investment in equity instruments (fully paid up)		
Unquoted shares		
Investment in equity instruments of wholly-owned subsidiary companies (measured at cost)		
a) PILL Finance & Investment Limited	4	4
3,60,000 (March 31, 2023 : 3,60,000) Equity Shares of ₹ 10 each fully paid		
b) PI Life Science Research Limited	104	104
14,97,325 (March 31, 2023 : 14,97,325) Equity Shares of ₹10 each fully paid		
c) Jivagro Limited	1,489	1,489
148,829,030 (March 31, 2023 :148,829,030) Equity Shares of ₹10 each fully paid		
d) PI Japan Company Limited	2	2
100 (March 31, 2023 : 100) Equity Shares of ₹18,600 each fully paid (JPY 50,000 each)		
e) PI Bioferma Private Limited	1	1
60,000 (March 31, 2023 :60,000) Equity Shares of ₹10 each fully paid		
f) PI Fermachem Private Limited	1	1
60,000 (March 31, 2023 :60,000) Equity Shares of ₹10 each fully paid		
g) PI Health Science limited #		
440,999,946 (March 31, 2023 :24,499,997) Equity Shares of ₹10 each fully paid (Including deemed equity arising from fair value of 0.5% Optionally fully convertible debentures of ₹ 674 (March 31, 2023 Nil)	5,084	245
	6,685	1,845
TOTAL (A)	6,685	1,845
Unquoted Investment		
Investment in Debenture of PI Health science limited unquoted (measured at FVTPL) # (B)	4,826	-
550,000,000 (March 31, 2023 Nil) 0.5% Optional convertible debentures of ₹10 each- Debt portion		
Investment in Deposits with Financial Institution		
Unquoted Deposits		
Deposit with Financial Institution having a remaining maturity of more than 12 months (C)	514	-
TOTAL (A+B+C)	12,025	1,845
Aggregate amount of un-quoted investments	12,025	1,845
Aggregate amount of impairment in the value of investments	-	-

The company has invested in Optionally Fully Convertible Debentures (OFCD) of wholly owned subsidiary, "PI Health Sciences Ltd," with a coupon rate @ 0.5% p.a. having a tenor of 10 years. The Company has an option to convert (at fair value on the date of issue of OFCD) or redeem at a premium at any time after the expiry of 5 years from the date of allotment.



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

7(b) CURRENT INVESTMENTS

	As at March 31, 2024	As at March 31, 2023
Investment in mutual funds at FVTPL (Refer Note 42)		
Quoted		
a) Nippon India Liquid Fund - Direct Plan-Growth Plan - Growth Option 186,717 (March 31, 2023 : 186,717) Units	1,103	1,028
b) HDFC Ultra Short Term Fund - Direct Plan - Growth Option 172,861,190 (March 31, 2023 : 172,861,190) Units	2,435	2,266
c) SBI Magnum Ultra Short Duration Fund-Direct Plan - Growth 435,559 (March 31, 2023 : 435,559) Units	2,414	2,247
d) Aditya Birla Sun Life Money Manager Fund - Growth - Direct Plan 3,581,964 (March 31, 2023 : 3,581,964) Units	1,221	1,133
e) Kotak Money Market Scheme - (Growth) - Direct 294,745 (March 31, 2023 : 294,745) Units	1,215	1,128
f) Aditya Birla Sun Life Liquid Fund - Growth - Direct Plan 224,867,294 (March 31, 2023 : 224,867,294) Units	876	816
g) UTI Overnight Fund - Direct Plan - Growth Option Nil (March 31, 2023 : 65,620) Units	-	201
h) ICICI Prudential Liquid Fund (G)-Direct Plan 446,479 (March 31, 2023 : Nil) Units	160	-
	9,424	8,819
TOTAL	9,424	8,819
Investment in Deposits with Financial Institution		
Unquoted Deposits		
Deposit with Financial Institution having a maturity of less than 12 months	3,036	1,024
TOTAL	12,460	9,843
Quoted		
Aggregate amount of quoted investments and market value thereof	9,424	8,819
Aggregate amount of impairment in the value of investments	-	-
Unquoted deposits		
Aggregate amount of unquoted investments and market value thereof	3,036	1,024
Aggregate amount of impairment in the value of investments	-	-



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

7(c) LOANS

	Non- Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
Unsecured, considered good unless stated otherwise				
Loans and advances to related parties (Refer Note 35)	-	690	18	65
Other loans and advances				
Employee advances				
Considered good	-	-	5	1
Doubtful	-	-	18	7
Less: Allowance for doubtful employee advances	-	-	(18)	(7)
Other miscellaneous advances	-	-	25	71
TOTAL	-	690	48	137
Break up of security details				
		As at March 31, 2024		As at March 31, 2023
Loan considered good- Secured		-		-
Loans considered good- Unsecured		48		827
Loans which have significant increase in credit risk		-		-
Loans- credit impaired		18		7
Total Loans		66		834
Less: Loss Allowance		(18)		(7)
TOTAL		48		827

7(d) TRADE RECEIVABLES

	As at March 31, 2024	As at March 31, 2023
Trade receivables	7,443	7,208
Receivables from related parties (Refer note 35)	222	337
Less: Allowance for doubtful debts	(638)	(611)
TOTAL	7,027	6,934
Current portion	7,027	6,934
Non-current portion	-	-
Break up of security details		
	As at March 31, 2024	As at March 31, 2023
Trade receivables considered good- Secured	-	-
Trade receivables considered good- Unsecured*	7,294	7,149
Trade receivables which have significant increase in credit risk	-	-
Trade receivables- credit impaired	371	396
Less: Allowance for doubtful debts	(638)	(611)
TOTAL	7,027	6,934

Refer note 40 for information on trade receivables pledged as security by the Company.

* Trade Receivable include amount due from Related Parties amounting to ₹ 222 (March 31, 2023 ₹ 337)



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Trade Receivable aging as on March 31, 2024

Particulars	Outstanding for following periods from Due date							Total
	Unbilled	Not Due	Less than 6 months	6 months-1 years	1-2 years	2-3 years	More than 3 Years	
Undisputed trade receivables								
Considered Good	-	5,382	1,651	55	160	45	-	7,293
Which have significant increase in Credit Risk	-	-	-	-	-	-	-	-
Credit Impaired	-	-	-	-	-	-	-	-
Disputed trade receivables								
Considered Good	-	-	-	-	-	-	-	-
Which have significant increase in Credit Risk	-	-	-	-	-	-	-	-
Credit Impaired	-	-	-	-	-	16	356	372
Total	-	5,382	1,651	55	160	61	356	7,665
Less Allowance for doubtful debts								(638)
Net Total	-	5,382	1,651	55	160	61	356	7,027

Trade Receivable aging as on March 31, 2023

Particulars	Outstanding for following periods from Due date							Total
	Unbilled	Not Due	Less than 6 months	6 months-1 years	1-2 years	2-3 years	More than 3 Years	
Undisputed trade receivables								
Considered Good	-	5,624	1,163	77	176	46	63	7,149
Which have significant increase in Credit Risk	-	-	-	-	-	-	-	-
Credit Impaired	-	-	-	-	-	-	-	-
Disputed trade receivables								
Considered Good	-	-	-	-	-	-	-	-
Which have significant increase in Credit Risk	-	-	-	-	-	-	-	-
Credit Impaired	-	-	-	-	8	25	363	396
Total	-	5,624	1,163	77	184	71	426	7,545
Less Allowance for doubtful debts								(611)
Net Total	-	5,624	1,163	77	184	71	426	6,934

7(e) CASH AND CASH EQUIVALENTS

	As at March 31, 2024	As at March 31, 2024
Cash & Cash Equivalents		
Balance with banks		
In Current Accounts	619	528
In EEFC account	3,259	2,949
Cash on hand	0	1
Deposits with original maturity of less than 3 months	3,780	4,569
TOTAL	7,658	8,047

There are no repatriation restrictions with regard to cash and cash equivalents as at the end of the reporting period and prior periods.



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

7(f) BANK BALANCES OTHER THAN CASH AND CASH EQUIVALENTS

	As at March 31, 2024	As at March 31, 2023
Fixed deposits with bank	17,774	13,209
In unclaimed dividend accounts *	4	67
Unspent Corporate Social Responsibility (CSR) **	8	-
TOTAL	17,786	13,276

* Not available for use by the Company as they represent corresponding unclaimed dividend liabilities.

** Not available for use by the Company as they represent corresponding unspent CSR obligation.

7(g) OTHERS FINANCIAL ASSETS

	Non-Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
Unsecured, considered good unless stated otherwise				
Security deposits	72	76	9	16
Considered good unless stated otherwise				
Interest and other charges recoverable from customers				
-Considered good	-	-	1	1
-Doubtful	-	-	154	153
Less: Allowance for doubtful debts	-	-	(154)	(153)
Deposits lodged with Excise & Sales Tax department	65	59	-	-
Deposit accounts held as margin money	25	22	-	-
Insurance Claims Recoverable	-	-	93	93
Less: Loss allowance for Insurance claim receivable	-	-	(93)	(93)
Derivative financial instruments - foreign exchange forward contracts	288	-	158	-
TOTAL	450	157	168	17

7(h) CONTRACTS ASSETS (CURRENT)

	As at March 31, 2024	As at March 31, 2023
Contract assets*	889	661
TOTAL	889	661

* Recoverable from customer under contract for supply of goods manufactured exclusively for customers (Refer note 3(h)).



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

8 INVENTORIES

	As at March 31, 2024	As at March 31, 2023
Raw materials {includes stock-in-transit ₹ 100 (March 31, 2023 : ₹ 75)}	5,398	7,385
Work in progress	2,789	3,193
Finished goods {includes stock-in-transit ₹ 380 (March 31, 2023 : ₹ 277)}	2,232	1,774
Stock in trade	659	513
Stores & spares {includes stock-in-transit ₹ 1 (March 31, 2023 : ₹ 3)}	590	582
TOTAL	11,668	13,447

The cost of inventories recognised as an expense on account of provision of obsolete/ slow and non moving inventories amounting to ₹ 239 (March 31, 2023: ₹ 293).

9 OTHER ASSETS

	Non- Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
Considered good unless stated otherwise				
Capital advances				
Considered good	475	35	-	-
Doubtful	1	1	-	-
Less: Allowance for doubtful advances	(1)	(1)	-	-
Advances to vendors				
Considered good	-	-	474	453
Doubtful	-	-	34	33
Less: Allowance for doubtful advances	-	-	(34)	(33)
Balance with Government Authorities	-	-	1,241	841
Prepayments	6	5	152	152
Export incentive receivables	-	-	418	204
Less: Provision for export incentive receivables	-	-	-	(50)
Right to recover returned goods	-	-	191	143
Other miscellaneous advances*	43	45	-	-
TOTAL	524	85	2,476	1,743

* Other miscellaneous advances includes amount of ₹ 39 (March 31, 2023 ₹ 40) deposited with Sales Tax and Custom Authorities under protest.

10 NON-CURRENT TAX ASSETS

	As at March 31, 2024	As at March 31, 2023
Advance income tax (Net of provision for income tax ₹ 12,847 {March 31, 2023 ₹ 7,254})	144	49
TOTAL	144	49



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

11 EQUITY SHARE CAPITAL

	As at March 31, 2023	As at March 31, 2022
Authorised Shares		
888,000,000 (March 31, 2023 : 888,000,000) Equity Shares of ₹1 each (March 31, 2023 : ₹ 1 each)	888	888
	888	888
Issued Shares		
151,894,693 (March 31, 2023 : 151,894,693) Equity Shares of ₹1 each (March 31, 2023 : ₹ 1 each)	152	152
	152	152
Subscribed & Fully Paid up Shares		
151,718,118 (March 31, 2023 : 151,718,118) Equity Shares of ₹1 each (March 31, 2023 : ₹ 1 each)	152	152
Total subscribed and fully paid up share capital	152	152

- a. The difference between the issued and subscribed capital is on account of less number of shares allotted in right issue in earlier years.
- b. Terms/ rights attached to Equity Shares
The Company has only one class of Equity Shares having a par value of ₹1 per share (March 31, 2023 ₹ 1 per share). Each holder of Equity Shares is entitled to one vote per share. The dividend proposed by the Board of Directors is subject to the approval of the shareholders in the ensuing Annual General Meeting except interim dividend. In the event of liquidation, the Equity shareholders are eligible to receive the remaining assets of the Company after distribution of all preferential amounts, in proportion to their shareholding.
- c. Issue of Shares under employee stock option (ESOP) Scheme
During the year ended March 31, 2024, the Company has issued Nil equity shares (March 31, 2023 Nil), as per exercise price to PII ESOP Trust, set up to administer Employee Stock Option Plan. Out of total equity shares issued to the Trust in previous years, 16,718 equity shares of face value of ₹ 1 each (March 31, 2023 13,443 equity shares of face value of ₹ 1 each) have been allocated by the Trust to respective employees upon exercise of Stock Option. As on March 31, 2024, 25,660 equity shares of face value of ₹ 1 per share (March 31, 2023 42,378 of face value of ₹ 1 each) are pending to be allocated to employees upon exercise of Stock Option. (Refer Note 31)
- d. Reconciliation of shares outstanding at the beginning and at the end of the reporting period

Issued share capital**Equity Shares**

Particulars	Equity Share (No. of Shares)		Value of Equity Shares	
	2023-24	2022-23	2023-24	2022-23
Share outstanding at beginning of period	15,18,94,693	15,18,94,693	152	152
Shares issued during the year	-	-	-	-
Share outstanding at end of period	15,18,94,693	15,18,94,693	152	152

Subscribed & paid up**Equity Shares**

Particulars	Equity Share (No. of Shares)		Value of Equity Shares	
	2023-24	2022-23	2023-24	2022-23
Share outstanding at beginning of period	15,17,18,118	15,17,18,118	152	152
Shares issued during the year	-	-	-	-
Share outstanding at end of period	15,17,18,118	15,17,18,118	152	152



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

e. Shares reserved for issue under option

Shares reserved for issue under employee stock option scheme is set out in Note 31

f. Details of shareholders holding more than 5% shares in the Company

Equity Shares

Name of Shareholders	2023-24		2022-23	
	No of Shares	% of Holding	No of Shares	% of Holding
Mr. Salil Singhal	1,23,00,364	8.11	98,07,472	6.46
Ms. Madhu Singhal	2,65,91,600	17.53	2,64,80,907	17.45
Mr. Mayank Singhal	3,10,28,510	20.45	3,10,28,510	20.45

Details of shareholding by promoters

Name of Promoters	As on March 31, 2024			As on March 31, 2023		
	Number of Shares	% to total number of shares	Percentage of change during the year	Number of Shares	% to total number of shares	Percentage of change during the year
Mr. Mayank Singhal	3,10,28,510	20.45	-	3,10,28,510	20.45	(0.66)
Ms. Madhu Singhal	2,65,91,600	17.53	0.07	2,64,80,907	17.45	3.24
Mr. Salil Singhal	1,23,00,364	8.11	1.64	98,07,472	6.46	0.82
Ms. Pooja Singhal	-	-	(1.64)	24,92,528	1.64	(4.07)
Ms. Shefali Khushalani	-	-	(0.07)	1,11,057	0.07	-

12 OTHER EQUITY

	As at March 31, 2024	As at March 31, 2023
Reserves & surplus		
a. Capital reserve	15	15
Capital Reserve pertains to amount transferred from capital redemption reserve which was created for redemption of preference share.		
b. Securities premium reserve		
Closing Balance	21,999	21,999
Securities premium reserve is used to record the premium on issue of shares. The reserve is utilised in accordance with the provisions of the Act.		
c. SEZ Reinvestment reserve*		
Balance at the beginning of the financial year	968	-
Add:- Transferred from retained earning	1,184	968
Less:- Utilised against capex and transferred to retained earning	(968)	-
	1,184	968
d. General reserve	1,857	1,857
General Reserve is a free reserve. It represents appropriation of profit by the Company. General reserve is created by a transfer from one component of equity to another and is not an item of other comprehensive income.		
e. Retained Earning		
Balance at the beginning of the financial year	46,035	36,008
Addition during the financial year	17,307	12,114



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	As at March 31, 2024		As at March 31, 2023	
Add: Remeasurement gain / (loss) on defined benefit plans through OCI	(61)		18	
Add: Transfer from SEZ reinvestment reserve	968		-	
Less: Transfer to SEZ reinvestment reserve	(1,184)		(968)	
Less: Interim dividend (refer note 13)	(910)		(682)	
Less: Final dividend (refer note 13)	(834)	61,321	(455)	46,035
Retained Earnings are profits that the Company has earned till date less transfer to General Reserve, dividend or other distribution or transaction with shareholders.				
Items of other comprehensive income				
f. Cash flow hedge reserve				
Balance at the beginning of the financial year	(58)		356	
Add: Other comprehensive income for the financial year	342	284	(414)	(58)
Total		86,660		70,816

* The Special Economic Zone Re-Investment Reserve has been created out of the profits of eligible SEZ units in accordance with the provisions of section 10AA(1)(ii) of Income Tax Act, 1961. The reserve is required to be utilized by the Company for acquiring eligible plant and machinery for the purpose of its business. The company has created reserve ₹ 1,184 (March 31, 2023 ₹ 968). During the year company has utilised the reserve amounting to ₹ 968 (March 31, 2023 ₹ NIL) for purchase of plant and machinery.

13 DISTRIBUTION MADE AND PROPOSED

A Dividends declared and paid:	As at March 31, 2024	As at March 31, 2023
Final dividend (March 31, 2024 pertains to financial year 2022-23 and March 31, 2023 pertains to financial year 2021-22)	834	455
Interim dividend (March 31, 2024 pertains to financial year 2023-24 and March 31, 2023 pertains to financial year 2022-23)	910	682
Total dividends	1,744	1,137
B Dividends not recognised at the end of the reporting period	As at March 31, 2024	As at March 31, 2023
In addition to the above dividends, subsequent to the year end the Board of Directors have recommended a final dividend of ₹ 9 per fully paid equity share (March 31, 2023 ₹ 5.50).	1,365	834

This proposed dividend is subject to the approval of shareholders in the ensuing annual general meeting.

14 (a) TRADE PAYABLES

	As at March 31, 2024	As at March 31, 2023
Trade payables		
- Due to micro and small enterprises (Refer Note 36)	265	778
- Other trade payables*	10,441	7,582
Total	10,706	8,360

* Other trade payable includes amount due to related parties amounting ₹ 447 (March 31, 2023 ₹ 142)



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Trade Payable ageing as on March 31, 2024

Particulars	Outstanding for following periods from Due Date						Total
	Unbilled	Not Due	Less than 1 years	1-2 years	2-3 years	More than 3 Years	
Undisputed trade payables							
Micro enterprises and small enterprises	-	233	31	-	1	-	265
Others	46	8,724	1,598	46	12	15	10,441
Disputed trade payables							
Micro enterprises and small enterprises	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-
Total	46	8,957	1,629	46	13	15	10,706

Trade Payable ageing as on March 31, 2023

Particulars	Outstanding for following periods from Due Date						Total
	Unbilled	Not Due	Less than 1 years	1-2 years	2-3 years	More than 3 Years	
Undisputed trade payables							
Micro enterprises and small enterprises	-	722	48	1	7	-	778
Others	-	6,714	810	33	10	15	7,582
Disputed trade payables							
Micro enterprises and small enterprises	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-
Total	-	7,436	858	34	17	15	8,360

14(c) OTHER FINANCIAL LIABILITIES

	Non- Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
Employee payables *	-	-	854	651
Security deposits from dealers	179	207	-	-
Security deposits from contractors	-	2	3	1
Unclaimed dividends	-	-	4	67
Unspent Corporate Social responsibility	-	-	8	-
Capital Creditors	-	-	336	348
Deferred Lease Liabilities	-	-	-	-
Other payable **	-	-	1,497	977
Derivative financial instruments - foreign exchange forward contracts	-	55	-	37
TOTAL	179	264	2,702	2,081

* This includes due to directors amounting to ₹ 190 (March 31, 2023 ₹151).

** This includes due to non-executive/ independent directors amounting to ₹ 58 (March 31, 2023 : ₹ 43) . Refer note -35)



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

14 (d) Lease Liabilities

	Non- Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023
Lease Liabilities	301	227	144	106
	301	227	144	106

a. Changes in liabilities arising from financing activities- Lease liabilities :-

	As at March 31, 2024	As at March 31, 2023
Balance as at the beginning of the year	333	370
Interest expenses	45	40
Addition- lease liabilities	279	97
Deletion - lease liabilities	-	-
Principal elements of lease payments	(212)	(174)
Balance as at the end of the year	445	333

15 PROVISIONS

	Non- Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2022	As at March 31, 2023
Provision for employee benefits				
Compensated absences	-	-	210	144
Gratuity (refer note 30)	174	90	-	-
	174	90	210	144
Provisions for legal claims				
	-	-	142	132
	-	-	142	132
TOTAL	174	90	352	276

(i) Long term compensated absences

The long term compensated absences cover the Company's liability for earned leave which are classified as other long-term benefits.

The entire amount of provision of ₹ 210 (March 31, 2023 ₹144) is presented as current, since the company does not have an unconditional right to defer settlement for any of these obligations. However based on past experience, the company does not expect all employees to avail the full amount of accrued leave or require payment for such leave within next 12 months.

	As at March 31, 2024	As at March 31, 2023
Leave obligations not expected to be settled with in next 12 months	199	142

(ii) Information about provisions for legal claims

- Government of Rajasthan issued a notification resulting into an excise liability of ₹ 4 (March 31, 2023: ₹ 4). The Company has filed writ against the notification and has furnished fixed deposit against the said liability. The case is pending before Honourable Rajasthan High Court.
- An objection was raised by the excise department on classification of one of the product resulting into demand of differential excise duty. The Company filed an appeal against the order. As on March 31, 2024 provision for excise duty is ₹ 128 (March 31, 2023 ₹ 128) . Case is pending before Tribunal of Excise & Customs, Ahmedabad.
- An objection was raised by the custom department on classification of one of the product on which MEIS has been claimed. The Company is in process of filing the appeal against the order. As on March 31, 2024 provision for custom duty of ₹ 10 (March 31, 2023 ₹ Nil)



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

(ii) Movement in other provisions-

	Legal claims
As at April 01, 2022	264
Provisions reversal during the year	(132)
As at March 31, 2023	132
Provisions made during the year	10
Provision reversed during the year	-
As at March 31, 2024	142

16 DEFERRED TAX (ASSETS) / LIABILITIES

The balance comprises temporary differences attributable to:	As at March 31, 2024	As at March 31, 2023
Deferred tax liabilities		
Plant, property and equipment	3,107	2,809
Other comprehensive income items		
‘- Effective portion on cash flow hedges	141	(42)
Unrealised gain on mutual fund	513	285
Right of use assets	144	108
A	3,905	3,160
Deferred tax assets		
Provision for employee benefits	(89)	(54)
Intangible assets	(6)	-
Other provisions	(6)	(15)
Other financial liabilities	(9)	(8)
Trade receivables	(289)	(213)
Lease liabilities	(156)	(116)
Other comprehensive income items		
‘- Remeasurements on defined benefit plans	(45)	(12)
Others	(21)	(62)
Minimum alternate tax (MAT) credit entitlement	(3,688)	(2,393)
B	(4,309)	(2,873)
Net deferred tax (assets)/ liabilities	TOTAL (404)	287

Movement in deferred tax:	As at March 31, 2023	Recognized in P&L	Recognized in OCI	Other Adjustments*	As at March 31, 2024
Deferred tax liabilities					
Plant, property and equipment	2,809	298	-	-	3,107
Other comprehensive income items					
-Effective portion on cash flow hedges	(42)	-	183	-	141
Unrealised gain on mutual fund	285	228	-	-	513
Right of use assets	108	36	-	-	144
Sub- Total (a)	3,160	562	183	-	3,905
Deferred tax assets					
Provision for employee benefits	54	35	-	-	89
Intangible assets	-	6	-	-	6
Other provisions	15	(9)	-	-	6
Other financial liabilities	8	1	-	-	9
Trade receivables	213	76	-	-	289
Lease liabilities	116	40	-	-	156



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Movement in deferred tax:	As at March 31, 2023	Recognized in P&L	Recognized in OCI	Other Adjustments*	As at March 31, 2024
Other comprehensive income items					
-Remeasurements on defined benefit plans	12	-	33	-	45
Others	62	(40)	-	-	21
Minimum alternate tax (MAT) credit entitlement	2,393	1,374	-	(79)	3,688
Sub- Total (b)	2,873	1,483	33	(79)	4,309
Net deferred tax (assets)/ liabilities (a)-(b)	287	(921)	150	79	(404)

Movement in deferred tax:	As at March 31, 2022	Recognized in P&L	Recognized in OCI	Other Adjustments**	As at March 31, 2023
Deferred tax liabilities					
Plant, property and equipment	2,447	362	-	-	2,809
Other comprehensive income items					
-Effective portion on cash flow hedges	180		(222)	-	(42)
Unrealised gain	161	124	-	-	285
Right to use assets	124	(16)	-	-	108
Sub- Total (a)	2,912	470	(222)	-	3,160
Deferred tax assets					
Provision for employee benefits	48	6	-	-	54
Intangible assets	19	(19)	-	-	-
Other provisions	18	(3)	-	-	15
Other financial liabilities	7	1	-	-	8
Trade receivables	208	5	-	-	213
Lease liabilities	129	(13)	-	-	116
Other comprehensive income items					
-Remeasurements on defined benefit plans	22	-	(10)	-	12
Others	31	31	-	-	62
Minimum alternate tax (MAT) credit entitlement	1,514	926	-	(47)	2,393
Sub- Total (b)	1,996	934	(10)	(47)	2,873
Net deferred tax (assets)/ liabilities (a)-(b)	916	(464)	(212)	47	287

*Actualisation of MAT credit utilisation for the FY 2023-24 on the basis of the return filed.

**Actualisation of MAT credit utilisation for the FY 2022-23 on the basis of the return filed.

17 OTHER CURRENT LIABILITIES

	As at March 31, 2024	As at March 31, 2023
Advance from customers	207	267
Refund/ Return liabilities *	350	261
Statutory dues payable	285	117
TOTAL	842	645

* The Company has a customary practice of accepting return and accordingly, the Company has recognised a refund liability for the amount of consideration received for which the Company does not expect to be entitled amounting to ₹ 350 (March 31, 2023: ₹ 261). The Company has also recognised a right to recover the returned goods ₹ 191 (March 31, 2023: ₹ 143). The costs to recover the products are not material because the customers usually return the product in a saleable condition.



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

18 CURRENT TAX LIABILITIES

	As at March 31, 2024	As at March 31, 2023
Provision for Income Tax (Net of Advance Income Tax ₹ 4,740 {March 31, 2023 ₹ 7,259})	62	54
TOTAL	62	54

19 REVENUE FROM OPERATIONS

	Year ended March 31, 2024	Year ended March 31, 2023
Revenue from contracts with customers:		
a) Sale of products	70,762	62,236
b) Sale of services	164	130
c) Other operating revenues:		
Scrap sales	34	35
Export incentives	494	303
Revenue From Operations (Net)	71,454	62,704
Reconciliation of revenue from sale of products recognised with the contract price:	Year ended March 31, 2024	Year ended March 31, 2023
Contract Price	73,861	64,712
Adjustments for:		
Refund/ Return liabilities	(350)	(261)
Discount/Incentives	(2,749)	(2,215)
Revenue from Sale of products	70,762	62,236

Critical judgements in recognising revenue :

The Company has recognised Provision for discounts and sales returns amounting to ₹ 773 from sale of products to various customers as at March 31, 2024 (March 31, 2023 ₹ 660). The provision has been determined by the management based on the current and expected operating environment, Sales returns variability, expected achievement of targets against various ongoing schemes floated.

For disaggregation of revenue from contract from customer in terms of geographical area, major product, timing of revenue recognition refer note - 34 and for contract assets and contract liability refer note -7(h) and 17 respectively.

20 OTHER INCOME

	Year ended March 31, 2024	Year ended March 31, 2023
Interest Income from financial assets at amortised cost	1,411	818
Unwinding of discount on security deposits	4	-
Net gain on financial assets measured at fair value through profit or loss		
-Realized Gain	21	68
-Unrealized Gain/ (Loss)	653	354
Net foreign exchange differences	75	208
Dividend Income	30	-
Miscellaneous Income	49	141
TOTAL	2,243	1,589



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

21 CHANGES IN INVENTORIES OF FINISHED GOODS, WORK IN PROGRESS AND STOCK IN TRADE

	Year ended March 31, 2024		Year ended March 31, 2023	
Closing balance				
Finished Goods	2,232		1,774	
Stock in trade	659		513	
Work in Progress	2,789		3,193	
Right to recover returned goods	191	5,871	143	5,623
Opening balance				
Finished Goods	1,774		1,010	
Stock in trade	513		442	
Work in Progress	3,193		3,063	
Right to recover returned goods	143	5,623	167	4,682
TOTAL		(248)		(941)

22 EMPLOYEE BENEFIT EXPENSE

	Year ended March 31, 2024		Year ended March 31, 2023	
Salaries, wages and bonus	5,370		4,533	
Contribution to provident & other funds	208		177	
Gratuity (Refer Note 30)	80		59	
Compensated absences	75		26	
Employees Welfare Expenses	285		210	
TOTAL	6,018		5,005	
Less: transferred to Capital work in progress	200		108	
	5,818		4,897	

23A OTHER EXPENSES

	Year ended March 31, 2024		Year ended March 31, 2023	
Power, fuel & water	2,214		1,900	
Consumption of stores & spares	373		424	
Repairs & maintenance				
- Buildings	68		61	
- Plant and machinery	428		473	
- Others	390		300	
Environment & pollution control expenses	1,263		1,070	
Laboratory & testing charges	514		457	
Freight & cartage	518		825	
Advertisement & sales promotion	662		614	
Travelling and conveyance	704		607	
Rental charges {Refer note 32(c)}	92		85	
Rates and taxes	106		107	
Insurance	223		163	
Donation *	259		1	
Loss on Sale/Retirement of property, plant and equipment (Net)	15		1	
Payment to auditors {Refer note 23A(i) below}	12		9	



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	Year ended March 31, 2024	Year ended March 31, 2023
Telephone and communication charges	65	73
Director sitting fees and commission	64	51
Legal & professional fees	567	375
Technical Know How Fees	15	25
Bank charges	110	20
Corporate social responsibility expenditure {Refer note 24 below}	217	165
Miscellaneous expenses	601	524
TOTAL	9,480	8,330
Less: transferred to Capital work in progress	24	9
	9,456	8,321

I. Auditors' Remuneration	Year ended March 31, 2024	Year ended March 31, 2023
-Audit fees	8	7
- Limited review fees	2	1
-Certificates	-	-
-Reimbursement of expenses	2	1
TOTAL	12	9

₹ 258 paid to Bhartiya Janta Party as political contribution during the year.

23B NET IMPAIRMENT LOSSES ON FINANCIAL ASSETS

	Year ended March 31, 2024	Year ended March 31, 2023
Provision for bad and doubtful debts & advances	(14)	111
Bad debt written off	111	-
TOTAL	97	111

24 CORPORATE SOCIAL RESPONSIBILITY EXPENDITURE

	Year ended March 31, 2024	Year ended March 31, 2023
Amount required to be spent or approved by the Board during the year	217	165
Amount of expenditure incurred	217	165
Amount of Shortfall for the year	-	-
Amount of Cumulative shortfall at the end of the year	-	-

Disclosures in relation to corporate social responsibility expenditure

Particular	Year ended March 31, 2024	Year ended March 31, 2023
Contribution to PI foundation, refer note - 35	217	165
Accrual towards unspent obligations in relation to:		
On going projects	-	-
Other than ongoing projects	-	-



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Disclosure in Financial Statement

Details of ongoing CSR projects under Section 135(6) of the Act

Balance as at 1 April 2023			Amount spent during the year		Balance as at 31 March 2024 (Refer Note 1)	
With the company	In separate CSR unspent account (Refer note 1)	Amount required to be spent during the year	From the company's bank account (Refer note 1)	From separate CSR unspent account	With the company	In separate CSR unspent account
-	28	217	145	19	-	81

Note 1 - The company has transferred required amount to PI Foundation amounting to ₹ 217 (Previous Year : ₹ 165) and the out of which ₹ 81 (Previous Year : ₹ 28) has been refunded back to the company in April 2024 (Previous Year : April 2023) as the amount was not spent by PI Foundation.

Details of CSR expenditure U/S 135(5) of the act in respect of other than ongoing projects

Balance unspent as on April 01, 23	Amount deposited in Specified fund of Schedule VII of the act with in 6 month	Amount required to be spent during the year	Amount spent during the year	Balance unspent as at March 31,2024
-	-	-	-	-

Details of excess SR expenditure under section 135(5) of the act

Balance excess spent as at April 01, 2023	Amount required to be spent during the year	Amount spent during the year	Balance excess spent as at March 31, 2024
-	-	-	-

25 DEPRECIATION AND AMORTIZATION EXPENSES

	Year ended March 31, 2024	Year ended March 31, 2023
Depreciation of property, plant and equipment (Refer Note 4)	2,159	1,953
Amortization of right-of-use assets (Refer Note 4)	169	144
Amortization of intangible assets (Refer Note 5)	133	120
TOTAL	2,461	2,217

26 FINANCE COST

	Year ended March 31, 2024	Year ended March 31, 2023
Interest on financial liabilities measured at amortised cost	38	316
Interest on Income Tax	9	-
Interest on Lease Liabilities	45	39
TOTAL	92	355



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

27 INCOME TAX EXPENSE

a) Income tax expense recognized in Profit and Loss

	Year ended March 31, 2024	Year ended March 31, 2023
Current tax expense		
Current tax on profits for the year	3,466	2,509
Adjustment of current tax for prior year periods	95	58
Total Current tax expense	3,561	2,567
Deferred tax expense		
(Decrease) / Increase in Deferred tax liability	562	470
Decrease / (Increase) in Deferred tax assets	(1,483)	(934)
Net Deferred tax expense	(921)	(464)
Total Income tax expense	2,640	2,103

b) Deferred tax related to items recognised in Other comprehensive income during the year

	Year ended March 31, 2024	Year ended March 31, 2023
Remeasurement of defined benefit plans	(33)	10
Effective portion on cash flow hedges	183	(222)
Income tax charged to Other comprehensive income	150	(212)

c) Reconciliation of tax expense and the accounting profit multiplied by India's tax rate

	Year ended March 31, 2024	Year ended March 31, 2023
Accounting profit before tax	19,947	14,217
Tax at India's statutory income tax rate @ 34.944% (March 31, 2023: 34.944%)	6,970	4,968
Adjustment in respect of current income tax of previous years	95	58
Effect of income that is exempt from taxation (operations in tax free zone)	(4,454)	(2,950)
Effect of amounts which are not deductible in calculating taxable income	43	29
Others	(14)	(2)
Income tax expense	2,640	2,103

28A RESEARCH & DEVELOPMENT EXPENSES

Details of Expenditure on Research & Development Facilities/ division of the Company recognised by Department of Scientific & Industrial Research

a) Revenue Expenditure

	Year ended March 31, 2024	Year ended March 31, 2023
Other Income	-	10
TOTAL	-	10
Employee Benefit Expenses		
Salaries, Wages & Bonus	698	596
Contributions to Provident & other funds	49	40
Employee Welfare Expenses	14	20
	761	656
Raw & Packing Materials Consumed	11	10
Other Expenses		
Laboratory & testing Material	233	235



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	Year ended March 31, 2024	Year ended March 31, 2023
Power, Fuel & Water	87	58
Consumption of stores & spares	60	88
Testing & analysis	106	35
Travelling & conveyance	26	26
Rates and taxes	15	26
Printing & Stationery	1	1
Bank Charges	-	-
Legal & professional fees	35	60
Miscellaneous Expenses	121	82
	684	611
Depreciation		
Depreciation	206	165
TOTAL	1,662	1,442
Total Expenditure Allowed	1,662	1,432

b) Capital Expenditure

Description	Year ended March 31, 2024	Year ended March 31, 2023
Buildings	25	40
Equipment's & Others	257	385
TOTAL	282	425

28B EARNING PER SHARE

	Year ended March 31, 2024	Year ended March 31, 2023
a) Net Profit for Basic & Diluted EPS	17,307	12,114
b) Number of Equity Shares at the beginning of the year	15,17,18,118	15,17,18,118
Total Number of Shares outstanding at the end of the year	15,17,18,118	15,17,18,118
Weighted Average number of Equity Shares outstanding during the year - Basic	15,17,18,118	15,17,18,118
Add: Weighted Average number of Equity Shares arising out of grant of ESOP		
Weighted Average number of Equity Shares outstanding during the year - Diluted	15,17,18,118	15,17,18,118
Earning Per Share - Basic (₹)	114.07	79.84
Earning per share - Diluted (₹)	114.07	79.84
Face value per share (₹)	1.00	1.00



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

29B RATIO ANALYSIS

S.No.	Ratio	Numerator	Denominator	March 31, 2024	March 31, 2023	% Variance	Reason for variance
1	Current ratio (times)	Current asset	Current Liabilities	4.06	4.70	(13%)	Not required
2	Debt-Equity ratio (times)	Borrowing	Total Equity	-	-	0%	Not required
3	Debt Service Coverage ratio (times)	Earnings (Net profits) after tax + Non cash operating expense + interest	Debt Service = Interest and Principal payments including lease payments	65.43	4.64	1310%	Reduced Debt liability due to repayment of loan during financial year 23-24.
4	Return on Equity ratio %	Profit after tax	Average Equity	21.94%	18.44%	19%	Not required
5	Inventory Turnover ratio (times)	COGS	Average Inventory	2.85	2.55	12%	Not required
6	Receivables Turnover ratio (times)	Sales	Average Receivable (Including contract assets)	9.21	7.45	24%	Not required
7	Payables Turnover ratio (times)	Purchases	Average Payable	3.94	3.96	0%	Not required
8	Net Capital Turnover ratio (times)	Sales	Net working capital (CA-CL)	1.57	1.47	7%	Not required
9	Net Profit ratio %	Profit after tax	Sales	24.22%	19.32%	25%	Increase in Revenue and profits resulted into this improvement.
10	Return on Capital Employed %	Earnings before interest and Tax (EBIT)	Total Equity + Debt + Deferred tax liability - QIP funds	23.35%	25.59%	(9%)	Not required
11	Return on Investment %	Earnings before interest and Tax (EBIT)	Average Total Assets	19.34%	18.26%	6%	Not required



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

30 EMPLOYEE BENEFITS

The Company participates in defined contribution and benefit schemes, the assets of which are held (where funded) in separately administered funds. For defined contribution schemes the amount charged to the statement of profit and loss is the total of contributions payable in the year.

Provident Fund

In accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (EPF and MP Act), employees are entitled to receive benefits under the Provident Fund. Employers and employees both contribute @12% of wages in contribution accounts. Further, the employers also contribute towards administration of the benefits under the EPF and MP Act. All employees have an option to make additional voluntary contributions as permissible under the Act. These contributions are made to the fund administered and managed by the Employee Provident Fund organization. The Company has no further obligations under the fund managed by the Employee Provident Fund Organization (EPFO) beyond its monthly contributions which are charged to the statement of profit and loss in the period they are incurred. The benefits are paid to employees on their retirement or resignation from the EPFO. Also, refer note 33.

Gratuity Plan

In accordance with the Payment of Gratuity Act, 1972 PI Industries Limited has established a defined benefit plan (the "Gratuity Plan"). The Gratuity Plan provides a lump sum payment to the employees at the time of retirement or resignation (after 5 years of continued services of employment), being an amount based on the respective employee's last drawn salary and the number of years of employment with the Company. Based on actuarial valuations conducted as at year end, a provision is recognised in full for the benefit obligation over and above the funds held in the Gratuity Plan. Remeasurements as a result of experience adjustments and changes in actuarial assumptions are recognised in other comprehensive income.

Compensated absences

The liabilities for compensated absence namely earned and contingency leave are not expected to be settled wholly within 12 months after the end of the period in which the employees render the related service. They are therefore measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. Remeasurements as a result of experience adjustments and changes in actuarial assumptions are recognised in statement of profit and loss.

a) Defined Contribution Plans: -

The Company has recognised an expense of ₹ 208 (Previous Year ₹ 177) towards the defined contribution plan.

b) Defined benefits plans - as per actuarial valuation

	Year ended March 31, 2024	Year ended March 31, 2023
	Gratuity Funded	Gratuity Funded
I Change in present value of obligation during the year		
Present value of obligation at the beginning of the year	480	430

	Year ended March 31, 2024	Year ended March 31, 2023
Total amount included in profit and loss: *		
- Current Service Cost	74	55
- Interest Cost	35	30
- Past Service Cost	-	-
Total amount recognised in profit or loss	109	85
Acquisition adjustment	-	3
Total amount included in OCI:		
Remeasurement related to gratuity:		
Actuarial losses/(gains) arising from:		
- Demographic Assumption	(4)	-
- Financial assumption	141	(6)
- Experience Judgement	(43)	4
Others		
Benefits Paid	(35)	(36)
Present Value of obligation as at year-end	648	480

Includes expenses reclassified to capital work in progress ₹ 3 (March 31, 2023 ₹ 5)

II Change in Fair Value of Plan Assets during the year

	Year ended March 31, 2024	Year ended March 31, 2023
Plan assets at the beginning of the year	390	374
Included in profit and loss:		
Expected return on plan assets	29	26
Included in OCI:		
Actuarial Gain/(Loss) on plan assets	(0)	26
Others:		
Employer's contribution	90	-
Benefits paid	(35)	(36)
Claim received during the year from fund manager	-	-
Plan assets at the end of the year	474	390



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

III Reconciliation of Present value of Defined Benefit Obligation and Fair Value of Plan Assets

	Year ended March 31, 2024	Year ended March 31, 2023
	Gratuity Funded	Gratuity Funded
1 Present Value of obligation as at year-end	648	480
2 Fair value of plan assets at year-end	474	390
Funded status {Surplus/ (Deficit)}	(174)	(90)
Net Asset/(Liability)	(174)	(90)

IV Bifurcation of Present value of obligation at the end of the year

	Year ended March 31, 2024	Year ended March 31, 2023
1 Non-Current Liability	174	90
V Actuarial Assumptions		
1 Discount Rate	7.22%	7.36%
2 Mortality Table	IALM (2012-14)	IALM (2012-14)
3 Salary Escalation	10.00%	7.00%

VI The expected contribution for Defined Benefit Plan for the next financial year will be ₹ 95 (March 31, 2023: ₹ 73).

VII Sensitivity Analysis

Gratuity	Year ended March 31, 2024	Year ended March 31, 2023
	Increase	Increase
Discount rate (0.50 % movement)	(15)	(21)
Future salary growth (0.50 % movement)	16	14

Gratuity	Year ended March 31, 2024	Year ended March 31, 2023
	Decrease	Decrease
Discount rate (0.50 % movement)	16	21
Future salary growth (0.50 % movement)	(15)	(14)

VIII Maturity Profile of Defined Benefit Obligation

	Year ended March 31, 2024	Year ended March 31, 2023
	Gratuity Funded	Gratuity Funded
Within the next 12 months	87	31
Between 2-5 years	307	166
Beyond 5 years	254	283

IX Major Categories of plan assets:

The plan assets are managed by the Gratuity Trust formed by the Company. The management of 100% of the funds is entrusted with the Life Insurance Corporation of India, HDFC Standard Life Insurance Company Ltd. and Kotak Mahindra Old Mutual Life Insurance Ltd. Refer Below for major categories of plan assets invested where available.

- Life Insurance Corporation of India (LIC):- The details of investments maintained by LIC are not available and have therefore not been disclosed.
- HDFC Standard Life Insurance Company Ltd.:- 32.06% (March 31, 2023 31.30 %) of the Funds are in Defensive Manager Fund and 67.94% (PY 68.69 %) of the Funds are in Secure Managed Fund.
- Kotak Mahindra Old Mutual Life Insurance Ltd. - 42.39% (March 31, 2023 44.64 %) of the Funds are in Kotak Group Bond Fund, 38.97% (PY 35.43 %) of the Funds are in Kotak Group Balance Fund and 18.64% (March 31, 2023 19.93 %) of the Funds are in Kotak Group Short Term Bond Fund.
- Kotak Mahindra Life Insurance Ltd.:- The details of investments maintained by Kotak Mahindra Life Insurance Ltd. are not available and have therefore not been disclosed.

X Description of Risk Exposures:

Valuations are based on certain assumptions, which are dynamic in nature and vary over time. As such company is exposed to various risks as follow -

- Salary Increases- Actual salary increases will increase the Plan's liability. Increase in salary increase rate assumption in future valuations will also increase the liability.
 - Investment Risk – If Plan is funded then the mismatch between assets and liabilities and actual return on assets being lower than the discount rate assumed at the last valuation date can impact the liability.
 - Discount Rate: Reduction in discount rate in subsequent valuations can increase the plan's liability.
 - Mortality & disability – Actual deaths & disability cases proving lower or higher than assumed in the valuation can impact the liabilities.
 - Withdrawals – Actual withdrawals proving higher or lower than assumed withdrawals and change of withdrawal rates at subsequent valuations can impact Plan's liability.
- C) **Compensated absences**

The provision for long term compensated absences covers the Company's liability for earned and Contingencies leave, the amount of provision recognized is ₹ 210 (March 31, 2023 ₹ 144).

31 SHARE BASED PAYMENTS

Employee Stock Option Plan

The Company provides share-based payment schemes to its employees. The relevant details of the scheme are as follows:

In December 2010, the Board of Directors approved the PII ESOP 2010 Scheme in order to reward the employees for their past association and performance as well as to motivate them to contribute to the growth and profitability of the Company (including subsidiary companies) with an intent to attract and retain talent in the organization. The aforesaid scheme was duly approved by shareholders in its EGM held on January 21, 2011 and is administered through independent trust. The



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Compensation Committee of the Board has granted following options under PII ESOP 2010 Scheme to certain category of employees as per criteria laid down by Compensation Committee of the Board.

Key terms of the scheme	
Date of Shareholder's Approval	21-Jan-11
Total Number of Options approved	62,62,090
Vesting Requirements	Options shall vest after a lock in period of one year from the date of grant. Option shall vest in four years as per the Company's ESOP plan. (Refer vesting schedule below)
The Pricing Formula	10% discount to market price on National Stock Exchange a day prior to date of grant
Maximum term of Options granted (years)	10 years
Method of Settlement	Shares
Source of shares	Primary-Fresh equity allotment by Company to the Trust
Variation in terms of ESOP	Nil
Vesting schedule	Under the plan, participants are granted options which vests at 15%, 25%, 30%, 30% respectively each year over a period of 4 years or as defined in Grant letter.
Exercisable period	Once vested, the options remain exercisable for a period of six years
Vesting condition	Vesting shall be computed through performance evaluation method based on conditions pre-communicated to employees.

I. Option Movement during the year ended March 2024

Particulars	March 31, 2024		March 31, 2023	
	No. of Options	Wt. avg exercise Price (in ₹)	No. of Options	Wt. avg exercise Price (in ₹)
No. of Options Outstanding at the beginning of the year	42,378	597.37	55,821	604.59
Total number of shares arising as a result of exercise of options	16,718	635.78	13,443	626.94
Money realised by exercise of options (₹ Mn)	-	NA	-	NA
Number of options Outstanding at the end of the year	25,660	677.00	42,378	597.37
Number of Options exercisable at the end of the year	25,660	677.00	42,378	597.37

II. Weighted Average remaining contractual life

Range of Exercise Price	March 31, 2024		March 31, 2023	
	No. of Options Outstanding	Weighted average contractual life (years)	No. of Options Outstanding	Weighted average contractual life (years)
75 to 150	-	NA	373	0.34
450 to 750	25,660	2.05	42,005	2.96

III. The weighted average market share price of options exercised during the year ended March 31, 2024 is ₹ 3,569 (March 31, 2023 is ₹ 3,146)

32 CAPITAL & OTHER COMMITMENT

	March 31, 2024	March 31, 2023
a. Estimated Amount of Contracts remaining to be executed on capital account and not provided for {Net of advances ₹ 476 (March 31, 2023: ₹ 37)}	1,507	838
b. Export Commitment	-	7,706

c. Lessee

The Company leases various offices, warehouses, godown, IT equipment and vehicles. Rental contracts are typically made for fixed periods of 6 months to 9 years. The leases have varying terms, escalation clauses and renewal rights. The Company has recognised Right of Use Assets refer note 4 (d) for these leases except for short term and low value lease.

Amount recognised in statement of profit and loss

Particular	March 31, 2024	March 31, 2023
Short term lease expense	90	83
Low value lease expense	2	2
Total (refer note 23A)	92	85
Amortization of right-of-use assets (refer note 25)	169	144
Interest and finance charges on lease liabilities (refer note 26)	45	39

The maturity analysis of lease liabilities are disclosed in note 38 (II) (b). For Carrying value of lease liability and movement thereof refer note 14 (c).

33 CONTINGENT LIABILITIES

	March 31, 2024	March 31, 2023
a. Claims against the company not acknowledged as debt; *#		
- Sales Tax	274	212
- Excise Duty	327	327
- Income Tax	693	521
- Custom	254	126
- Other matters, including claims relating to customers, labour and third parties etc.	59	129



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Represents amounts as stated in Demand Order excluding interest.

* Pending resolution of the respective proceedings, it is not practicable for the Company to estimate the timings of the cash outflows, if any, in respect of the above as it is determinable only on receipt of the judgements/ decisions pending with various forums / authorities.

The Company has reviewed all its pending litigations and proceedings and has adequately provided for where provisions are required and disclosed as contingent liabilities where applicable, in its financial statements. The Company does not expect the outcome of these proceedings to have a materially adverse effect on its financial position.

“In Company’s assessment the impact of the recent Supreme Court Judgment in case of “Vivekananda Vidyamandir And Others Vs The Regional Provident Fund Commissioner (II) West Bengal” and the related circular (Circular No. C-1/1(33)2019/Vivekananda Vidya Mandir/284) dated March 20, 2019 and circular No. C-1/1(33)2019/Vivekanand Vidyamandir/717 dated August 28, 2019 issued by the Employees’ Provident Fund Organisation in relation to non-exclusion of certain allowances from the definition of “basic wages” of the relevant employees for the purposes of determining contribution to provident fund under the Employees’ Provident Funds & Miscellaneous Provisions Act, 1952 and computation of liability to be done as per provision of Para 2(f) of EPF Scheme, 1952, the aforesaid matter is not likely to have a significant impact and accordingly, no provision has been made in these Financial Statements”.

34 OPERATING SEGMENT

An operating segment is defined as a component of the entity that represents business activities from which it earns revenues and incurs expenses and for which discrete financial information is available. The operating segments are based on the Company’s internal reporting structure and the manner in which operating results are reviewed by the Chief Operating Decision Maker (CODM).

The Company has evaluated the applicability of segment reporting and has concluded that since the Company is operating in the field of Agro Chemicals both in the domestic and export markets and the CODM reviews the overall performance of the agro chemicals business, accordingly the Company has one reportable business segment viz. Agro Chemicals.

I. Revenue:

A. Information about product revenues:

The Company is in the business of manufacturing and distribution of Agro Chemicals. The amount of its revenue from external customers broken down by products is shown in the table below:

	March 31, 2024	March 31, 2023
Active Ingredients and Intermediates	60,805	51,346
Formulations	10,081	10,605
Others	568	753
TOTAL	71,454	62,704

Active Ingredients are the biologically active ingredients of a plant protection product. Formulations mean the combination of various ingredients (active ingredients, co-formulants and solvents) designed to render the product useful and effective.

B. Geographical Areas

- I. The Company is domiciled in India. The amount of its revenue from external customers broken down by location of the customers is shown in the table below (also refer note 38):

	March 31, 2024	March 31, 2023
India	11,659	12,400
Asia (other than India)	17,634	14,174
North America	32,188	27,227
Europe	8,070	6,037
Rest of the World	1,903	2,866
TOTAL	71,454	62,704

- II. The total of Non-current assets (other than financial instruments, current tax assets and deferred tax assets), broken down by location of the assets, is shown in the table below:

	March 31, 2024	March 31, 2023
India	29,069	26,509
Asia (other than India)	0	0
Europe	2	3
TOTAL	29,071	26,512

35 RELATED PARTY DISCLOSURES

Related party disclosure, as required by Indian Accounting Standard-24, is as below:

a) Nature of Related Party relationship

(i) - Subsidiaries, Associates and Controlled Trust:

(a) PILL Finance and Investment Limited	Subsidiary
(b) PI Life Science Research Limited	Subsidiary
(c) PI Japan Co. Limited	Foreign Subsidiary
(d) Solinnos Agro Sciences Private Limited	Associate
(e) PI Kumiai Private Limited	Joint Venture
(f) PII ESOP Trust	Controlled Trust
(g) PI Health Sciences Limited	Subsidiary
(h) Jivagro Limited	Subsidiary
(i) PI Fermachem Private Limited	Subsidiary
(j) PI Bioferma Private Limited	Subsidiary
(k) PI Health Sciences Netherlands B.V	Subsidiary of PI Health Science Ltd (Incorporated as wholly owned subsidiary of the Company w.e.f. April 07, 2023)
(l) Archimica S.P.A.	Subsidiary of PI Health Sciences Netherlands B.V (Incorporated as wholly owned subsidiary of the Company w.e.f. April 27, 2023)
(m) PI Health Sciences USA, LLC	Subsidiary of PI Health Sciences Netherlands B.V (Incorporated as wholly owned subsidiary of the

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

(ii) Key Management Personnel (KMP) & their relatives with whom transactions have taken place

(a) Key Management Personnel	
Mr. Mayank Singhal	Vice Chairman and Managing Director
Mr. Rajnish Sarna	Joint Managing Director
Mr. Narayan K Seshadri	Non-Executive Non-Independent Director w.e.f September 06, 2022 (Chairperson) Non-Executive Independent Director till September 05, 2022 (Chairperson)
Mr. Arvind Singhal	Non-Executive Non-Independent Director
Dr. Tanjore Soundararajan Balganes	Independent Non-Executive Director
Ms. Lisa J Brown	Independent Non-Executive Director
Mr. Shobinder Duggal	Independent Non-Executive Director
Ms. Pia Singh	Independent Non-Executive Director (w.e.f. August 03, 2022)
Mr. Rafael Julio Del Rio Donoso	Non-Executive Non-Independent Director (w.e.f. Feb. 9, 2024)
Mr. Manikantan Viswanathan	Chief Financial Officer
Ms. Sonal Ramanand Tiwari	Company Secretary (w.e.f. December 08, 2022)

(a) Key Management Personnel	
Dr. Raman Ramachandran	Non-Executive – Non-Independent Director (w.e.f. January 01, 2022 till June 30, 2022)
Mr. Pravin K Laheri	Independent Non-Executive Director (retired on September 05, 2022)
Ms. Ramni Nirula	Independent Non-Executive Director (retired on September 05, 2022)

(b) Relatives of Key Management Personnel	
Mr. Salil Singhal	Father of Mr. Mayank Singhal
Ms. Madhu Singhal	Mother of Mr. Mayank Singhal
Ms. Pooja Singhal	Sister of Mr. Mayank Singhal
Ms. Shefali Khushalani	Sister of Mr. Mayank Singhal

(iii) - Entities controlled by KMP with whom transactions have taken place:

- (a) PI Foundation
- (b) Singhal Foundation
- (c) PI Gratuity Trust

b) The following transactions were carried out with related parties in the ordinary course of business:

Nature of Transaction	Type of relation	2023-24		2022-23	
		Transactions during the period	Balance outstanding Dr (Cr)	Transactions during the period	Balance outstanding Dr (Cr)
Compensation to KMP		335		262	
-Short term employee benefits		33		20	
-Post employment benefits	a(ii)(a)	64		51	
-Commission and other benefits to non-executive/ independent directors		47		46	
Salary & Other Perquisites		479	(248)	379	(280)
Total					
Other Transactions		68	(7)	59	-
	a(i)(b)	51	(9)	55	(9)
	a(i)(c)	14	(3)	14	(1)
Purchase of services	a(ii)(b)	-	-	-	0
	a(i)(g)	4	(1)	4	-
	a(i)(h)				
		694	(208)	679	(52)
Purchase of Goods	a(i)(e)	34	(20)	144	(8)
	a(i)(h)	950	(202)	251	(73)
	a(i)(d)				
Sales of services	a(i)(a)	0	0	-	-
	a(i)(b)	0	0	-	-
	a(i)(d)	27	8	8	3



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Nature of Transaction	Type of relation	2023-24		2022-23	
		Transactions during the period	Balance outstanding Dr (Cr)	Transactions during the period	Balance outstanding Dr (Cr)
	a(i)(e)	103	24	92	-
	a(i)(g)	2	3	-	-
	a(i)(h)	34	6	43	-
Sale of Capital Goods	a(i)(g)	0	-	-	-
Sale of Goods	a(i)(e)	271	142	285	187
	a(i)(h)	321	39	479	106
	a(i)(g)	-	-	35	41
Rent and Power Cost received	a(i)(b)	3	0	3	0
Rent received	a(i)(d)	1	0	1	-
	a(i)(e)	5	1	4	-
	a(i)(h)	3	0	3	-
	a(i)(g)	1	0	0	0
Rent paid	a(i)(a)	1	0	0	0
	a(ii)(b)	2	-	2	-
Security Deposits	a(i)(a)	-	0	-	0
Loans given	a(i)(f)	-	15	-	58
	a(i)(g)	3910	-	690	690
Loans Received back	a(i)(f)	43	-	-	-
	a(i)(g)	4600	-	-	-
Interest Received	a(i)(g)	286	5	16	-
Travel & Other expenditure incurred	a(ii)(a)	74	-	51	-
	a(ii)(b)	4	4	10	-
Reimbursement on account of expenses incurred	a(i)(e)	-	-	0	-
	a(i)(h)	-	-	4	-
	a(i)(c)	-	-	1	-
Recovery of dues on account of expenses incurred	a(i)(g)	-	-	2	-
	a(i)(h)	2	-	2	-
Dividend Paid	a(ii)(a)	364	-	240	-
	a(ii)(b)	447	-	292	-
	a(i)(f)	0	-	0	-



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Nature of Transaction	Type of relation	2023-24		2022-23	
		Transactions during the period	Balance outstanding Dr (Cr)	Transactions during the period	Balance outstanding Dr (Cr)
Dividend Received	a(i)(b)	30	-	-	-
Investments	a(i)(i)	-	-	1	-
	a(i)(j)	-	-	1	-
	a(i)(g)	4,165	-	235	-
Investments in OFCD	a(i)(g)	5,500	-	-	-
Contribution towards CSR Activities	a(iii)(a)	218	-	165	-

c) Terms and conditions of transactions with related parties

The sales and purchases / services rendered to and from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances at the year-end are unsecured and interest free and settlement occurs in cash and cash equivalent. There have been no guarantees provided or received for any related party receivables or payables. For the year ended March 31, 2024, the Company has not recorded any impairment of receivables relating to amounts owed by related parties (March 31, 2023: ₹ Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates.

36 DISCLOSURES REQUIRED UNDER THE MICRO, SMALL AND MEDIUM ENTERPRISES DEVELOPMENT (MSMED) ACT, 2006

	March 31, 2024	March 31, 2023
	Amount	Amount
Principal amount due to suppliers registered under the MSMED Act and remaining unpaid as at year end*	53	56
Interest due to suppliers registered under the MSMED Act and remaining unpaid as at year end	0	0
Principal amounts paid to suppliers registered under the MSMED Act, beyond the appointed day during the year	402	723
Interest paid, under Section 16 of MSMED Act, to suppliers registered under the MSMED Act, beyond the appointed day during the year	4	4
Interest paid, other than under Section 16 of MSMED Act, to suppliers registered under the MSMED Act, beyond the appointed day during the year	-	-
Amount of interest due and payable for the period of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding the interest specified under the MSMED Act	-	-
Interest accrued and remaining unpaid at the end of each accounting year	0	1
Amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues above are actually paid to the small enterprise, for the purpose of disallowance of a deductible expenditure under section 23 of the MSMED Act	-	-

* Does not include principal amount outstanding but not due and includes capital vendor amounting to ₹ 22 (March 31, 2023 ₹ Nil).

37 FINANCIAL INSTRUMENTS

1 Financial instruments – Fair values and risk management

A. Financial instruments by category

Note	March 31, 2024			March 31, 2023		
	FVTPL	FVTOCI	Amortised Cost	FVTPL	FVTOCI	Amortised Cost
Financial Assets						
Non-current Assets*						
Investment in Optional Convertible Debenture	7(a)	4,826	-	-	-	-
Investment in financial institution						



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	Note	March 31, 2024			March 31, 2023		
		FVTPL	FVTOCI	Amortised Cost	FVTPL	FVTOCI	Amortised Cost
	7(a)	-	-	514	-	-	-
Derivative financial instruments	7(g)	-	288	-	-	-	-
Other financial asset	7(g)	-	-	162	-	-	157
Loans and advances	7(c)	-	-	-	-	-	690
Current Assets							
Investments	7(b)	9,424	-	3,036	8,819	-	1,024
Trade receivables	7(d)	-	-	7,027	-	-	6,934
Cash and cash equivalents	7(e)	-	-	7,658	-	-	8,047
Bank balance other than cash and cash equivalents	7(f)	-	-	17,786	-	-	13,276
Loans and advances	7(c)	-	-	48	-	-	137
Derivative financial instruments	7(g)	-	158	-	-	-	-
Other financial assets	7(g)	-	-	10	-	-	17
TOTAL		14,250	446	36,241	8,819	-	30,282
Financial Liabilities**							
Non-current Liabilities							
Derivative Financial Instrument	14(b)	-	-	-	-	55	-
Other financial liabilities	14(b)	-	-	179	-	-	209
Current Liabilities							
Trade payables	14(a)	-	-	10,706	-	-	8,360
Derivative Financial Instrument	14(b)	-	-	-	-	37	-
Other financial liabilities	14(b)	-	-	2,702	-	-	2,044
TOTAL		-	-	13,587	-	92	10,613

* Excluding Investment in subsidiaries measured at cost in accordance with Ind AS 27

**Excluding lease liabilities measured in accordance with Ind AS 116

B. Fair value hierarchy

This section explains the judgements and estimates made in determining the fair values of the financial instruments that are (a) recognised and measured at fair value and (b) measured at amortised cost and for which fair values are disclosed in the financial statements. To provide an indication about the reliability of the inputs used in determining fair value, the company has classified its financial instruments into the three levels prescribed under the accounting standard. An explanation of each level follows underneath the table.

Financial assets and liabilities measured at fair value - recurring fair value measurements

	Note	March 31, 2024			March 31, 2023		
		Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Financial assets:-							
Investment in Optional Convertible Debenture	7(a)	-	-	4,826	-	-	-
Investment in mutual funds	7(b)	9,424	-	-	8,819	-	-
Derivative financial instruments	7(g)	-	446	-	-	-	-
TOTAL		9,424	446	4,826	8,819	-	-
Financial Liabilities:-							
Derivative financial instruments	14(b)	-	-	-	-	92	-
TOTAL		-	-	-	-	92	-



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Assets and liabilities which are measured at amortised cost for which fair values are disclosed

	Note	March 31, 2023			March 31, 2022		
		Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Financial assets							
Security deposits	7(g)	-	-	81	-	-	92
Loans and advances to related parties		-	-	18	-	-	755
	7(c)						
TOTAL		-	-	99	-	-	847
Financial liabilities							
Security deposits from contractors	14(b)	-	-	3	-	-	3
TOTAL		-	-	3	-	-	3

The fair value of cash and cash equivalents, bank balances other than Cash and cash equivalents, deposits with financial institution, trade receivables, short term loans, contract assets, current financial assets, trade payables, current financial liabilities and borrowings approximate their carrying amount, largely due to the short-term nature of these instruments. Fair value for security deposits (other than perpetual security deposits) has been presented in the above table. Fair value for all other non-current assets and liabilities is equivalent to the amortised cost, interest rate on them is equivalent to the market rate of interest.

Fair value hierarchy

The table shown above analyses financial instruments carried at fair value, by valuation method. The different levels have been defined below:

Level 1 - This includes financial instruments measured using quoted prices. The mutual funds are valued using closing net assets value (NAV).

Level 2 – The fair value of financial instruments that are not traded in an active market is determined using valuation techniques which maximise the use of observable market data and rely as little as possible on entity-specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2. Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).

Level 3 - If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3.

There are no transfers between level 1, level 2 and level 3 during the year.

Valuation technique used to determine fair value:

Specific valuation techniques used to value financial instruments include:

- The use of quoted market prices
- The fair value of forward foreign exchange contracts is determined using forward exchange rates at the balance sheet date
- The fair value of the remaining financial instruments is determined using discounted cash flow analysis.

The fair values for security deposits (assets & liabilities) were calculated based on present values of cash flows and the discount rates used were adjusted for counterparty or own

credit risk. They are classified as level 3 fair values in the fair value hierarchy due to the inclusion of unobservable inputs including counterparty credit.

38 FINANCIAL RISK MANAGEMENT**Risk management framework**

The Company is exposed to credit risk, liquidity risk and market risk. The Company's board of directors has the overall responsibility for the management of these risks and is supported by Management Advisory Committee that advises on the appropriate financial risk governance framework. The Company has risk management policies and systems in place which are reviewed regularly to reflect changes in market conditions and price risk along with the Company's activities. The Company's audit committee oversees how management monitors compliance with the financial risk management policies and procedures and reviews the adequacy of risk management framework in relation to the risks faced by the Company.

This note explains the sources of risk which the entity is exposed to and how the entity manages the risk and impact of hedge accounting in the financial statements.

I. Credit Risk

Credit risk is the risk of financial loss to the Company if a customer or counterparty to a financial instrument fails to meet its contractual obligation, and arises from the operating activities primarily (trade receivables) and from its financing activities including cash and cash equivalents, deposits with banks, derivatives and other financial instruments. The carrying amount of financial assets represents the maximum credit exposure and is as follows:

Trade and other receivables and contract assets

The Company's exposure to credit risk is influenced mainly by the individual characteristics of each customer. However, management also considers the factors that may influence the credit risk of its customer base, including the default risk of the industry and country in which customers operate including the past trends on recoverability, ECL Provision is considered based on the matrix defined below.

The Company has established a credit policy under which each customer is analyzed individually for creditworthiness before the Company's credit terms are offered. Credit risk is managed through credit approvals, establishing credit limits and continuously monitoring the creditworthiness of customers to which the Company grants credit terms in the normal course of business. Credit limits are established for each customer and



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

reviewed periodically. Any sales order exceeding those limits requires approval from the appropriate authority.

There is one customer having revenue of ₹ 35,292 (March 31, 2023 ₹ 27,802) including an amount of ₹ 23,225 and ₹ 12,067 (March 31, 2023 ₹ 19, 596 and ₹ 8, 206) arising from shipments to United States of America and Japan respectively.

The concentration of credit risk is limited in domestic market due to the fact that the customer base is large and unrelated. The Company's exports are mainly carried out in countries which have stable economic conditions, where the concentration is relatively higher; however the credit risk is low as the customers have good credit ratings.

The Company computes an allowance for impairment of trade receivables based on a simplified approach that represents its expected credit losses. The Company uses an allowance matrix to measure the expected credit loss of trade receivables. Loss rates are based on actual credit loss experienced over the past 3 years. These loss rates are adjusted by considering the available, reasonable and supportive forward-looking information.

The following table provides information about the exposure to credit risk and expected credit loss as at 31 March 2024 and 31 March 2023 for both trade receivables and interest & other charges recoverable from customers under the simplified approach:

As at 31 March 2024	Not due	0-90 days	91-180 days	181-270 days	271-365 days	1-2 year	> 2 years	Other*	Total
Gross carrying amount	5,158	1,393	283	41	14	179	526	223	7,819
Expected loss rate	0%	3%	17%	42%	71%	71%	100.00%	0.00%	
Expected credit losses	0	51	55	17	10	132	526	-	791
Carrying amount (net of impairment)	5,158	1,342	229	24	4	47	-	223	7,027

As at 31 March 2023	Not due	0-90 days	91-180 days	181-270 days	271-365 days	1-2 year	> 2 year	Others*	Total
Gross carrying amount	5,254	828	262	65	12	184	497	597	7,699
Expected loss rate	0.53%	3.15%	16.17%	41.67%	73.85%	73.85%	100%	0.00%	
Expected credit losses	28	26	42	27	9	136	497	-	765
Carrying amount (net of impairment)	5,226	802	220	38	3	48	-	597	6,934

* Others include refund/ return liabilities provision and related party receivable balances as ECL on the related party receivables is nil.

The following table provides information about the exposure to credit risk and expected credit loss:

Reconciliation of loss allowance provision – Trade receivables and Interest and Other charges recoverable from customer

	March 31, 2024	March 31, 2023
Opening balance	764	713
Changes in loss allowance	27	111
Write-off / Adjustment	-	(60)
Closing balance	791	764

The exposure to credit risk and expected credit loss on contract assets as at 31 March 2024 and 31 March 2023 is insignificant and hence no loss allowance has been made.

Cash and cash equivalents, deposits with banks, mutual funds and other financial instruments

Credit risk from balances with banks and other financial instruments is managed by Company in accordance with its policy. Investments of surplus funds are made only with approved counterparties and within credit limits assigned to each counterparty. Counterparty credit limits are reviewed by the management and may be updated throughout the year. Company also invests in mutual funds based on the credit ratings, these are reviewed for safety, liquidity and yield on regular basis.

Impairment on cash and cash equivalents, deposits and other financial instruments has been measured on the 12-month

expected credit loss basis and reflects the short maturities of the exposures. For financial assets which are long term in nature, the expected credit loss is insignificant.

Accordingly, based on the assessment there is no material allowance in the above financial assets.

Derivatives

The derivatives are entered with banks and financial institution counterparties which have low credit risk based on external credit ratings of counterparties.

Exposure to credit risk:

The gross carrying amount of financial assets, net of impairment losses recognized represents the maximum credit exposure. The maximum exposure to credit risk as at March 31, 2024 and March 31, 2023 was as follows:



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	March 31, 2024	March 31, 2023
Trade receivables	7,027	6,934
Cash and cash equivalents	7,658	8,047
Bank balances other than above	17,786	13,276
Investments (including non-current)	12,974	9,843
Investment in optionally convertibles debenture	4,826	-
Loans	48	827
Other financial assets	618	174
TOTAL	50,937	39,101

II. Liquidity risk

Liquidity risk is the risk that the Company will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. The Company's approach to managing liquidity is to ensure, as far as possible, that it will have sufficient liquidity to meet its liabilities when they are due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Company's reputation. Due to the dynamic nature of underlying businesses, the Company maintains flexibility in funding by maintaining availability under committed credit lines.

Management monitors rolling forecast of Company's liquidity position (comprising the undrawn borrowing facilities below) and cash and cash equivalents on the basis of expected cash flows. In addition, the company's liquidity management policy involves projecting cash flows in major currencies and considering the level of liquid assets necessary to meet these, monitoring balance sheet liquidity ratios against internal and external regulatory requirements and maintaining debt financing plans.

(a) Financing arrangements

The Company had access to the following undrawn borrowing facilities at the end of the reporting period:

	March 31, 2024	March 31, 2023
Expiring within one year (Floating rate) (refer note 40)	4,589	4,269

(b) Maturities of financial liabilities

The following are the remaining contractual maturities of financial liabilities at the reporting date. The amounts are gross and undiscounted and include estimated interest payments and exclude the impact of netting agreements.

March 31, 2024	Contractual cash flows					
	Total	3 months or less	3-12 months	1-2 years	2-5 years	More than 5 years
Non-derivative financial liabilities						
Term Loans from Banks	-	-	-	-	-	-
Interest payment on term loan	-	-	-	-	-	-
Trade Payables (Due to micro and small enterprises)	265	265	-	-	-	-
Trade Payables (Other Trade Payables)	10,441	10,441	-	-	-	-
Employee payables	854	20	834	-	-	-
Security Deposits from Dealers	179	-	-	-	-	179
Security Deposits from Contractors	3	3	-	-	-	-
Unclaimed Dividends	4	4	-	-	-	-
Unspent CSR	8	8	-	-	-	-
Creditors for Capital Purchases	336	336	-	-	-	-
Lease Liabilities	529	53	129	146	183	18
Other Payable	1,498	1,075	423	-	-	-
TOTAL	14,117	12,205	1,386	146	183	197



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

March 31, 2023	Contractual cash flows					
	Total	3 months or less	3-12 months	1-2 years	2-5 years	More than 5 years
Non-derivative financial liabilities						
Term Loans from Banks	-	-	-	-	-	-
Interest payment on term loan	-	-	-	-	-	-
Trade Payables (Due to micro and small enterprises)	778	778	-	-	-	-
Trade Payables (Other Trade Payables)	7,582	7,582	-	-	-	-
Employee payables	651	-	651	-	-	-
Security Deposits from Dealers	207	-	-	-	-	207
Security Deposits from Contractors	3	1	-	2	-	-
Unclaimed Dividends	67	67	-	-	-	-
Creditors for Capital Purchases	348	348	-	-	-	-
Lease Liabilities	405	36	98	94	145	32
Other Payable	977	577	400	-	-	-
TOTAL	11,018	9,389	1,149	96	145	239

III. Market risk

Market risk is the risk that changes in market prices - such as foreign exchange rates, interest rates and equity prices - will affect the Company's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters while optimizing the return.

The Company is exposed to market risk primarily related to foreign exchange rate risk (currency risk), interest rate risk and market value of its investments. Thus, the Company's exposure to market risk is a function of investing and borrowing activities and revenue generating and operating activities in foreign currencies.

Foreign Currency risk

The company is exposed to foreign exchange risk arising from foreign currency transactions, primarily with respect to the US\$ and Euro. Foreign exchange risk arises from future commercial transactions and recognised assets and liabilities denominated in a currency that is not the Company's functional currency (₹). The Company uses forward exchange contracts to hedge its currency risk and are used exclusively for hedging purposes and not for trading and speculative purposes. These forward exchange contracts, carried at fair value, may have varied maturities depending upon the primary host contract requirement and risk management strategy of the Company. The objective of the hedges is to minimize the volatility of the ₹ cash flows of highly probable forecast transactions.

The Company's risk management policy is to hedge around 50% to 100% for first year and balance up to 70% of the net exposure with forward exchange contracts. The remaining exposure is kept to an acceptable level by buying or selling foreign currencies at spot rates when necessary to address short term requirements. Hedging decisions are based on rolling forex cash flow statement prepared and reviewed on a monthly basis. Such contracts are designated as cash flow hedges.

The foreign exchange forward contracts are denominated in the same currency as the highly probable future sales transaction; therefore, the hedge ratio is 1:1. The Company's hedge policy allows for effective hedge relationships to be established. Hedge effectiveness is determined at the inception of the hedge relationship, and through periodic prospective assessments to ensure that an economic relationship exists between the hedged item and the hedged instrument. The Company enters into hedge instruments where the critical terms of hedging instrument are aligned with terms of the hedged item.

Ineffectiveness is recognised on a cash flow hedge where the cumulative change in the value of the hedging instruments exceeds on an absolute basis the change in the value of the hedged item attributable to the hedged risk. Hedge ineffectiveness may arise due to the following:

- The critical terms of the hedging instrument and the hedged item differ (i.e. nominal amounts, timing of the forecast transaction, interest resets change from what was originally estimated), or
- Differences arise between the credit risk inherent within the hedged item and the hedging instrument.

Foreign currency risk exposure -

The currency profile of financial assets and financial liabilities as at March 31, 2024 and March 31, 2023 expressed in Indian Rupees (₹) are as below



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Non derivative

Particulars	March 31, 2024				
	USD	EURO	JPY	GBP	CHF
Financial assets					
Cash and cash equivalents (EEFC Account)	3,259	-	-	-	-
Trade receivables	4,163	(7)	-	-	-
	7,422	(7)	-	-	-
Financial liabilities					
Trade payables	5,072	68	10	-	9
Creditors for capital purchases	8	0	-	10	-
	5,080	68	10	10	9

Particulars	March 31, 2023				
	USD	EURO	JPY	GBP	CHF
Financial assets					
Cash and cash equivalents (EEFC Account)	2,949	-	-	-	-
Trade receivables	4,368	47	9	-	-
	7,317	47	9	-	-
Financial liabilities					
Trade payables	3,321	31	9	3	0
	3,321	31	9	3	0

The following significant exchange rates have been applied during the year.

	Year-end spot rate (₹)	
	March 31, 2024	March 31, 2023
USD	83.41	82.17
EUR	89.88	89.44
JPY (100)	55.07	61.60
GBP	105.03	101.65
CHF	92.04	89.58

Sensitivity analysis

A reasonably possible strengthening (weakening) of the foreign currency at March 31 would have affected the measurement of financial instruments denominated in foreign currencies and affected equity and profit or loss by the amounts shown below. This analysis assumes that all other variables, interest rates, remain constant and ignores any impact of forecast sales and purchases. Impact of hedging, if any has not been considered here. A 5% increase or decrease is used when reporting foreign currency risk internally to key management personnel and represents management's assessment of the reasonably possible change in foreign currency rate.

Effect in ₹	Profit or loss, net of tax		Impact on other components of equity, net of tax	
	Strengthening	Weakening	Strengthening	Weakening
March 31, 2024				
5% movement				
USD	76	(76)	-	-
EUR	(2)	2	-	-
JPY	(0)	0	-	-
GBP	(1)	1	-	-
CHF	(0)	0	-	-
TOTAL	73	(73)	-	-



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Effect in ₹	Profit or loss, net of tax		Impact on other components of equity, net of tax	
	Strengthening	Weakening	Strengthening	Weakening
March 31, 2023				
5% movement				
USD	130	(130)	-	-
EUR	1	(1)	-	-
JPY	(0)	0	-	-
GBP	-	-	-	-
TOTAL	131	(131)	-	-

Interest rate risk

The Company's main interest rate risk arises from long term foreign currency and working capital borrowings at variable rates. Company's investments are primarily in fixed deposits which are short term in nature and do not expose it to interest rate risk. The Company regularly evaluates the interest rate hedging requirement to align with interest rate views and defined risk appetite, in order to ensure most cost-effective interest rate risk management.

Exposure to interest rate risk

The interest rate profile of the Company's interest-bearing financial instruments as reported to the management of the Company is as follows:

	March 31, 2023	March 31, 2022
Fixed-rate instruments		
Financial assets	25,194	18,883
Financial Liabilities	-	-
Variable-rate instruments		
Financial liabilities	-	-
TOTAL	25,194	18,883

Fair value sensitivity analysis for fixed-rate instruments

The Company does not account for any fixed-rate financial assets or financial liabilities at fair value through profit or loss. Therefore, a change in interest rates at the reporting date would not affect profit or loss.

Cash flow sensitivity analysis for variable-rate instruments

There are no variable rate instruments so no cash flow sensitivity analysis has been done.

IV. Price risk

The Company's exposure to price risk arises from investment in mutual funds and classified in the balance sheet as fair value through profit and loss. Mutual fund investments are susceptible to market price risk, mainly arising from changes in the interest rates or market yields which may impact the return and value of such investments. However, due to very short tenor of the underlying portfolio in the liquid schemes, these do not pose any significant price risk. Company reviews these mutual fund investments based on safety, liquidity and yield on regular basis.

V. Impact of Hedging activities

(a) Disclosure of hedge accounting on financial position

Type of hedge and risk	No. of outstanding contracts	Nominal Value (₹)	Carrying value of hedging instrument * (₹)	Maturity date	Hedge ratio	Weighted average strike price/rate
March 31, 2024						
Foreign exchange forward contracts	309	46,149	446	April 2024 to - Sep 2026	1:1	US\$1: ₹86.26
March 31, 2023						
Foreign exchange forward contracts	183	30,184	(92)	April 2023 to - June 2026	1:1	US\$1: ₹85.03

Refer Note No. 7(g) and 14 (b)



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

(b). Disclosure of effects of hedge accounting on financial performance

Type of hedge	March 31, 2024			
	Change in value of hedging instrument recognised in other comprehensive income	Hedge ineffectiveness recognised in profit and loss account	Amount reclassified from cash flow hedging reserve to profit and (loss)	Line item affected in statement of profit and loss account because of this reclassification
Foreign exchange forward contracts	569	-	44	Revenue

Type of hedge	March 31, 2023			
	Change in value of hedging instrument recognised in other comprehensive income	Hedge ineffectiveness recognised in profit and loss account	Amount reclassified from cash flow hedging reserve to profit and (loss)	Line item affected in statement of profit and loss account because of this reclassification
Foreign exchange forward contracts	(736)	-	(100)	Revenue

(c). Movement in the cash flow hedge reserve

Effective portion of Cash flow Hedges	Amount
As at April 01, 2022	356
Less: Effective portion of gains/(losses) on cash flow hedges	(736)
Add: Amount reclassified to profit and loss account	100
Add: Deferred tax relating to above	222
As at March 31, 2023	(58)
Add: Effective portion of gains/(losses) on cash flow hedges	569
Less: Amount reclassified to profit and loss account	(44)
Less: Deferred tax relating to above	(183)
As at March 31, 2024	284
No change.	

(d). Sensitivity analysis

A reasonably possible strengthening (weakening) of the Indian Rupee against US dollars at March 31 would have affected the measurement of foreign forward exchange contract designated as cash flow hedges and affected equity and profit or loss by the amounts shown below. This analysis assumes that all other variables, in particular interest rates, remain constant and ignores any impact of forecast sales and purchases. A 5% increase or decrease is used when reporting foreign currency risk internally to key management personnel and represents management's assessment of the reasonably possible change in foreign currency rate

Effect in ₹	Profit or loss, net of tax		Impact on other components of equity, net of tax	
	Strengthening	Weakening	Strengthening	Weakening
March 31, 2024				
5% movement			1,501	(1,501)
USD	-	-		
March 31, 2023				
5% movement			982	(982)
USD	-	-		



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

39 CAPITAL MANAGEMENT

The Company's policy is to maintain a strong capital base so as to maintain investor, creditor and market confidence and to sustain future development of the business. The primary objective of the Company's Capital management is to maximise shareholder's value. The Company manages its capital and makes adjustment to it in light of the changes in economic and market conditions.

The Company manages capital using gearing ratio, which is total debt divided by total equity. The gearing ratio at the end of the reporting period was as follows:

		As at March 31, 2024	As at March 31, 2023
Borrowings (Non-current)		-	-
Borrowings (Current)		-	-
Total Debt	A	-	-
Total Equity	B	86,812	70,968
Debt to Equity ratio	A/B	NA	NA

No changes were made in the objectives, policies or processes for managing capital of the Company during the current and previous year. Also, refer note 13(B) relating to details on dividend declared and distributed.

40 ASSETS PLEDGED AS SECURITY

The carrying amounts of assets pledged as security for borrowings (refer note 38 (II) (a)) are:

	As at March 31, 2023	As at March 31, 2022
Property, plant and equipment		
Second charge	14,113	10,419
Floating charge on Other Assets	60,179	54,105
TOTAL	74,292	64,524

41. Additional regulatory information required by Schedule III of Companies Act, 2013

(i) Transactions with Struck off companies:-

As on March 31, 2024					
Name of the struck off company	Nature of transactions with struck off company	Balance outstanding as at current period	Relationship with the struck off company if any, to be disclosed	Balance outstanding as at Previous period	Relationship with the struck off company if any, to be disclosed
AADHAR AGROTECH RESEARCH INDIA (CIN: U01403CT2012PTC000150)	Receivable	0.02	Not Applicable	-	Not Applicable
BETA LINES SHIPPING (MUM) PRIVATE LIMITED (CIN: U63000MH2002PTC137854)	Payable	-	Not Applicable	-	Not Applicable
MILLENNIUM PROPERTIES PVT LIMITED (CIN: U70100MH2000PTC124972)	Shareholder	-	Not Applicable	-	Not Applicable

As on March 31, 2023					
Name of the struck off company	Nature of transactions with struck off company	Balance outstanding as at current period	Relationship with the struck off company if any, to be disclosed	Balance outstanding as at Previous period	Relationship with the struck off company if any, to be disclosed
MILLENNIUM PROPERTIES PVT LIMITED (CIN: U70100MH2000PTC124972)	Shareholder	-	Not Applicable	0	Not Applicable

The Company has entered into above mentioned transactions in ordinary course of business and the Company does not have any relationship with these struck off Companies.

(ii) **Details of Benami property:** No proceedings have been initiated or are pending against the Company for holding any Benami property under the Benami Transactions (Prohibition) Act, 1988 (45 of 1988) and the rules made thereunder.



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

(iii) Utilisation of borrowed funds and share premium:

The Company has advanced or loaned or invested funds to following entities with the understanding that the intermediary shall:

- Directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company (Ultimate beneficiaries) or
- Provide any guarantee, security or the like to or on behalf of the ultimate beneficiaries

The details are as follows:

Name of the intermediary to which the funds are loaned or invested	Type	Date of transaction	Amount
PI Health Science limited	Loan	May 31, 2023	2,986
	Loan	June 07, 2023	414
	Equity	June 07, 2023	4,165
	Loan	August 04, 2023	100
	Loan	October 30, 2023	10
	Loan	November 01, 2023	90
	Loan	November 20, 2023	150
	Loan	December 31, 2023	70
	Loan	December 31, 2023	70
	Loan	January 12, 2024	20
	Repayment	January 25, 2024	4,600
	OFCDs	January 25, 2024	5,500

Name of the intermediary to which the funds are loaned or invested	Type	Date of Transaction	Amount in Mn #*	Ultimate beneficiaries
PI Health Sciences Netherland B.V.	Investment	April 21, 2023	€ 22.93	Archimica s.p.a and PI Health Sciences USA, LLC
	Loan	April 21, 2023	€ 13.06	
	Loan	May 18, 2023	€ 1.50	
	Loan	May 31, 2023	\$ 5.00	
	Loan	October 18, 2023	€ 0.70	
	Loan	February 26, 2024	€ 1.45	
	Loan	March 05, 2024	€ 2.00	
	Loan	March 26, 2024	€ 1.00	

€ represents euro and \$ represents US Dollar

*Relevant provisions of the Foreign Exchange Management Act, 1999 (42 of 1999) and Companies Act has been complied with for such transactions and the transactions are not violative of the Prevention of Money-Laundering Act, 2002 (15 of 2003)

The Company has not received any fund from any person(s) or entity (ies), including foreign entities (Funding Party) with the understanding (whether recorded in writing or otherwise) that the Company shall:

- Directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the funding part (Ultimate beneficiaries) or
 - Provide any guarantee, security or the like to or on behalf of the ultimate beneficiaries
- (iv) Compliance with number of layers of companies:** The Company has complied with the number of layers prescribed under the Companies Act, 2013.
- v) Compliance with approved scheme(s) of arrangements:** The Company has not entered into a scheme of arrangement during the year
- (vi) Undisclosed income:** There is no income surrendered or disclosed as income during the current or previous year in

the tax assessments under the Income Tax Act, 1961, that has not been recorded in the books of account.

- (vii) Details of crypto currency or virtual currency:** The Company has not traded or invested in crypto currency or virtual currency during the current or previous year.
- (viii) Valuation of PP&E, intangible asset and investment property:** The Company has not revalued its property, plant and equipment (including right-of-use assets) or intangible assets or both during the current or previous year.
- (ix)** As at March 31, 2024, the Company has not granted any loans or advances in the nature of Loans to the promoters, directors, KMPs and the related parties (as defined under Companies Act, 2013), either severally or jointly with any other person which are repayable on demand or without specifying any terms or period of repayment (March 31, 2023: Nil).



NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

- (x) The Company has not been declared as a Wilful Defaulter by any bank or financial institution or government or any government authority.
- (xi) Details of loans given, investment made and guarantee given covered under section 186(4) of the Companies Act, 2013:
- Details of investments and loans are given in Note 7 (a) and 7 (c) respectively.
 - The purpose of above loans and investment is for Acquisition of entities, Capital assets, Working capital or any other purpose.
42. The Company has raised ₹ 20,000 during the quarter ended 30th September 2020 through Qualified Institutional Placement (QIP) of equity shares. Out of the funds received of ₹ 19,750 (net of expense ₹ 250), the Company had invested ₹ 9,840 during the FY 23-24, in one of its subsidiary, PI Health Sciences Limited. Balance funds of ₹ 9,910 received pursuant to QIP remain invested in fixed deposits, liquid and other debt mutual funds (also refer note 44).
43. The goodwill on Isagro and Investment in Jivagro are tested for impairment annually. The recoverable amount of Goodwill and Investment has been determined from a value in use calculation which require the use of assumptions. The value in use calculation uses cash flow forecasts based on the most recently approved financial budgets and business projections by the management, which cover a period of five years. Key assumptions underlying the value in use calculation are those regarding expected revenues, a post-tax discount rate of 16% per annum. Sales growth projections considers managements' expectation of market development, current industry trends and post-tax discount rate based on the relevant risks. 4% growth rate has been used to extrapolate the cash flow projections beyond the five-year period of the approved financial budgets. The management believes that any reasonably possible change in the key assumptions would not cause the carrying amount to exceed the recoverable amount of the cash generating unit.
44. As at March 31, 2024, investments in equity shares and optionally convertible debentures of PI health Science Limited amounted to ₹ 5,084 and ₹ 4,826 respectively. Accumulated losses as at 31 March 2024 amounts to ₹ 1,028. Management periodically assesses whether there is an indication that such investment may be impaired. For investment, where impairment indicators exist, management compares its carrying amount with the recoverable amount. Recoverable amount is value in use of the investment computed based upon discounted projected profitability. As on the reporting date, the recoverable amount, determined by independent valuer is more than the carrying amount and accordingly no adjustments to the carrying amount is required in the books of accounts. Key assumptions underlying the value in use calculation are those regarding expected revenues, a post-tax discount rate of 13% per annum. Sales growth projections considers managements' expectation of market development, current industry trends and post-tax discount rate based on the relevant risks. 3% growth rate has been used in terminal year. The management believes that any reasonably possible change in the key assumptions would not cause the carrying amount to exceed the recoverable amount of the cash generating unit.
45. Intangible Assets under Development are tested for impairment annually. The recoverable amount is determined from value in use computed based upon discounted projected profitability approved by the management. As on the reporting date the recoverable amount, determined by independent valuer is more than the carrying amount and accordingly no adjustments to the carrying amount is required in the books of accounts. Key assumptions underlying the value in use calculation are those regarding expected revenues, a post-tax discount rate of 12% to 16% per annum (31 March 2023: 12% to 16%). The management believes that any reasonably possible change in the key assumptions would not cause the carrying amount to exceed the recoverable amount.
46. During the year, material lost in transit amounting to ₹ 401 was recovered, out of which, ₹ 351 has been re-processed and sold to the customer. Balance material is under evaluation.
47. The Company has widely used ERP as its accounting software for maintaining its books of Account which has a feature of recording audit trail (edit log) facility and has operated throughout the year for all the financial transactions at application level, other than an IT administrator with debug access rights to find and fix the errors and direct changes at database level. The Company has necessary internal controls and review process to ensure that there are no unauthorized access and unauthorized changes.
48. These financial statements were approved by the board of directors of the Company in their meeting dated May 21, 2024, and are subject to shareholder approval at the forthcoming Annual General Meeting of shareholders.
49. **EVENTS AFTER REPORTING DATE**
- The Board of Directors in the meeting held on May 21, 2024 have recommended a final dividend of ₹ 9 per share for the year ended March 31, 2024 which is subject to the approval of shareholders in the ensuing annual general meeting.

These are the notes to the financial statements referred to in our report of even date

For Price Waterhouse Chartered Accountants LLP
Firm Reg. No. 012754N/N500016

Sd/-
Sougata Mukherjee
Partner
Membership Number 057084

For and on behalf of the Board of Directors

Sd/-
Mayank Singhal
Vice Chairman & Managing Director
DIN: 00006651

Sd/-
Rajnish Sarna
Joint Managing Director
DIN: 06429468

Sd/-
Manikantan Viswanathan
Chief Financial Officer

Sd/-
Sonal Ramanand Tiwari
Company Secretary

Place: Mumbai
Date: May 21, 2024



Independent Auditor’s Report

To the Members of PI Industries Limited

Report on the Audit of the Consolidated Financial Statements

Opinion

1. We have audited the accompanying consolidated financial statements of PI Industries Limited (hereinafter referred to as the “Holding Company”) and its subsidiaries (Holding Company and its subsidiaries together referred to as “the Group”), controlled trust, its associate company and joint venture entity (refer Note 3(c) to the attached consolidated financial statements), which comprise the consolidated Balance Sheet as at March 31, 2024, and the consolidated Statement of Profit and Loss (including Other Comprehensive Income), the consolidated Statement of Changes in Equity and the consolidated Statement of Cash Flows for the year then ended, and notes to the consolidated financial statements, material accounting policy information and other explanatory information (hereinafter referred to as “the consolidated financial statements).
2. In our opinion and to the best of our information and according to the explanations given to us, the aforesaid consolidated financial statements give the information required by the Companies Act, 2013 (“the Act”) in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India, of the consolidated state of affairs of the Group, controlled trust, its associate company and joint venture entity as at March 31, 2024, and consolidated total comprehensive income (comprising of profit and other comprehensive income), consolidated changes in equity and its consolidated cash flows for the year then ended.

Basis for Opinion

3. We conducted our audit in accordance with the Standards on Auditing (SAs) specified under Section 143(10) of the Act. Our responsibilities under those Standards are further described in the “Auditor’s Responsibilities for the Audit of the Consolidated Financial Statements” section of our report. We are independent of the Group, controlled trust, its associate company and jointly venture entity in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in India in terms of the Code of Ethics issued by the Institute of Chartered Accountants of India and the relevant provisions of the Act, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained and the audit evidence obtained by the other auditors in terms of their reports referred to in sub-paragraph 14 and 15 of the Other Matters section below, other than the unaudited financial statements/ financial information as certified by the management and referred to in sub-paragraph 16 of the Other Matters section below, is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

4. Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matter	How our audit addressed the key audit matter
<p>Assessment of impairment of Goodwill arising from the consolidated financial statements of PI Health Science Limited</p> <p>(Refer to note 5 in the consolidated financial statements)</p> <p>The Group had recognised goodwill arising out of business acquisition during the year by PI Health Sciences Limited, the carrying value of which is INR 2,783 Million as on March 31, 2024.</p> <p>The Group has performed an impairment assessment of the carrying value of Goodwill as on the balance sheet date by estimating the recoverable value of the related cash generating unit (‘CGU’) using the discounted cash flow model with the involvement of a valuation expert engaged by the management. Based on its assessment, the management has concluded that no provision for impairment of goodwill was necessary as at March 31, 2024.</p> <p>We have considered this to be a key audit matter as the assessment of recoverable value using discounted cash flow forecast required significant management judgement in respect of certain key inputs like determining on appropriate discount rate, future cash flows and terminal growth rate.</p>	<p>Our audit procedures included the following:</p> <ul style="list-style-type: none"> • Understood and evaluated the design and tested the operating effectiveness of controls around assessment of impairment to the carrying value of Goodwill. • Evaluated whether the Group’s determination of CGU was consistent with our understanding and knowledge of its operations. • Evaluated the independence, competence, capabilities and objectivity of the valuation expert engaged by the Management. • Examined the report prepared by the external valuation expert engaged by the management and understood and evaluated the projections thereon by testing key inputs and assumptions made in the value in use calculations and performed sensitivity analysis. • With the involvement of the auditor’s expert, assessed the key assumptions considered in forecasting the cash flows for assessment of recoverable value of the CGU. • Read the auditor’s report on the consolidated financial statements of PI Health Science Limited to identify any information/ disclosure which may have an impact on the assessment of Goodwill impairment. • Verified the adequacy and appropriateness of the disclosures made in the consolidated financial statements. <p>Based on the above procedures performed, the management’s assessment of impairment of goodwill is considered reasonable.</p>



Other Information

5. The Holding Company's Board of Directors is responsible for the other information. The other information comprises the Integrated Report, including Management Discussion and Analysis, Board's Report, Business Responsibility and Sustainability Report (BRSR) and Corporate Governance report but does not include the consolidated financial statements and our auditor's report thereon, which we obtained prior to the date of this auditor's report, and the assurance report on BRSR and selected GRI Indicators, which is expected to be made available to us after that date. Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon. In connection with our audit of the consolidated financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements, or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed and the reports of the other auditors as furnished to us (Refer paragraph 14 below), that we have obtained prior to the date of the auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard. When we read the assurance report on BRSR and on selected GRI Indicators, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

6. The Holding Company's Board of Directors is responsible for the preparation and presentation of these consolidated financial statements in term of the requirements of the Act that give a true and fair view of the consolidated financial position, consolidated financial performance and consolidated cash flows, and changes in equity of the Group including its controlled trust, its associate company and joint venture entity in accordance with the accounting principles generally accepted in India, including the Accounting Standards specified under Section 133 of the Act. The respective Board of Directors of the companies included in the Group, controlled trust and of its associate company and joint venture entity are responsible for maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets of the Group and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and the design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring accuracy and completeness of the accounting records, relevant to the preparation and presentation of the consolidated financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error, which have been used for the purpose of preparation of the consolidated financial statements by the Directors of the Holding Company, as aforesaid.
7. In preparing the consolidated financial statements, the respective Board of Directors of the companies included in the Group, controlled trust and of its associate company and joint venture entity are responsible for assessing the ability of the Group, controlled trust and of its associate company and joint venture entity to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

8. The respective Board of Directors of the companies included in the Group, controlled trust and of its associate company and joint venture entity are responsible for overseeing the financial reporting process of the Group, controlled trust and of its associate company and joint venture entity.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

9. Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.
10. As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:
 - Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
 - Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under Section 143(3) (i) of the Act, we are also responsible for expressing our opinion on whether the Holding company has adequate internal financial controls with reference to consolidated financial statements in place and the operating effectiveness of such controls.
 - Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
 - Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of the Group, controlled trust and its associate company and joint venture entity to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group, controlled trust and its associate company and joint venture entity to cease to continue as a going concern.
 - Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group, controlled trust and its associate company and joint venture entity to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the audit of the financial statements of such entities included in the consolidated financial statements of which we are the independent auditors. For the other entities included in the consolidated financial statements, which have been audited by other auditors, such other auditors remain responsible for the direction, supervision and performance of the audits carried out by them. We remain solely responsible for our audit opinion.
11. We communicate with those charged with governance of the Holding Company and such other entities included in the consolidated financial statements of which we are the independent auditors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
 12. We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.
 13. From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Other Matters

14. We did not audit the consolidated financial statements of two subsidiaries (including three step-down subsidiaries, one associate and one joint venture) whose financial statements reflect total assets of Rs 13,948 Mn and net assets of Rs 4,530 Mn as at March 31, 2024, total revenue of Rs. 3,217 Mn, total comprehensive loss (comprising of profit and other comprehensive loss) of Rs 774 Mn and net cash flows amounting to Rs 474 Mn for the year ended on that date, as considered in the consolidated financial statements. These financial statements have been audited by other auditors whose reports have been furnished to us by the Management, and our opinion on the consolidated financial statements insofar as it relates to the amounts and disclosures included in respect of these subsidiaries (including three step-down subsidiaries, one associate and one joint venture) and our report in terms of sub-section (3) of Section 143 of the Act including report on Other Information insofar as it relates to the aforesaid subsidiaries, is based solely on the reports of the other auditors.
 15. We did not audit the financial statements of four subsidiaries and one controlled trust whose financial statements reflect total assets of Rs 3,041 Mn and net assets of Rs 2,394 Mn as at March 31, 2024, total revenue of Rs. 2,434 Mn, total comprehensive income (comprising of profit and other comprehensive income) of Rs 187 Mn and net cash flows amounting to Rs 15 Mn for the year ended on that date, as considered in the consolidated financial statements. These financial statements have been audited by other auditors whose reports have been furnished to us by the Management, and our opinion on the consolidated financial statements insofar as it relates to the amounts and disclosures included in respect of these subsidiaries and one controlled trust company and our report in terms of sub-section (3) of Section 143 of the Act including report on Other Information insofar as it relates to the aforesaid subsidiaries and controlled trust, is based solely on the reports of the other auditors.
 16. We did not audit the financial statements of one subsidiary whose financial statements reflect total assets of Rs 37 Mn and net assets of Rs 23 Mn as at March 31, 2024, total revenue of Rs. 51 Mn, total comprehensive income (comprising of profit and other comprehensive income) of Rs 1 Mn and net cash flows amounting to Rs 2 Mn for the year ended on that date, as considered in the consolidated financial statements. These financial statements are unaudited and have been furnished to us by the Management, and our opinion on the consolidated financial statements insofar as it relates to the amounts and disclosures included in respect of this subsidiary and our report in terms of sub-section (3) of Section 143 including Rule 11 of the Companies (Audit and Auditors) Rules, 2014 of the Act including report on Other Information insofar as it relates to the aforesaid subsidiary is based solely on such unaudited financial statements. In our opinion and according to the information and explanations given to us by the Management, these financial statements are not material to the Group.
- Our opinion on the consolidated financial statements, and our report on Other Legal and Regulatory Requirements below, is not modified in respect of the above matters with respect to our reliance on the work done and the reports of the other auditors and the financial statements certified by the Management.

Report on Other Legal and Regulatory Requirements

17. As required by the Companies (Auditor's Report) Order, 2020 ("CARO 2020"), issued by the Central Government of India in terms of sub-section (11) of Section 143 of the Act, we give in the Annexure B, a statement on the matter specified in paragraph 3(xxii) of CARO 2020.

In our opinion, and according to the information and explanation given to us, Caro 2020 is not applicable to one subsidiary and controlled trust included in the Consolidated Financial Statements, hence this report doesn't contain a statement on the matter specified in paragraph 3(xxii) of Caro 2020 in relation to that subsidiary company and controlled trust.

18. As required by Section 143(3) of the Act, we report, to the extent applicable, that:
 - (a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit of the aforesaid consolidated financial statements.
 - (b) In our opinion, proper books of account as required by law relating to preparation of the aforesaid consolidated financial statements have been kept so far as it appears from our examination of those books and the reports of the other auditors except for the matters stated in paragraph 18(h)(vi) below on reporting under Rule 11(g) of the Companies (Audit and Auditors) Rules, 2014 (as amended).
 - (c) The Consolidated Balance Sheet, the Consolidated Statement of Profit and Loss (including other comprehensive income), the Consolidated Statement of Changes in Equity and the Consolidated Statement of Cash Flows dealt with by this Report are in agreement with the relevant books of account and records maintained for the purpose of preparation of the consolidated financial statements.



- (d) In our opinion, the aforesaid consolidated financial statements comply with the Accounting Standards specified under Section 133 of the Act.
- (e) On the basis of the written representations received from the directors of the Holding Company as on March 31, 2024 taken on record by the Board of Directors of the Holding Company and the reports of the statutory auditors of its subsidiary companies, associate company and joint venture entity incorporated in India, none of the directors of the Group companies, its associate company and joint venture entity incorporated in India is disqualified as on March 31, 2024 from being appointed as a director in terms of Section 164(2) of the Act.
- (f) With respect to the maintenance of accounts and other matters connected therewith, reference is made to our remarks in paragraph 18(h)(vi) below on reporting under Rule 11(g) of the Rules.
- (g) With respect to the adequacy of internal financial controls with reference to consolidated financial statements of the Group and the operating effectiveness of such controls, refer to our separate report in Annexure A.
- (h) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditor's) Rules, 2014, in our opinion and to the best of our information and according to the explanations given to us:
- i. The consolidated financial statements disclose the impact, if any, of pending litigations on the consolidated financial position of the Group, controlled trust, its associate company and joint venture entity – Refer Note 33 to the consolidated financial statements.
 - ii. The Group, controlled trust, its associate company and joint venture entity did not have any long-term contracts including derivative contracts as at March 31, 2024 for which there were no material foreseeable losses.
 - iii. There has been no delay in transferring amounts required to be transferred to the Investor Education and Protection Fund by the Holding Company and its subsidiary companies, controlled trust, associate company and joint venture entity incorporated in India during the year.
 - iv. (a) The respective managements of the Company and its subsidiaries, its associate company and joint venture entity which are companies incorporated in India whose financial statements have been audited under the Act have represented to us and the other auditors of such subsidiaries, its associate company and joint venture entity respectively that, to the best of their knowledge and belief, other than as disclosed in Note 42(x) to the financial statements, no funds (which are material either individually or in the aggregate) have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company or any of such subsidiaries, its associate company and joint venture entity to or in any other person or entity, including foreign entities ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company or any of such subsidiaries, its associate company and joint venture entity ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.
 - (b) The respective Managements of the Company and its subsidiaries, its associate company and joint venture entity which are companies incorporated in India whose financial statements have been audited under the Act have represented to us and the other auditors of such subsidiaries, its associate company and joint venture entity respectively that, to the best of their knowledge and belief, other than as disclosed in the Notes 42(xi) to the financial statements, no funds (which are material either individually or in the aggregate) have been received by the Company or any of such subsidiaries, its associate company and joint venture entity from any person or entity, including foreign entities ("Funding Parties"), with the understanding, whether recorded in writing or otherwise, that the Company or any of such subsidiaries, its associate company and joint venture entity shall, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.
 - (c) Based on the audit procedures, that has been considered reasonable and appropriate in the circumstances, performed by us and those performed by the auditors of the subsidiaries, its associate company and joint venture entity which are companies incorporated in India whose financial statements have been audited under the Act, nothing has come to our or other auditor's notice that has caused us or the other auditors to believe that the representations under sub-clause (i) and (ii) of Rule 11(e) contain any material misstatement.
 - v. The dividend declared and paid during the year by the Holding Company and one subsidiary company, is in compliance with Section 123 of the Act. The other subsidiary companies, controlled trust, its associate company and joint venture entity, has not declared or paid any dividend during the year.
 - vi. Based on our examination, which included test checks and that performed by the respective auditors of the subsidiaries, associate and joint venture entity which are companies incorporated in India whose financial statements have been audited under the Act:
 - (a) the Holding Company has used accounting software for maintaining its books of account which has a feature of recording audit trail (edit log) facility and that has operated throughout the year for all relevant transactions recorded in the software, except that the audit log (a) is not maintained at the application level in case of modification, if any, by IT administrator with debug access rights to find and fix errors; and (b) was not enabled to record any direct changes at the database level. During the course of performing our procedures, in respect of the audit trail feature enabled, we did not notice any instance of the audit trail feature being tampered with. Also, refer note 45 to the consolidated financial statements.
 - (b) the following remarks were included in the audit reports dated May 15, 2024, April 26, 2024, April 25, 2024 and April 23, 2024 containing an unmodified opinion issued by other auditors on the consolidated financial statements for two subsidiaries; and on the standalone financial statements of four subsidiaries, which is reproduced as under :

Name of subsidiary	Remarks in Audit report
1. PI Health Science Limited	Based on our examination, which included test checks, the Company has used
2. Jivagro Limited	accounting software for maintaining its books of account which have a feature of
3. PI Bio Ferma Private Limited	recording audit trail (edit log) facility and that has operated throughout the year for
4. PI Fermachem Private Limited	all relevant transactions recorded in the software, except that the audit log was not
5. PILL finance and Investments Limited	enabled to record any direct changes at the database level. During the course of our
1. PI Life Sciences Research Limited	audit, we did not notice any instance of audit trail feature being tampered with.

19. The Holding Company has paid/ provided for managerial remuneration in accordance with the requisite approvals mandated by the provisions of Section 197 read with Schedule V to the Act and for six subsidiaries and one associate based on the report of their respective statutory auditors, no managerial remuneration has been paid. Further, reporting under section 197(16) of the Act is not applicable to one subsidiary, controlled trust, and one joint venture as per the reports of their respective statutory auditors and to one subsidiary incorporated outside India.

For Price Waterhouse Chartered Accountants LLP\
Firm Registration Number: 012754N/N500016

Sd/-
Sougata Mukherjee
Partner
Membership Number: 057084
UDIN: 24057084BKFOBE9371

Date: May 21, 2024
Place: Mumbai



Annexure A to Independent Auditor's Report

Referred to in paragraph 17(f) of the Independent Auditor's Report of even date to the members of PI Industries Limited on the consolidated financial statements for the year ended March 31, 2024

Report on the Internal Financial Controls with reference to Consolidated Financial Statements under clause (i) of sub-section 3 of Section 143 of the Act

1. In conjunction with our audit of the consolidated financial statements of the Company as of and for the year ended March 31, 2024, we have audited the internal financial controls with reference to financial statements of PI Industries Limited (hereinafter referred to as "the Holding Company") and its subsidiary companies, its associate Company and a joint venture entity, which are companies incorporated in India, as of that date. Reporting under clause (i) of sub section 3 of Section 143 of the Act in respect of the adequacy of the internal financial controls with reference to financial statements is not applicable to one subsidiary incorporated outside India namely PI Japan Co. Limited and a controlled trust.

Management's Responsibility for Internal Financial Controls

2. The respective Board of Directors of the Holding Company, its subsidiary companies and a joint venture entity, to whom reporting under clause (i) of sub section 3 of Section 143 of the Act in respect of the adequacy of the internal financial controls with reference to financial statements is applicable, which are companies incorporated in India, are responsible for establishing and maintaining internal financial controls based on internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting ("the Guidance Note") issued by the Institute of Chartered Accountants of India ("ICAI"). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to the respective company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

Auditor's Responsibility

3. Our responsibility is to express an opinion on the Company's internal financial controls with reference to financial statements based on our audit. We conducted our audit in accordance with the Guidance Note issued by the ICAI and the Standards on Auditing deemed to be prescribed under Section 143(10) of the Companies Act, 2013, to the extent applicable to an audit of internal financial controls, both applicable to an audit of internal financial controls and both issued by the ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls with reference to financial statements was established and maintained and if such controls operated effectively in all material respects.
4. Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system with reference to financial statements and their

operating effectiveness. Our audit of internal financial controls with reference to financial statements included obtaining an understanding of internal financial controls with reference to financial statements, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

5. We believe that the audit evidence we have obtained and the audit evidence obtained by the other auditors in terms of their reports referred to in the Other Matters paragraph below is sufficient and appropriate to provide a basis for our audit opinion on the Holding Company's internal financial controls system with reference to consolidated financial statements.

Meaning of Internal Financial Controls with reference to financial statements

6. A company's internal financial control with reference to financial statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial control with reference to financial statements includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorisations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Inherent Limitations of Internal Financial Controls with reference to financial statements

7. Because of the inherent limitations of internal financial controls with reference to financial statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to financial statements to future periods are subject to the risk that the internal financial control with reference to financial statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Opinion

8. In our opinion, the Holding Company, its subsidiary companies, associate company and a Joint venture entity, which are companies incorporated in India, have, in all material respects, an adequate internal financial controls system with reference to financial statements and such internal financial controls with reference to financial statements were operating effectively as



PI Industries Limited

at March 31, 2024, based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note issued by the ICAI.

Other Matter

9. Our aforesaid reports under Section 143(3)(i) of the Act on the adequacy and operating effectiveness of the internal financial

controls with reference to financial statements insofar as it relates to six subsidiary companies (including step-down subsidiaries), its associate company and one joint venture entity, which are companies incorporated in India, is based on the corresponding reports of the auditors of such companies incorporated in India. Our opinion is not modified in respect of this matter.

For Price Waterhouse Chartered Accountants LLP\
Firm Registration Number: 012754N/N500016

Sd/-
Sougata Mukherjee
Partner
Membership Number: 057084
UDIN: 24057084BKFOBE9371

Date: May 21, 2024
Place: Mumbai



Annexure B to Independent Auditors' Report

Referred to in paragraph 16 of the Independent Auditors' Report of even date to the members of PI Industries Limited on the consolidated financial statements as of and for the year ended March 31, 2024

As required by paragraph 3(xxi) of the CARO 2020, we report that the auditors of the following Companies have given qualification or adverse remarks in their CARO report on the standalone financial statements of the respective companies in the Consolidated Financial Statements of the Holding Company.

Cash loss reported by Subsidiaries

S. No.	Name of the Company	CIN	Relationship with the Holding Company	Paragraph Number and comment in their respective CARO report reproduced below
1	PI BioFerma Private Limited (Formerly known as PI Enzachem Private Limited)	U24290RJ2020PTC070948	Subsidiary	(xvii) The Company has incurred cash losses amounting to INR 0.08 million in the current financial year and INR 0.12 million in the preceding financial year respectively.
2	PI FERMACHEM Private Limited	U24233RJ2020PTC070968	Subsidiary	(xvii) The Company has incurred cash losses amounting to INR 0.08 million in the current financial year and INR 0.09 million in the preceding financial year respectively.

For Price Waterhouse Chartered Accountants LLP\
Firm Registration Number: 012754N/N500016

Sd/-
Sougata Mukherjee
Partner
Membership Number: 057084
UDIN: 24057084BKFOBE9371

Date: May 21, 2024
Place: Mumbai



CONSOLIDATED BALANCE SHEET AS AT MARCH 31, 2024

(All amounts in ₹ million, unless otherwise stated)

Particulars	Notes	As at March 31, 2024	As at March 31, 2023
ASSETS			
Non-current assets			
Property, plant and equipment	4	29,543	24,944
Capital work-in-progress	4	1,731	625
Goodwill	5	3,611	828
Other intangible assets	5	2,129	283
Intangible asset under development	6	1,050	699
Investments accounted for using the equity method	9	335	258
Financial assets			
(i) Investments	7(a)	568	55
(ii) Other financial assets	7(g)	581	245
Deferred tax assets	17	469	-
Non-current tax assets	11	294	49
Other non-current assets	10	544	188
Total non-current assets		40,855	28,174
Current assets			
Inventories	8	13,012	13,976
Financial assets			
(i) Investments	7(b)	12,460	9,843
(ii) Trade receivables	7(d)	9,299	7,720
(iii) Cash and cash equivalents	7(e)	8,865	8,727
(iv) Bank balances other than (iii) above	7(f)	18,174	13,702
(v) Loans	7(c)	37	83
(vi) Other financial assets	7(g)	187	21
Contract assets	7(h)	1,612	661
Other current assets	10	3,139	1,890
Total current assets		66,785	56,623
Total assets		1,07,640	84,797
EQUITY & LIABILITIES			
Equity			
Equity share capital	12	152	152
Other equity	13	87,158	71,833
Total equity		87,310	71,985
Liabilities			
Non current liabilities			
Financial liabilities			
(i) Borrowings	15(a)	617	-
(ii) Lease Liabilities	15(d)	438	324
(ii) Other financial liabilities	15(c)	1,603	354
Provisions	16	364	103
Deferred tax liabilities (Net)	17	202	213
Total non current liabilities		3,224	994
Current Liabilities			
Financial liabilities			
(i) Borrowings	15(a)	662	-
(ii) Lease Liabilities	15(d)	189	141
(iii) Trade payables	15(b)		
a) total outstanding dues of micro enterprises and small enterprises		306	804
b) total outstanding dues of creditors other than (iii) (a) above		11,178	7,576
(iv) Other financial liabilities	15(c)	3,355	2,230
Provisions	16	366	278
Current tax liabilities	19	62	54
Other current liabilities	18	988	735
Total current liabilities		17,106	11,818
Total liabilities		20,330	12,812
Total equity and liabilities		1,07,640	84,797

Notes to accounts:

1 to 51

The accompanying notes referred above forms the integral part of the financial statement

This is the Consolidated Balance Sheet referred to our report of even date

For Price Waterhouse Chartered Accountants LLP

Firm Reg. No. 012754N/N500016

For and on behalf of the Board of Directors

Sd/-
Sougata Mukherjee
Partner
Membership Number 057084

Sd/-
Mayank Singhal
Vice Chairman & Managing Director
DIN: 00006651

Sd/-
Rajnish Sarna
Joint Managing Director
DIN: 06429468

Sd/-
Manikantan Viswanathan
Chief Financial Officer

Sd/-
Sonal Ramanand Tiwari
Company Secretary

Place: Mumbai
Date: May 21, 2024



CONSOLIDATED STATEMENT OF PROFIT AND LOSS FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ million, unless otherwise stated)

Particulars	Notes	For the year ended March 31, 2024	For the year ended March 31, 2023
Revenue from operations	20	76,658	64,920
Other income	21A	2,077	1,590
Total income		78,735	66,510
Expenses:			
Cost of materials consumed		35,787	34,343
Purchase of stock in trade		2,629	1,881
Changes in inventories of finished goods, work in progress and stock in trade	21B	(40)	(697)
Employee benefit expense	22	7,013	5,266
Finance cost	26	300	371
Depreciation and amortisation expense	25	3,082	2,265
Net impairment losses on financial assets	23B	168	129
Other expense	23	10,954	8,577
Total expenses		59,893	52,135
Share of profit of associates & joint venture accounted for using the equity method	9	105	68
Profit before tax		18,947	14,443
Income tax expense	27		
Current tax		(3,562)	(2,592)
Deferred tax		1,525	502
Income tax of earlier years		(95)	(58)
Total tax expense		(2,132)	(2,148)
Profit for the year		16,815	12,295
Other comprehensive income			
(i) Items that will not be reclassified to profit or loss			
Remeasurements gains/(losses) on defined benefit plans		(96)	44
Income tax relating to the above item		33	(14)
(ii) Items that will be reclassified to profit or loss			
Effective portion of gains/(losses) on cash flow hedges		524	(636)
Income tax relating to the above item		(183)	222
Exchange difference on translation of foreign operations		(33)	0
Total comprehensive income for the year		17,060	11,911
Earnings per equity share	29		
1) Basic (in ₹)		110.85	81.06
2) Diluted (in ₹)		110.83	81.04
Face value per share (in ₹)		1	1

Notes to accounts:

1 to 51

The accompanying notes referred to above formed the integral part of the financial statement

This is the Consolidated Statement of Profit and Loss referred to our report of even date

For Price Waterhouse Chartered Accountants LLP

Firm Reg. No. 012754N/N500016

Sd/-
Sougata Mukherjee
Partner
Membership Number 057084

For and on behalf of the Board of Directors

Sd/-
Mayank Singhal
Vice Chairman & Managing Director
DIN: 00006651

Sd/-
Rajnish Sarna
Joint Managing Director
DIN: 06429468

Sd/-
Manikantan Viswanathan
Chief Financial Officer

Sd/-
Sonal Ramanand Tiwari
Company Secretary

Place: Mumbai

Date: May 21, 2024



CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ million, unless otherwise stated)

a. Equity share capital

Particulars	Note	As at March 31, 2024		As at March 31, 2023	
		No. of Shares	Amount	No. of Shares	Amount
Balance at the beginning of the reporting period	12	15,17,18,118	152	15,17,18,118	152
Changes in equity share capital during the period		-	-	-	-
Balance at the end of the reporting period		15,17,18,118	152	15,17,18,118	152

b. Other equity

Particulars	Note	Reserves & Surplus					Other Reserves			Total other equity	
		Capital reserve	Capital Redemption reserve	Securities premium reserve	SEZ Reinvestment reserve	General reserve	Own shares held by Trust under ESOP scheme	Retained earnings	Effective portion of cash flow hedges		Foreign Currency Translation Reserve
Balance at April 1, 2022		15	4	21,999	-	1,857	(33)	36,853	355	2	61,052
Profit for the year		-	-	-	-	-	-	12,295	-	-	12,295
Other comprehensive income	13 f, h	-	-	-	-	-	-	30	(414)	0	(384)
Total comprehensive income for the year		-	-	-	-	-	-	12,325	(414)	0	11,911
Transactions with owners in their capacity as owners:											
Own shares held by ESOP Trust	13 g.	-	-	-	-	-	0	-	-	-	0
Shares issued under ESOP scheme	13 g.	-	-	-	-	-	7	-	-	-	7
Transfer from retained earning	13 d.	-	-	-	968	-	-	-	-	-	968
Transfer to SEZ Re investment reserve	13 d.	-	-	-	-	-	-	(968)	-	-	(968)
Dividends paid	14	-	-	-	-	-	-	(1,137)	-	-	(1,137)
Balance at March 31, 2023		15	4	21,999	968	1,857	(26)	47,073	(59)	2	71,833
Profit for the year	13 f.	-	-	-	-	-	-	16,815	-	-	16,815
Other comprehensive income	13 f, h	-	-	-	-	-	-	(63)	341	(33)	245
Total comprehensive income for the year		-	-	-	-	-	-	16,752	341	(33)	17,060
Transactions with owners in their capacity as owners:											
Shares issued under ESOP scheme	13 g.	-	-	-	-	-	9	-	-	-	9
Transfer from retained earning	13 d.	-	-	-	1,184	-	-	-	-	-	1,184
Transfer to retained earning	13 d.	-	-	-	(968)	-	-	968	-	-	-
Transfer from SEZ Re investment reserve	13 d.	-	-	-	-	-	-	(1,184)	-	-	(1,184)
Dividends paid	14	-	-	-	-	-	-	(1,744)	-	-	(1,744)
Balance at March 31, 2024		15	4	21,999	1,184	1,857	(17)	61,865	282	(31)	87,158

This is the Consolidated Statement of Changes in Equity referred to our report of even date

For Price Waterhouse Chartered Accountants LLP
Firm Reg. No. 012754N/N500016

For and on behalf of the Board of Directors

Sd/-
Sougata Mukherjee
Partner
Membership Number 057084

Sd/-
Mayank Singhal
Vice Chairman & Managing Director
DIN: 00006651

Sd/-
Rajnish Sarna
Joint Managing Director
DIN: 06429468

Sd/-
Manikantan Viswanathan
Chief Financial Officer

Sd/-
Sonal Ramanand Tiwari
Company Secretary

Place: Mumbai
Date: May 21, 2024



CONSOLIDATED STATEMENT OF CASHFLOW FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ million, unless otherwise stated)

PARTICULARS	For the year ended March 31, 2024	For the year ended March 31, 2023
A. CASH FLOW FROM OPERATING ACTIVITIES		
Profit before Income Tax	18,947	14,443
Adjustments for :-		
Depreciation and amortisation expense	3,082	2,265
Finance costs	300	371
Net impairment losses on financial assets	168	129
Interest Income on financial assets at amortised cost	(1,249)	(848)
Unwinding of discount on security deposits	(4)	0
(Gain)/Loss on sale/retirement of property, plant & equipment (Net)	18	1
(Gain) on sale of investments (Net)	(11)	(68)
(Gain) on financial assets measured at fair value through profit or loss (Net)	(659)	(354)
Share of (profit) of associate and joint venture	(105)	(68)
Unrealised (Gain)/Loss on foreign currency transactions (Net)	(49)	(349)
Operating Profit before Working Capital changes	20,438	15,522
(Increase) / Decrease in trade receivables	(276)	1,100
(Increase) / Decrease in current financial assets - Loans	10	(59)
(Increase) / Decrease in current contract assets	(228)	669
(Increase) / Decrease in other current financial assets	(349)	79
(Increase) / Decrease in other non-current financial assets	307	(36)
(Increase) / Decrease in other current assets	(897)	364
(Increase) / Decrease in other non-current assets	1	0
(Increase) / Decrease in other bank balances	-	44
(Increase)/Decrease in inventories	2,045	257
Increase / (Decrease) in trade payables	2,398	(600)
Increase / (Decrease) in current provisions	(176)	1
Increase / (Decrease) in non-current provisions	112	24
Increase / (Decrease) in other current financial liabilities	995	108
Increase / (Decrease) in other non-current financial liabilities	(41)	63
Increase / (Decrease) in other current liabilities	(230)	36
Cash generated from Operations before tax	24,109	17,572
Income Taxes paid (Includes TDS)	(3,750)	(2,558)
Net cash inflow from Operating Activities	20,359	15,014
B. CASH FLOW FROM INVESTING ACTIVITIES		
" Payments for purchase of property, plant & equipment including capital work in progress, intangible assets and capital advances "	(6,204)	(3,263)
Proceeds from sale of property, plant & equipment	14	38
Consideration paid for acquisition of subsidiary, net of cash acquired	(6,337)	-
Purchase of Current Investments	(5,117)	(2,100)
Sale of current investments	3,171	1,159
Investment in Fixed Deposits with remaining maturity of more than 12 months	(536)	1,410



CONSOLIDATED STATEMENT OF CASHFLOW FOR THE YEAR ENDED MARCH 31, 2024

(All amounts in ₹ million, unless otherwise stated)

PARTICULARS	For the year ended March 31, 2024	For the year ended March 31, 2023
Investment in Fixed Deposits having more than 3 months original maturity and less than 12 months remaining maturity	(4,528)	(3,054)
Interest Received	1,532	848
Dividend Received	-	-
Net cash used in Investing Activities	(18,005)	(4,962)
Net cash inflow (outflow) from Operating and Investing Activities	2,354	10,052
C. CASH FLOW FROM FINANCING ACTIVITIES		
Borrowings- Repayments	-	(2,669)
Borrowings- Term Loan	248	-
Principal elements of Deferred lease payments	(267)	(683)
Interest paid	(453)	(342)
Dividends paid (including Tax)	(1,744)	(1,137)
Net Cash inflow (outflow) from Financing Activities	(2,216)	(4,831)
Net Cash inflow (outflow) from Operating, Investing & Financing Activities	138	5,221
Effect of exchange differences on translation of foreign currency Cash & Cash equivalents	-	-
Net increase (decrease) in Cash & Cash equivalents	138	5,221
Opening balance of Cash & Cash equivalents	8,727	3,506
Closing balance of Cash & Cash equivalents	8,865	8,727
Note: Cash and cash equivalents included in the Cash Flow Statement comprise of the following :		
i) Cash on Hand	0	1
ii) Balance with Banks :		
-In Current Accounts	4,399	3,771
-In Fixed Deposits	4,466	4,955
Total	8,865	8,727

The above Cash Flows statement has been prepared under the Indirect method as set out in IND AS - 7.

Figures in brackets indicate cash outflows.

This is the Consolidated Statement of Cash Flows referred to our report of even date

For Price Waterhouse Chartered Accountants LLP
Firm Reg. No. 012754N/N500016

Sd/-
Sougata Mukherjee
Partner
Membership Number 057084

For and on behalf of the Board of Directors

Sd/-
Mayank Singhal
Vice Chairman & Managing Director
DIN: 00006651

Sd/-
Rajnish Sarna
Joint Managing Director
DIN: 06429468

Sd/-
Manikantan Viswanathan
Chief Financial Officer

Sd/-
Sonal Ramanand Tiwari
Company Secretary

Place: Mumbai
Date: May 21, 2024



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

1. Corporate Information

PI Industries Limited (“PI” or “the Company”) is a public limited company domiciled in India, having corporate identification number: L24211RJ1946PLC000469 and has its registered office at Udaipur. The shares of the Group are listed on National Stock Exchange and Bombay Stock Exchange.

PI is in the field of Agri Sciences having strong presence in both Domestic and Export market. It has three manufacturing facilities in Gujarat and a Research & Development center at Udaipur.

The registered office of the group is situated at Udaisagar Road, Udaipur – 313001, Rajasthan, India and the corporate office is situated at 5th Floor, Vipul Square, B-Block, Sushant Lok, Phase-I, Gurugram – 122009, Haryana, India.

2. Basis of preparation

The Group has consistently applied the following accounting policies to all periods presented in the financial statements unless otherwise stated.

a) Statement of compliance

These financial statements have been prepared in all material aspects, in accordance with the recognition and measurement principles laid down in Indian Accounting Standard (‘Ind AS’) as per the Companies (Indian Accounting Standards) Rules, 2015 notified under Section 133 of the Companies Act, 2013 (‘the Act’) and other relevant provisions of the Act to the extent applicable.

These financial statements were approved and adopted by the board of directors of the Company in their meeting dated May 21, 2024, and are subject to shareholder approval at the forthcoming Annual General Meeting of shareholders.”

b) Basis of measurement

The financial statements have been prepared on an accrual basis and under the historical cost convention, except for the following:

- Certain financial assets and liabilities (including derivative instruments) and contingent considerations are measured at fair value;
- Defined benefit plan assets measured at fair value;
- Share-based payments measured at fair value.

c) Use of judgements and estimates

In preparing these financial statements, management has made judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, the disclosures of contingent liabilities and contingent assets at the date of financial statements, income and expenses during the period. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognized prospectively.

Application of accounting policies that require critical accounting estimates and assumption judgements having the most significant effect on the amounts recognized in the financial statements are:

- (i) **Provision for expected credit losses (ECL) on trade receivables including interest and other charges recoverable from customers**

The Group uses a provision matrix to calculate ECL for trade receivables including interest and other charges recoverable from customers. The ECL provision matrix is based on the Group’s historical observed default rates. The Group adjust the historical credit loss experience with forward-looking information. At every reporting date, the historical observed default rates are updated and changes in the forward-looking estimates are analysed. The amount of ECL is sensitive to changes in circumstances and accordingly Group’s actual default in the future may be different. The information about the ECL on the Group’s trade receivables including interest and other charges recoverable from customers is disclosed in note 7(d), note 7(g) and note 38.

(ii) Recognition of deferred tax

Deferred tax is recorded on temporary differences between the tax bases of assets and liabilities and their carrying amounts, at the rates that have been enacted or substantively enacted at the reporting date. The ultimate realisation of deferred tax assets including minimum alternative tax (MAT) is dependent upon the generation of future taxable profits during the periods in which those temporary differences and tax loss carry-forwards become deductible. The Group considers expected reversal of deferred tax liabilities and projected future taxable income in making this assessment. The amount of deferred tax assets considered realisable, however, could reduce in the near term if estimates of future taxable income during the carry-forward period are reduced.

(iii) Impairment test of financial (investment in equity instruments of wholly-owned subsidiary companies) and non-financial assets (goodwill and intangible assets under development)

The Group assesses at each reporting date whether there is an indication that an investment in equity instruments of wholly-owned subsidiary companies, goodwill and intangible assets under development may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the Group estimates the asset’s recoverable amount. An asset’s recoverable amount is the higher of an asset’s CGU’S fair value less cost of disposal and its value in use. Where the carrying amount of an asset or CGU exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

In assessing value in use, the estimated future cash flows are estimated based on past trend and discounted to their present value using a post-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. In determining fair value less costs of disposal, recent market transactions are taken into account. If no such transactions can be identified, an appropriate valuation model is used. These calculations are corroborated by valuation multiples, or other fair value indicators.

3. Material Accounting Policies

a. Property, plant and equipment

i) Recognition and measurement

Freehold land is carried at historical cost. All other items of property, plant and equipment are measured at cost, less accumulated depreciation and accumulated impairment losses, if any.



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024**(All amounts in ₹ Million, unless otherwise stated)****ii) Depreciation**

Depreciation on property, plant and equipment is provided on the Straight-Line Method based on the useful life of assets estimated by the Management which coincide with the life specified under Schedule II of the Companies Act, 2013

The Group has estimated the useful lives different from the lives prescribed in schedule II of Companies Act, 2013, in the following cases:

- Plant and machinery (Continuous Process Plant) 15 years
- Special Plant and machinery (used in manufacture of chemicals) 15 years

Leasehold land is being amortised over the lease period and Cost of improvement on leasehold building is being amortised over the lease period or useful life whichever is lower, unless the entity expects to use the assets beyond the lease term.

Based on assessment made by technical experts, the Management believes that the useful lives as given above best represent the period over which it expects to use these assets.

b. Intangible assets**i) Recognition and measurement****Goodwill**

Goodwill is not amortised but it is tested for impairment annually, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses.

Intangible assets acquired separately

Intangible assets that are acquired by the Group are measured at cost, less accumulated amortization and accumulated impairment losses, if any.

Internally generated intangible assets - Research and development

Research costs are expensed as incurred. Development costs are capitalised only if the expenditure can be measured reliably, the product or process is technically and commercially feasible, future economic benefits are probable, and the group intends to and has sufficient resources to complete development and to use or sell the asset. The expenditures to be capitalized include the cost of materials and other costs directly attributable to preparing the asset for its intended use. Other development expenditures are recognized in profit or loss as incurred.

An item of intangible asset is derecognised when no future economic benefit are expected to arise from the continued use of the asset or upon disposal. Any gain or loss on disposal of an item of intangible assets is recognised in profit or loss.

ii) Amortisation

Amortization is recognized in the income statement on a straight-line basis over the estimated useful lives of intangible assets or on any other basis that reflects the pattern in which the asset's future economic benefits are expected to be consumed by the entity. Intangible assets that are not available for use are amortized from the date they are available for use.

The estimated useful lives are as follows:

Software	6 years
Product development	5 years

c. Basis of consolidation**Subsidiaries**

Subsidiaries are entities controlled by the Group. the Group controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The financial statements of subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control ceases.

The subsidiary companies considered in the consolidated financial statements are:

Name of the group	Country of Incorporation	%voting power held as at March 31st, 2024 (March 31, 2023)
PILL Finance & Investment Limited	India	100% (100%)
PI Life Science Research Limited	India	100% (100%)
PI Japan Co. Ltd.	Japan	100% (100%)
Jivagro Ltd.	India	100% (100%)
PI Bioferma private limited (previously known as Enzhachem Private Limited)	India	100% (100%)
PI Fermachem Private Limited	India	100% (100%)
PI Health Science Private Limited	India	100% (100%)

Equity accounted investees

An associate is an entity in which the Group has significant influence, but not control or joint control, over the financial and operating policies. A joint venture is an arrangement in which the Group has joint control and has rights to the net assets of the arrangement, rather than rights to its assets and obligations for its liabilities.

Interests in associates and joint ventures are accounted for using the equity method. They are initially recognised at cost which includes transaction costs. Subsequent to initial recognition, the consolidated financial statements include the Group's share of profit or loss and OCI of equity accounted investees until the date on which significant influence or joint control ceases.

The joint venture and associate companies considered in the consolidated financial statements are:

Name of the group	Country of Incorporation	%voting power held as at March 31st, 2024 (March 31, 2023)
PI Kumiai Private Limited	India	50% (50%)
Solinno Agro Sciences Private Limited	India	49% (49%)



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

d. Impairment of non-financial assets

Goodwill and intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

e. Financial instruments

i. Initial recognition

The Company recognizes financial assets and financial liabilities when it becomes a party to the contractual provisions of the instrument. All financial assets and liabilities are recognized at fair value on initial recognition, except for trade receivables which are initially measured at transaction price. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities that are not at fair value through profit or loss are added to the fair value on initial recognition.

ii. Subsequent measurement

i) Financial assets carried at amortized cost

A financial asset (which includes loans and advances, security deposits, deposits with Banks and Financial institutions, deposits lodged with excise and sales tax department, insurance claim recoverable, cash and cash equivalents, bank balance other than cash and cash equivalents, and trade receivables) is subsequently measured at amortised cost if it is held within a business model whose objective is to hold the asset in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. When the financial asset is derecognised or impaired, the gain or loss is recognised in the statement of profit and loss.

ii) Financial assets at fair value through other comprehensive income (FVOCI)

A financial asset is subsequently measured at fair value through other comprehensive income if it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest revenue and foreign exchange gains and losses which are recognised in profit and loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to statement of profit and loss and recognised in other income.

Equity instruments are subsequently measured at fair value. On initial recognition of an equity investment that is not held for trading, the Company may irrevocably elect to present subsequent changes in the investment's fair value in OCI (designated as FVOCI – equity investment). This election is made on an investment by investment basis. Fair value gains and losses recognised in OCI are not reclassified to profit and loss.

iii) Financial assets at fair value through profit or loss

A financial asset (which includes investments in mutual funds) which is not classified in any of the above categories are subsequently fair valued through profit or loss.

iv) Financial liabilities

Financial liabilities (which includes borrowings, trade payables and other financial liabilities (other than derivative financial instruments)) are subsequently carried at amortized cost using the effective interest method.

iii. Derivative financial instruments

The Group is exposed to exchange rate risk which arises from its foreign exchange revenues. The Group uses foreign exchange forward contracts (derivative financial instruments), to hedge foreign currency risk associated with highly probable forecasted transactions and classifies them as cash flow hedges.

Derivatives are initially measured at fair value. Subsequent to initial recognition, derivatives are measured at fair value, and changes therein are taken directly to profit and loss.

Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative.

f. Inventories

Cost of Raw Materials, Packing Materials, Stores and Spares, Stock in Trade and other products are determined on weighted average basis and are net of Goods and service tax credit.

Cost of Work in progress and Finished Goods is determined on weighted average basis considering direct material cost and appropriate portion of manufacturing overheads based on normal operating capacity.

g. Provisions, Contingent Liabilities and Contingent Assets

A provision is recognized if, as a result of a past event, the Group has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic resources will be required to settle the obligation. If the effect of the time value of money is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. Where discounting is used, the increase in the provision due to the passage of time is recognized as a finance cost.

Contingent Liability is disclosed after careful evaluation of facts, uncertainties and possibility of reimbursement, unless the possibility of an outflow of resources embodying economic benefits is remote. Contingent liabilities are not recognised but are disclosed in notes to the financial statements.

Contingent assets are not disclosed in the financial statements unless an inflow of economic benefits is probable.

h. Revenue Recognition

i) Sale of goods

The Group manufactures and sells a range of products to various customers. Revenue is recognised over the period of time for contracts wherein the Group's performance does not create an asset with alternative use to the Group and the entity has an enforceable right to payment for performance completed till date. Management has determined that it is highly probable that there will be no



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

rescission of the contract and a significant reversal in the amount of revenue recognised will not occur. Accordingly, revenue is recognised for these contracts based on Input method wherein amount of revenue to be recognised is determined based on the actual cost incurred till date and the estimated margin on the contract because there is a direct relationship between the Group's effort (i.e., based on the material consumed and labour hours incurred) and the enforceable right to payment for performance completed till date. For remaining contracts, Revenue is recognised when control of the products has transferred, being when the products are delivered to the customer, the customer has full discretion over the channel and price to sell the products, and there is no unfulfilled obligation that could affect the customer's acceptance of the products. Delivery occurs when the products have been shipped to the specific location, the risks of obsolescence and loss have been transferred to the customer, and either the customer has accepted the products in accordance with the sales contract, the acceptance provisions have lapsed, or the Group has objective evidence that all criteria for acceptance have been satisfied.

Revenue towards satisfaction of a performance obligation is measured at the amount of transaction price (net of variable consideration) allocated to that performance obligation. Revenue recognised in relation to these contracts in excess of billing is recognised as a Contract Asset. Accumulated experience is used to estimate and provide for the discounts and returns using the expected value method and revenue is only recognized to the extent that it is highly probable that a significant reversal will not occur. The validity of this assumption and the estimated amount of returns are reassessed at each reporting date. A refund liability (included in other current liabilities) and a right to recover the returned goods (included in other current assets) are recognised for the products expected to be returned. Liability (included in other financial liabilities) is recognized for expected volume discounts payable to customers in relation to sales made until the end of the reporting period

Amounts disclosed as revenue are net of returns, discounts, volume rebates and net of goods and service tax.

The Group does not have any contracts where the period between the transfer of the promised goods or services to the customer and payment by the customer exceeds one year. As a consequence, the Group does not adjust any of the transaction prices for the time value of money.

ii) Sale of services

Revenue from sale of services is recognised over the period of time as per the terms of the contract with customers based on the stage of completion when the outcome of the transactions involving rendering of services can be estimated reliably.

iii) Export Incentives

Incentives on exports are recognised in books after due consideration of certainty of utilisation/ receipt of such incentives.

iv) Interest Income

Interest income is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the asset's net carrying amount

on initial recognition. Interest income is included in other income in the statement of profit and loss.

i. Employee Benefits**i) Defined contribution plans**

Employees benefits in the form of the Group's contribution to Provident Fund, Pension scheme, Superannuation Fund and Employees State Insurance are defined contribution schemes. The Group recognizes contribution payable to these schemes as an expense, when they are due.

ii) Defined benefit plans

Retirement benefits in the form of gratuity are considered as defined benefit plans. The Group's net obligation in respect of defined benefit plans is calculated by present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets.

The group provides for its gratuity liability based on actuarial valuation of the gratuity liability as at the Balance Sheet date, based on Projected Unit Credit Method, carried out by an actuary. The Group contributes to the gratuity fund, which are recognized as plan assets. The defined benefit obligation as reduced by fair value of plan assets is recognized in the Balance Sheet.

The present value of the defined benefit obligation denominated in INR is determined by discounting the estimated future cash outflows by reference to market yields at the end of the reporting period on government bonds that have terms approximating to the terms of the related obligation.

Re-measurement of the net defined benefit liability, which comprise actuarial gains and losses, the return on plan assets (excluding interest) and the effect of the asset ceiling (if any, excluding interest), are recognized in the period in which they occur, directly in other comprehensive income. Net interest expense (income) on the net defined liability (assets) is computed by applying the discount rate, used to measure the net defined liability (asset), to the net defined liability (asset) at the start of the financial year after taking into account any changes as a result of contribution and benefit payments during the year. Net interest expense and other expenses related to defined benefit plans are recognised in statement of profit and loss under employee benefit expense.

When the benefits of a plan are changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in profit or loss. The Group recognises gains and losses on the settlement of a defined benefit plan when the settlement occurs.

j. Income tax

Income tax expense comprises current and deferred tax. It is recognised in profit or loss except to the extent that it relates to items recognised directly in equity or in Other Comprehensive Income.

i) Current tax

Current tax comprises the expected tax payable or receivable on the taxable income or loss for the year after



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

taking credit of the benefits available under the Income Tax Act and any adjustment to the tax payable or receivable in respect of previous years. It is measured using tax rates enacted or substantively enacted at the reporting date.

ii) Deferred tax

Deferred tax is recognized in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the corresponding tax bases used for taxation purposes.

For operations carried out in tax free units, deferred tax assets or liabilities, if any, have been recognised for the tax consequences of those temporary differences between the carrying values of assets and liabilities and their respective tax bases that reverse after the tax holiday ends.

Deferred tax assets include Minimum Alternative Tax (MAT) paid in accordance with the tax laws, which gives rise to future economic benefits in the form of adjustment of future income tax liability, is considered as an asset if there is probable evidence that the Group will pay normal income tax in future. Accordingly, MAT is recognised as deferred tax asset in the Balance Sheet when the asset can be measured reliably and it is probable that the future economic benefit associated with the asset will be realised.

Group also considers decisions of appropriate authorities and legal advice for recognizing taxes. In the current year, the decision of Appellate Tribunal on Special Economic Zones was considered, the resultant net impact of which was not material.

k. Segment Reporting

An operating segment is defined as a component of the entity that represents business activities from which it earns revenues and incurs expenses and for which discrete financial information is available. The operating segments are based on the Group's internal reporting structure and the manner in which operating results are reviewed by the Chief Operating Decision Maker (CODM).

The Management Advisory Committee of the Group has been identified as the CODM by the Group. Refer Note 34 for Segment disclosure.

l. Lease

The group leases various offices, warehouses, IT equipment and vehicles. Rental contracts are typically made for fixed periods of 6 months to 9 years but may have extension and termination options.

To determine the incremental borrowing rate, the Group:

- where possible, uses recent third-party financing received by the individual lessee as a starting point, adjusted to reflect changes in financing conditions since third party financing was received
- uses a build-up approach that starts with a risk-free interest rate adjusted for credit risk for leases held by the Group, which does not have recent third party financing
- makes adjustments specific to the lease, e.g. term, country, currency and security.

If a readily observable amortising loan rate is available to the individual lessee (through recent financing or market data) which has a similar payment profile to the lease, then the group use that rate as a starting point to determine the incremental borrowing rate.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for leases in the group, the lessee's incremental borrowing rate is used, being the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis.

Payments associated with short-term leases of equipment and vehicles and all leases of low-value assets are recognised on a straight-line basis as an expense in profit or loss. Short-term leases are leases with a lease term of 12 months or less. Low-value assets comprise IT equipment and small items of office furniture.

Other Accounting Policies

m. Foreign currency transactions

Initial recognition

Transactions in foreign currencies are translated into the Group's functional currency at the exchange rates at the dates of the transactions.

Conversion

Monetary assets and liabilities denominated in foreign currencies are translated into the functional currency at the exchange rate at the reporting date. Non-monetary assets and liabilities that are measured at fair value in a foreign currency are translated into the functional currency at the exchange rate when the fair value was determined. Non-monetary assets and liabilities that are measured based on historical cost in a foreign currency are translated at the exchange rate at the date of the transaction.

Exchange difference

Exchange differences are recognised in profit or loss, except exchange differences arising from the translation of the following items which are recognised in OCI

- equity investments at fair value through OCI (FVOCI);
- a financial liability designated as a hedge of the net investment in a foreign operation to the extent that the hedge is effective; and
- qualifying cash flow hedges to the extent that the hedges are effective

In accordance with Ind-AS 101 'First Time Adoption of Indian Accounting Standards', the Group has continued the policy of capitalisation of exchange differences on foreign currency loans taken before the transition date. Accordingly, exchange differences arising on translation of long-term foreign currency monetary items relating to acquisition of depreciable fixed assets taken before the transition date are capitalized and depreciated over the remaining useful life of the asset.

n. Borrowing costs

Borrowing costs are interest and other costs (including exchange differences relating to foreign currency borrowings to the extent that they are regarded as an adjustment to interest costs) incurred in connection with the borrowing of funds. Borrowing costs directly attributable to acquisition or construction of an asset which necessarily take a substantial period of time to get ready for their intended use are capitalised as part of the cost of that asset. Other borrowing costs are recognised as an expense



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

in the period in which they are incurred. Investment income earned on the temporary investment of specific borrowings pending their expenditure on qualifying assets is deducted from the borrowing costs eligible for capitalisation.

o. Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand and short-term deposits with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Cash flow statement

Cash flow statements are prepared in accordance with "Indirect Method" as explained in the Accounting Standard on Statement of Cash Flows (Ind AS - 7). The cash flows from regular revenue generating, financing and investing activity of the Group are segregated.

p. Share-based payment transaction:

The grant date fair value of equity settled share-based payment awards granted to employees is recognised as an employee benefit expense, with a corresponding increase in equity. The total expense is recognised over the vesting period, which is the period over which all of the specified vesting conditions are to be satisfied and is adjusted to reflect the actual number of share options that vest.

The total amount to be expensed is determined by reference to the fair value of the options granted including any market performance conditions and the impact of any non-vesting conditions and excluding the impact of any service and non-market performance vesting conditions.

q. Earnings per share:

Basic earnings per share is calculated by dividing the net profit or loss for the period attributable to Equity Shareholders by the weighted average number of equity shares outstanding during the period.

For the purpose of calculating diluted Earnings per Share, the net profit or loss for the period attributable to Equity Shareholders and the weighted average number of shares outstanding during the period are adjusted for the effects of all dilutive potential equity shares.

r. Dividends

Provision is made for the amount of any dividend declared, being appropriately authorised and no longer at the discretion of the entity, on or before the end of the reporting period but not distributed at the end of the reporting period.

s. Business Combination

Acquisitions of subsidiaries and businesses are accounted for using the acquisition method. Acquisition related costs are recognised in profit or loss as incurred.

The acquiree's identifiable assets, liabilities and contingent liabilities that meet the conditions for recognition are recognized at their fair value at the acquisition date, except certain assets and liabilities that are required to be measured as per the applicable standard.

Purchase consideration in excess of the Company's interest in the acquiree's net fair value of identifiable assets, liabilities and contingent liabilities is recognised as goodwill.

Excess of the Company's interest in the net fair value of the acquiree's identifiable assets, liabilities and contingent liabilities over the purchase consideration is recognised, after reassessment of fair value of net assets acquired, in the capital reserve.

4. PROPERTY, PLANT AND EQUIPMENT

	Leasehold land	Freehold land	Leasehold improvement	Buildings	Plant and machinery	Furniture and fixtures	Office equipment	Vehicles	Total
Gross carrying amount									
As at beginning of April 01, 2022	589	68	1	7,788	21,287	214	334	758	31,039
Addition - Right of Use	16	-	-	554	-	-	3	53	626
Additions	-	72	-	639	2,165	86	122	87	3,171
Disposals/ Adjustments	-	-	-	(43)	(51)	-	(6)	(130)	(230)
As at March 31, 2023	605	140	1	8,938	23,401	300	453	768	34,606
Addition relating to acquisition (refer note:46)	192	73	-	446	2,107	10	3	6	2,837
Addition - Right of Use	10	-	-	66	126	-	5	174	381
Additions	5	-	-	731	3,396	54	33	36	4,255



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	Leasehold land	Freehold land	Leasehold improvement	Buildings	Plant and machinery	Furniture and fixtures	Office equipment	Vehicles	Total
Effect of foreign currency translation from functional currency to reporting currency	-	1	-	3	23	0	-	0	27
Disposals/ Adjustments including Right of Use	-	-	-	(55)	(149)	-	-	(76)	(280)
As at March 31, 2024	812	214	1	10,129	28,904	364	494	908	41,826
Accumulated depreciation									
As at beginning of April 01, 2022	32	-	0	1,158	5,888	96	175	360	7,709
Depreciation charge during the year	7	-	0	270	1,569	23	35	57	1,961
Depreciation on Right of Use	-	-	-	98	-	-	15	71	184
Disposals/ Adjustments	-	-	-	(43)	(13)	-	(6)	(130)	(192)
As at March 31, 2023	39	-	0	1,483	7,444	119	219	358	9,662
Depreciation charge during the year	9	-	-	313	2,165	31	56	69	2,643
Depreciation on Right of Use	1	-	-	95	22	-	13	93	224
Disposals/ Adjustments including Right of Use	-	-	-	(54)	(119)	-	-	(75)	(248)
Effect of foreign currency translation from functional currency to reporting currency	-	-	-	0	2	0	0	0	2
As at March 31, 2024	49	-	0	1,837	9,514	150	288	445	12,283
Net carrying amount									
As at March 31, 2023	566	140	1	7,455	15,957	181	234	410	24,944
As at March 31, 2024	763	214	1	8,292	19,390	214	206	463	29,543

- “Depreciation for the year includes depreciation amounting to ₹ 206 (March 31, 2023 ₹ 165) on assets used for Research & Development. During the year Group incurred ₹ 282 (March 31, 2023 ₹ 425) towards capital expenditure for Research & Development (Refer Note 28).”
- Refer note 32 (A) for disclosure of contractual commitments for the acquisition of property, plant and equipment.



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

- c. Refer note 41 for information on property, plant and equipment pledged as security by the Group.
- d. Addition in leasehold land in the current year represents land which has been acquired on acquisition of “Therachem Research Medilab (India) Private Limited” and “Solis Pharmachem Private Limited” amounting to ₹ 161 and ₹ 31 respectively. These assets are pending registration in the name of the PI Health Sciences Limited as on March 31, 2024.
- e. Refer note 46 for acquisition of property, plant and equipment through business combination.
- f. Amount recognised above related to Right-of-use assets.

	As at March 31, 2024	As at March 31, 2023
Buildings *	730	760
Office Equipment	24	32
Vehicles	175	94
Leasehold land	763	566
Plant and Machinery	104	-
Total	1,796	1,452

* Details of assets given on operating lease included in right of use assets:

Buildings	As at March 31, 2024	As at March 31, 2023
Gross block	18	18
Accumulated depreciation	0	0
Net carrying amount	18	18

- g. Capital work in progress ageing schedule as on March 31, 2024

1) Ageing of Capital work in progress

Capital work in progress	Amount in Capital work in progress for a period of				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Projects in Progress	1,530	188	13	-	1,731
Projects Temporarily suspended	-	-	-	-	-

- 2) Completion schedule for Capital work in progress whose completion is overdue or has exceeded its cost compared to its original plan

Projects in Progress (Completion overdue)	To be completed in				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Projects in Progress:					
Jambusar Plant - Setting up a new manufacturing line	236	-	-	-	236
R & D lab Hyderabad (Phase- III)	95	-	-	-	95
Udaipur Plant - Existing R&D Centre - Replacement/Upgradation	57	-	-	-	57
Panoli Plant - Existing Manufacturing Line - Replacement/Upgradation	57	-	-	-	57
Panoli Plant - Setting up a new manufacturing line	38	-	-	-	38
Jambusar Plant - Existing Manufacturing Line - Replacement/Upgradation	15	-	-	-	15
Others	3	-	-	-	3
Total	501	-	-	-	501



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

g. Capital work in progress ageing schedule as on March 31, 2023

1) Ageing of Capital work in progress

Capital work in progress	Amount in Capital work in progress for a period of				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Projects in Progress	526	89	10	-	625
Projects Temporarily suspended	-	-	-	-	-

2) Completion schedule for Capital work in progress whose completion is overdue or has exceeded its cost compared to its original plan

Projects in Progress (Completion overdue)	To be completed in				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Projects in Progress:					
Jambusar Plant - Existing Manufacturing Line - Replacement/Upgradation	49	-	-	-	49
Panoli Plant - Existing Manufacturing Line - Replacement/Upgradation	25	-	-	-	25
Jambusar Plant - Setting up a new manufacturing line	9	-	-	-	9
Panoli Plant - Setting up a new manufacturing line	5	-	-	-	5
Udaipur Plant - Existing R&D Centre - Replacement/Upgradation	1	-	-	-	1
Others	61	-	-	-	61
Total	150	-	-	-	150

Capital Work in progress mainly comprises of ongoing projects in various plants constituting Plant & Machinery and Buildings.

5. GOODWILL AND OTHER INTANGIBLE ASSETS

	Computer Software	Product Development	Supply Agreement	Total	Goodwill*	Total
Gross carrying amount						
As at beginning of April 01, 2022	238	111	324	673	828	1,501
Additions	20	16	-	36	-	36
Disposals	-	-	-	-	-	-
As at March 31, 2023	258	127	324	709	828	1,537
Additions	18	121	-	139	-	139
Additions through business combination (refer note:46)	9	1,913	-	1,922	2,768	4,690
Effect of foreign currency translation from functional currency to reporting currency	0	0	-	0	15	15
Disposals	-	-	-	-	-	-
As at March 31, 2024	285	2,161	324	2,770	3,611	6,381
Accumulated amortisation						
As at beginning of April 01, 2022	136	25	145	306	-	306
Amortisation charge during the year	32	23	65	120	-	120
Disposals	-	-	-	-	-	-
As at March 31, 2023	168	48	210	426	-	426



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	Computer Software	Product Development	Supply Agreement	Total	Goodwill*	Total
Amortisation charge during the year	35	115	65	215	-	215
Disposals	-	-	-	-	-	-
As at March 31, 2024	203	163	275	641	-	641
Net Carrying Amount						
As at March 31, 2023	90	79	114	283	828	1,111
As at March 31, 2024	82	1,998	49	2,129	3,611	5,740

* The goodwill allocated to Isagro cash generating unit and Jivagro cash generating unit are ₹ 671 and ₹ 157 respectively and is tested for impairment annually. The recoverable amount of Goodwill and Investment has been determined from a value in use calculation which require the use of assumptions. The value in use calculation uses cash flow forecasts based on the most recently approved financial budgets and business projections by the management, which cover a period of five years. Key assumptions underlying the value in use calculation are those regarding expected revenues, a post-tax discount rate of 16% per annum. Sales growth projections considers managements' expectation of market development, current industry trends and post-tax discount rate based on the relevant risks. 4% growth rate has been used to extrapolate the cash flow projections beyond the five-year period of the approved financial budgets. The management believes that any reasonably possible change in the key assumptions would not cause the carrying amount to exceed the recoverable amount of the cash generating unit.

* The goodwill allocated to PI Health Science Limited cash generating unit is ₹ 2,783 and is tested for impairment annually in accordance with Ind AS 36 "Impairment of Assets", such investment is considered as a separate cash generating unit (CGU) for the purpose of impairment review. Management has assessed whether there is an indication that such investment may be impaired. For investment, where impairment indicators exists, management compares the carrying amount of such investment with its recoverable amount. Recoverable amount is value in use of the investment computed based upon discounted cash flow projections. As on the reporting date the recoverable amount, determined by independent valuer is more than the carrying amount and accordingly no adjustments to the carrying amount is required in the books of accounts. Key assumptions underlying the value in use calculation are those regarding expected revenues, a post-tax discount rate of 13% per annum. Sales growth projections considers managements' expectation of market development, current industry trends and post-tax discount rate based on the relevant risks. 3% growth rate has been used in terminal year. The management believes that any reasonably possible change in the key assumptions would not cause the carrying amount to exceed the recoverable amount of the cash generating unit.

6. INTANGIBLE ASSETS UNDER DEVELOPMENT

Intangible Assets under Development	
As at beginning of April 01, 2022	507
Additions	280
Disposal/Adjustments	(72)
Amount recognised under Intangible assets	(16)
As at March 31, 2023	699
Additions	473
Disposal/Adjustments (including write offs)	-
Amount recognised under Intangible assets	(122)
As at March 31, 2024	1,050

* Refer note 44

a. Intangible Ageing Schedule as on March 31, 2024**1) Ageing of Intangible assets under development**

IA under development	Amount in Capital work in progress for a period of				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Projects in Progress	467	252	171	160	1,050
Projects Temporarily suspended	-	-	-	-	-

2) Completion schedule for Intangible assets under development whose completion is overdue or has exceeded its cost compared to its original plan

Projects in Progress (Completion overdue)	To be completed in				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Product development projects (Completion Overdue)	-	-	61	23	84
Total	-	-	61	23	84



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

ba. Intangible Ageing Schedule as on March 31, 2023

1) Ageing of Intangible assets under development

IA under development	Amount in Capital work in progress for a period of				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Projects in Progress	270	182	39	208	699
Projects Temporarily suspended	-	-	-	-	-

2) Completion schedule for Intangible assets under development whose completion is overdue or has exceeded its cost compared to its original plan

Projects in Progress (Completion overdue)	To be completed in				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Product development projects (Completion Overdue)	157	23	-	23	180
Total	157	23	-	23	180

7. FINANCIAL ASSETS

7(a) NON-CURRENT INVESTMENTS

	As at March 31, 2024			As at March 31, 2023		
	Face value (in ₹)	No. of Shares	Amount	Face value (in ₹)	No. of Shares	Amount
a) United Credit Limited	10	700	0	10	700	0
b) Summit Securities	10	12	0	10	12	0
c) Akzo Nobel India Limited	10	50	0	10	50	0
d) BASF India Limited	10	976	3	10	976	2
e) Sudershan Chemical Industries Limited	1	900	1	1	900	1
f) Rallis India Limited	1	2,070	1	1	2,070	1
g) Bayers Crop Science Limited	10	66	0	10	66	0
h) Punjab Chemicals & Crop Protection Limited	10	248	0	10	248	0
i) Pfizer Limited (Erstwhile Wyeth Limited)	10	29	0	10	29	0
j) Sanofi India Limited	10	100	1	10	100	1
k) L.M.L.Limited	10	150	0	10	150	0
l) United Sprit Limited	10	940	1	10	940	1
m) RPG Life Sciences Limited	10	360	1	10	360	0
n) Voltas Limited	1	100	0	1	100	0
o) ICICI Bank Limited	2	2,530	3	2	2,530	2
			11			8
2) Unquoted						
a) Ciba CKD Biochem Limited	10	100	0	10	100	0
b) PI Collabotech Inc.(in JPY)	2,91,545	343	65	2,91,545	343	65
Less: Provision for diminution in value of investment			-32			-23
c) Investment in Ifionic India Pvt Ltd.			5			5
d) Shares in Soc Industria e Università Srl (4250 shares of EUR 1 each)	1	4,250	0			-
e) Shares in Ecolombardia 4 SpA (2200 shares of EUR 25.99 each)	25.99	2,200	5			-
			43			47
TOTAL			54			55
Investment in Deposits with Financial Institution						
Unquoted Deposits						



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	As at March 31, 2024			As at March 31, 2023		
	Face value (in ₹)	No. of Shares	Amount	Face value (in ₹)	No. of Shares	Amount
Deposit with Financial Institution having remaining maturity of more than 12 months			514			-
TOTAL			568			55
Aggregate amount of quoted investments and market value thereof			11			8
Aggregate amount of un-quoted investments			589			70
Aggregate amount of impairment in the value of investments			(32)			(23)

7(b) CURRENT INVESTMENTS

	As at March 31, 2024	As at March 31, 2023
Investment in mutual funds at FVTPL (Refer Note 43)		
Quoted		
a) Nippon India Liquid Fund - Direct Plan-Growth Plan - Growth Option	1,103	1,028
186,717 (March 31, 2023 : 186,717) Units		
b) HDFC Ultra Short Term Fund - Direct Plan - Growth Option	2,435	2,266
172,861,190 (March 31, 2023 : 172,861,190) Units		
c) SBI Magnum Ultra Short Duration Fund-Direct Plan - Growth	2,414	2,247
435,559 (March 31, 2023 : 435,559) Units		
d) Aditya Birla Sun Life Money Manager Fund - Growth - Direct Plan	1,221	1,133
3,581,964 (March 31, 2023 : 3,581,964) Units		
e) Kotak Money Market Scheme - (Growth) - Direct	1,215	1,128
294,745 (March 31, 2023 : 294,745) Units		
f) Aditya Birla Sun Life Liquid Fund - Growth - Direct Plan	876	816
2,248,673 (March 31, 2023 : 2,248,673) Units		
g) UTI Overnight Fund - Direct Plan - Growth Option	-	201
Nil (March 31, 2023 : 65,620) Units		
h) ICICI Prudential Liquid Fund (G)-Direct Plan	160	-
446,479 (March 31, 2023 : Nil) Units		
	9,424	-
	9,424	8,819
Investment in Deposits with Financial Institution		
Unquoted Deposits		
Deposit with Financial Institution having a remaining maturity of less than 12 months		
	3,036	1,024
	12,460	9,843
Quoted		
Aggregate amount of quoted investments and market value thereof	9,424	8,819
Aggregate amount of impairment in the value of investments	-	-
Unquoted		
Aggregate amount of Unquoted investments	3,036	1,024
Aggregate amount of impairment in the value of investments	-	-



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

7(c) LOANS

	As at March 31, 2024	Current As at March 31, 2023
Unsecured, considered good unless stated otherwise		
Loans and advances to related parties (Refer Note 35)	4	4
Other advances		
Employee advances		
Considered good	7	4
Doubtful	18	7
Less: Allowance for doubtful employee advances	(18)	(7)
Other miscellaneous advances	26	75
TOTAL	37	83

Classification of current and non current loans :

	As at March 31, 2024	As at March 31, 2023
Loans considered good- Secured	-	-
Loans considered good- Unsecured	37	83
Loans which have significant increase in credit risk	-	-
Loans- credit impaired	18	7
Total Loans	55	90
Less: loss allowance	(18)	(7)
TOTAL	37	83

7(d) TRADE RECEIVABLES

	As at March 31, 2024	As at March 31, 2023
Trade receivables	9,946	8,193
Receivables from related parties (Refer note 35)	205	259
Less: Allowance for doubtful debts	(852)	(732)
TOTAL	9,299	7,720
Current portion	9,299	7,720
Non-current portion	-	-

Break up of security details

	As at March 31, 2024	As at March 31, 2023
Trade receivables considered good- Secured	-	-
Trade receivables considered good- Unsecured*	9,589	7,935
Trade receivables which have significant increase in credit risk	-	-
Trade receivables- credit impaired	562	517
	10,151	8,452
Less: Allowance for doubtful debts	(852)	(732)
TOTAL	9,299	7,720

Refer note 41 for information on trade receivables pledged as security by the Group.

* Trade Receivable include amount due from Related Parties amounting to ₹ 259 (March 31, 2022 ₹ 144)



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Trade Receivable ageing as at March 31, 2024

Particulars	Outstanding for following periods from Due date							Total
	Unbilled	Not Due	Less than 6 months	6 months-1 years	1-2 years	2-3 years	More than 3 Years	
Undisputed trade receivables								
Considered Good	17	6,600	2,684	89	153	46	0	9,589
Which have significant increase in Credit Risk	-	-	-	-	-	-	-	-
Credit Impaired	-	-	-	-	-	-	-	-
Disputed trade receivables								
Considered Good	-	-	-	-	-	-	-	-
Which have significant increase in Credit Risk	-	-	-	-	-	-	-	-
Credit Impaired	-	-	-	26	83	58	395	562
Total	17	6,600	2,684	115	236	104	395	10,151
Less Allowance for doubtful debts								(852)
Net Total	17	6,600	2,684	115	236	104	395	9,299

Trade Receivable ageing as at March 31, 2023

Particulars	Outstanding for following periods from Due date							Total
	Unbilled	Not Due	Less than 6 months	6 months-1 years	1-2 years	2-3 years	More than 3 Years	
Undisputed trade receivables								
Considered Good	-	5,933	1,605	91	197	46	63	7,935
Which have significant increase in Credit Risk	-	-	-	-	-	-	-	-
Credit Impaired	-	-	-	-	-	-	-	-
Disputed trade receivables								
Considered Good	-	-	-	-	-	-	-	-
Which have significant increase in Credit Risk	-	-	-	-	-	-	-	-
Credit Impaired	-	-	45	11	28	39	394	517
Total	-	5,933	1,650	102	225	85	457	8,452
Less Allowance for doubtful debts								(732)
Net Total	-	5,933	1,650	102	225	85	457	7,720

7(e) CASH AND CASH EQUIVALENTS

	As at March 31, 2024	As at March 31, 2023
i. Cash & Cash Equivalents		
Balance with banks		
In Current Accounts	1,123	822
In EEFC account	3,276	2,949
Cash on hand	0	1
Deposits with original maturity of less than 3 months	4,466	4,955
TOTAL	8,865	8,727

There are no repatriation restrictions with regard to cash and cash equivalents as at the end of the reporting period and prior periods.



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

7(f) BANK BALANCES OTHER THAN CASH AND CASH EQUIVALENTS

	As at March 31, 2024	As at March 31, 2023
Fixed deposits with bank (refer note 43)	18,162	13,635
In unclaimed dividend accounts *	4	67
Unspent Corporate Social Responsibility **	8	-
TOTAL	18,174	13,702

* Not available for use by the Company as they represent corresponding unclaimed dividend liabilities.

**Not available for use by the Company as they represent corresponding unspent CSR obligation.

7(g) OTHERS FINANCIAL ASSETS

	Non- Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
Unsecured, considered good unless stated otherwise				
Security deposits	116	93	13	20
Considered good unless stated otherwise				
Interest and other charges recoverable from customers				
-Considered good	-	-	1	1
-Doubtful	-	-	154	153
Less: Allowance for doubtful debts	-	-	(154)	(153)
Deposits lodged with Excise & Sales Tax department	61	59	-	-
Deposit accounts held as margin money	25	22	-	-
Deposits with more than 12 months remaining maturity	91	71	15	-
Insurance Claims Recoverable	-	-	93	93
Less: Loss allowance for Insurance Claim receivable	-	-	(93)	(93)
Derivative financial instruments - foreign exchange forward contracts	288	-	158	-
TOTAL	581	245	187	21

7(h) CONTRACT ASSETS

	As at March 31, 2024	As at March 31, 2023
Contract assets*	1,612	661
TOTAL	1,612	661

*Recoverable from customers under contract for supply of goods manufactured exclusively for customers.

8. INVENTORIES

	As at March 31, 2024	As at March 31, 2023
Raw materials {includes stock-in-transit ₹ 100 (March 31, 2023 : ₹ 75)}		
Work in progress		
Finished goods {includes stock-in-transit ₹ 380 (March 31, 2023 : ₹ 281)}		
Stock in trade		
Stores & spares {includes stock-in-transit ₹ 1 (March 31, 2023 : ₹ 3)}		
TOTAL	13,012	13,976

The cost of inventories recognised as an expense on account of provision of obsolete/ slow and non moving inventories amounting to ₹ 186 (March 31, 2023: ₹



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

9. INVESTMENTS IN ASSOCIATE AND JOINT VENTURE

	As at March 31, 2024	As at March 31, 2023
Investment in Unquoted Equity Instruments*		
Solinnos Agro Sciences Private Limited (Associate)**	96	22
PI Kumiai Private Limited (Joint Venture)***	239	236
TOTAL	335	258

* For unlisted entities - no quoted price available

** The Group has a 49% interest in Solinnos Agro Sciences Private Limited, which is involved in the business of all types of agri Inputs. The Group's interest in Solinnos Agro Sciences Private Limited is at carrying amount determined using the equity method of accounting. The country of business is India.

*** The Group has a 50% interest in PI Kumiai Private Limited, which is involved in the business of are manufacturing and trading of Agri Science Products. The Group's interest in PI Kumiai Private Limited is at carrying amount determined using the equity method of accounting. The country of business is India.

The Group has interest in Solinnos Agro Sciences Private Limited and PI Kumiai Private Limited that are accounted for using equity method and are individually immaterial to the Group. Refer table below for details: -

	As at March 31, 2024	As at March 31, 2023
Aggregate carrying amount of individually immaterial associate and joint venture	335	258
Aggregate amounts of the group's share of:		
Profit from continuing operations	105	68
Total comprehensive income	105	68

10. OTHER ASSETS

	Non- Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
Considered good unless stated otherwise				
Capital advances				
Considered good	493	138	-	-
Doubtful	1	1	-	-
Less: Allowance for doubtful advances	(1)	(1)	-	-
Advances to vendors				
Considered good	-	-	513	455
Doubtful	-	-	34	33
Less: Allowance for doubtful advances	-	-	(34)	(33)
Balance with Government Authorities	-	-	1,595	954
Prepayments	8	5	266	155
Export incentive receivables	-	-	546	222
Less: Provision for export incentive receivables	-	-	-	(50)
Right to recover returned goods	-	-	219	154
Other miscellaneous advances*	43	45	-	-
TOTAL	544	188	3,139	1,890

* Other miscellaneous advances includes amount of ₹ 39 (March 31, 2023 ₹ 40) deposited with Sales Tax and Custom Authorities under protest.

11. NON-CURRENT TAX ASSETS

	As at March 31, 2024	As at March 31, 2023
Advance income tax (Net of provision for income tax ₹ 12,847 {March 31, 2023 ₹ 7,254})	294	49
TOTAL	294	49



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

12. EQUITY SHARE CAPITAL

	As at March 31, 2023	As at March 31, 2023
Authorised Shares		
888,000,000 (March 31, 2023 : 888,000,000) Equity Shares of ₹1 each (March 31, 2023 : ₹ 1 each)	888	888
	888	888
Issued Shares		
151,894,693 (March 31, 2023 : 151,894,693) Equity Shares of ₹1 each (March 31, 2023 : ₹ 1 each)	152	152
	152	152
Subscribed & Fully Paid up Shares		
151,718,118 (March 31, 2023 : 151,718,118) Equity Shares of ₹1 each (March 31, 2023 : ₹ 1 each)	152	152
Total subscribed and fully paid up share capital	152	152

a. The difference between the issued and subscribed capital is on account of less number of shares allotted in right issue in earlier years.

b. Terms/ rights attached to Equity Shares

The Company has only one class of Equity Shares having a par value of ₹1 per share (March 31, 2023 ₹ 1 per share). Each holder of Equity Shares is entitled to one vote per share. The dividend proposed by the Board of Directors is subject to the approval of the shareholders in the ensuing Annual General Meeting except interim dividend. In the event of liquidation, the Equity shareholders are eligible to receive the remaining assets of the Company after distribution of all preferential amounts, in proportion to their shareholding.

c. Own shares held by ESOP Trust

In the earlier years, PII ESOP Trust was set up to administer the employee stock option plan. PII ESOP Trust has been consolidated. Refer table below for movement of shares on account of consolidation: -

Particulars	For the year ended March 31, 2024		For the year ended March 31, 2023	
	No. of shares	Amount	No. of shares	Amount
Opening balance	42,378	0	55,821	0
Adjustment on consolidation of ESOP Trust during the year	-	-	-	-
Exercised during the year	16,718	0	13,443	0
Closing balance	25,660	0	42,378	0

d. Issue of Shares under employee stock option (ESOP) Scheme

During the year ended March 31, 2024, the Company has issued Nil equity shares (March 31, 2023 Nil equity shares), as per exercise price to PII ESOP Trust, set up to administer Employee Stock Option Plan. Out of total equity shares issued to the Trust in previous year 16,718 equity shares of face value of ₹ 1 each (March 31, 2023 13,443 equity shares of face value of ₹ 1 each) have been allocated by the Trust to respective employees upon exercise of Stock Option. As on March 31, 2024, 25,660 equity shares of face value of ₹ 1 per share (March 31, 2023 42,378 of face value of ₹ 1 each) are pending to be allocated to employees upon exercise of Stock Option. (Refer Note 31)

e. Reconciliation of shares outstanding at the beginning and at the end of the reporting period

Issued share capital

Equity Shares

Particulars	Equity Share (No. of Shares)		Value of Equity Shares	
	2023-24	2022-23	2023-24	2022-23
Share outstanding at beginning of period	15,18,94,693	15,18,94,693	152	152
Shares issued during the year	-	-	-	-
Share outstanding at end of period	15,18,94,693	15,18,94,693	152	152



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Subscribed & paid up

Equity Shares

Particulars	Equity Share (No. of Shares)		Value of Equity Shares	
	2023-24	2022-23	2023-24	2022-23
Share outstanding at beginning of period	15,17,18,118	15,17,18,118	152	152
Shares issued during the year	-	-	-	-
Share outstanding at end of period	15,17,18,118	15,17,18,118	152	152

f. Shares reserved for issue under option

Shares reserved for issue under employee stock option scheme is set out in Note 31

g. Details of shareholders holding more than 5% shares in the Company

Equity Shares

Name of Shareholders	2023-24		2022-23	
	No of Shares	% of Holding	No of Shares	% of Holding
Mr. Salil Singhal	1,23,00,364	8.11	98,07,472	6.46
Ms. Madhu Singhal	2,65,91,600	17.53	2,64,80,907	17.45
Mr. Mayank Singhal	3,10,28,510	20.45	3,10,28,510	20.45

Details of shareholding by promoters

Name of Promoters	As on March 31, 2024			As on March 31, 2023		
	Number of Shares	% to total number of shares	Percentage of change during the year	Number of Shares	% to total number of shares	Percentage of change during the year
Mr. Mayank Singhal	3,10,28,510	20.45	-	3,10,28,510	20.45	(0.66)
Ms. Madhu Singhal	2,65,91,600	17.53	0.07	2,64,80,907	17.45	3.24
Mr. Salil Singhal	1,24,00,364	8.11	1.64	98,07,472	6.46	0.82
Ms. Pooja Singhal	-	-	(1.64)	24,92,528	1.64	(4.07)
Ms. Shefali Khushalani	-	-	(0.07)	1,11,057	0.07	-

13. OTHER EQUITY

Reserves & surplus	As at March 31, 2024		As at March 31, 2023	
a. Capital reserve		15		15
Capital Reserve pertains to amount transferred from capital redemption reserve which was created for redemption of preference share.				
b. Capital redemption reserve				
Balance at the beginning of the financial year		4		4
Addition during the Financial year		- 4		- 4
c. Securities premium reserve		21,999		21,999
Securities premium reserve is used to record the premium on issue of shares. The reserve is utilised in accordance with the provisions of the Act.				
d. SEZ Reinvestment reserve				
Opening Balance		968		-
Add: Transfer from retained earnings		1,184		968
Less:- Utilised against capex and transferred to retained earning		(968)	1,184	- 968



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Notice

Financial Statements

Management Reports

Corporate overview

Reserves & surplus	As at March 31, 2024		As at March 31, 2023	
Special Economic Zone re-investment reserve – The Special Economic Zone Re-Investment Reserve has been created out of the profits of eligible SEZ units in accordance with the provisions of section 10AA(1)(ii) of Income Tax Act, 1961. The reserve is required to be utilized by the Company for acquiring eligible plant and machinery for the purpose of its business				
e. General reserve		1,857		1,857
f. Surplus in statement of profit & loss				
Balance at the beginning of the financial year		47,073		36,853
Addition during the financial year		16,815		12,295
Add: Remeasurement gain / (loss) on defined benefit plans through OCI		(63)		30
Add: Transfer from SEZ reinvestment reserve		968		
Less: Transfer to SEZ Reinvestment reserve		(1,184)		(968)
Less: Interim dividend (refer note 14)		(910)		(682)
Less: Final dividend (refer note 14)		(834)		(455)
		61,865		47,073
g. Own shares held by ESOP Trust				
Balance at the beginning of the financial year		(26)		(33)
Less: Shares issued to employees by the trust during the year		9	(17)	7
				(26)
Items of other comprehensive income				
h. Cash flow hedge reserve				
Balance at the beginning of the financial year		(59)		355
Add: Other comprehensive income for the financial year		341	282	(414)
				(59)
i. Foreign currency translation reserve				
Balance at the beginning and end of the financial year		2		2
Other comprehensive income for the year		(33)	(31)	0
				2
TOTAL		87,158		71,833

14. DISTRIBUTION MADE AND PROPOSED

A	Dividends declared and paid:	As at March 31, 2024	As at March 31, 2024
	Final dividend (March 31, 2024 pertains to financial year 2022-23 and March 31, 2023 pertains to financial year 2021-22)	834	455
	Interim dividend (March 31, 2024 pertains to financial year 2023-24 and March 31, 2023 pertains to financial year 2022-23)	910	682
	Total dividends	1,744	1,137
B	Dividends not recognised at the end of the reporting period	As at March 31, 2024	As at March 31, 2024
	In addition to the above dividends, subsequent to the year end the Board of Directors have recommended a final dividend of ₹ 9 per fully paid equity share (March 31, 2023 ₹ 5.50).	1,365	834

This proposed dividend is subject to the approval of shareholders in the ensuing annual general meeting.



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

15. FINANCIAL LIABILITIES**15(a) BORROWINGS**

	Non- Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
Unsecured				
Term Loans - From Banks and Financial Institutions				
Foreign Currency Loans from Banks at amortised cost	617	-	662	-
TOTAL	617	-	662	-

Terms and Conditions

Term loan in Euro taken by wholly owned subsidiary, Archimica S.p.A, Italy bearing floating interest rate that are linked to EURIBOR 3 months spread ranging from ranging from 0.7% to 1.75%. Maturity ranging from July 2025 to September 2029.

	As at March 31, 2024	As at March 31, 2024
Balance as at the beginning of the year	-	2,678
Loan taken	248	-
Borrowing acquired on account of business combination	1,034	-
Foreign exchange translation (gain)/loss	-	204
Re-payments	-	(2,669)
Interest expense	75	70
Interest paid	(72)	(294)
Other adjustment	(3)	11
Balance as at the end of the year *	1,282	-

* Closing balance includes ₹ 2.93 Mns interest accrued but not due which has been disclosed under current financial liability.

15(b) TRADE PAYABLES

	Current	
	As at March 31, 2024	As at March 31, 2023
Trade payables		
-Due to micro and small enterprises (Refer Note 36)	306	804
-Other trade payables*	11,178	7,576
TOTAL	11,484	8,380

* Other trade payable includes amount due to related parties amounting to ₹ 410 (March 31, 2023 ₹ 195)

Trade Payable aging as on March 31, 2024

Particulars	Outstanding for following periods from Due date						Total
	Unbilled	Not Due	Less than 1 years	1-2 years	2-3 years	More than 3 Years	
Undisputed trade payables							
Micro enterprises and small enterprises	-	274	31		1	-	306
Others	359	9,021	1,712	59	12	15	11,178
Disputed trade payables							
Micro enterprises and small enterprises	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-
Totals	359	9,295	1,743	59	13	15	11,484



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Trade Payable aging as on March 31, 2023

Particulars	Outstanding for following periods from Due date						Total
	Unbilled	Not Due	Less than 1 years	1-2 years	2-3 years	More than 3 Years	
Undisputed trade payables							
Micro enterprises and small enterprises	-	746	50	1	7	-	804
Others	-	5,817	1,657	77	10	15	7,576
Disputed trade payables							
Micro enterprises and small enterprises	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-
Totals	-	6,563	1,707	78	17	15	8,380

15(b) OTHER FINANCIAL LIABILITIES

	Non- Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
Employee payables*	-	-	1,082	670
Security deposits from dealers	257	296	-	-
Security deposits from contractors	-	2	6	1
Interest accrued and due on borrowings	-	-	3	-
Unclaimed dividends	-	-	4	67
Unspent CSR	-	-	8	-
Creditors for capital purchases	-	-	370	402
Other payable **	1,346	-	1,882	1,054
Derivative financial instruments - foreign exchange forward contracts	-	56	-	36
TOTAL	1,603	354	3,355	2,230

* This includes due to directors amounting to ₹ 190 (March 31, 2023 ₹ 152)

** It includes

- Non-executive/ independent directors amounting to ₹ 58 (March 31, 2023 : ₹ 43).
- Contingent consideration is an additional amount payable by PIHS LLC to Therachem Research Medilab US equivalent to fifteen percent (15%) of the sum of the material margin (revenue minus raw material cost) from the date of acquisition till March 31, 2029 on respective payment dates as per Assets Purchase Agreement (APA) subject to maximum amount of \$25 Mn (₹ 1,346).
- Deferred purchase consideration on acquisition of "Therachem Research Medilab (India) Private Limited" amounting to ₹ 254.36 which is payable after 18 months from completion date.

15(c) Lease Liabilities

	Non- Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
Lease Liabilities	438	324	189	141
	438	324	189	141
Changes in liabilities arising from financing activities- lease liabilities :-			As at March 31, 2024	As at March 31, 2023
Balance as at the beginning of the year			465	485
Interest expense			56	50
Addition- lease liabilities			381	614
Deletion - lease liabilities			(7)	(1)
Lease rental paid			(267)	(683)
Balance as at the end of the year			627	465



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

16. PROVISIONS

	Non- Current		Current	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
Provision for employee benefits				
Compensated absences	36	5	212	144
Gratuity (Refer Note no. 30)	185	98	1	1
	221	103	213	145
Provisions for legal claims	-	-	143	133
Provision for other contingencies	143	-	10	-
	143	-	153	133
TOTAL	364	103	366	278

(i) Compensated absences

The Compensated absences cover the company's liability for earned leave which are classified as other long-term benefits.

The amount of provision of ₹ 212 is presented as current, since the company does not have an unconditional right to defer settlement for any of these obligations. However based on past experience, the company does not expect all employees to avail the full amount of accrued leave or require payment for such leave within next 12 months.

	As at March 31, 2024	As at March 31, 2023
Compensated absences not expected to be settled within the next 12 months	212	144

(ii) Information about provisions for legal claims

- Government of Rajasthan issued a notification resulting into an excise liability of ₹ 4 (March 31, 2023: ₹ 4). The Company has filed writ against the notification and has furnished fixed deposit against the said liability. The case is pending before Honourable Rajasthan High Court.
- An objection was raised by the excise department on classification of one of the sale product resulting in demand of differential excise duty. The Company filed an appeal against the order. As on March 31, 2024 provision for excise duty is ₹ 128 (March 31, 2023 ₹ 128). Case is pending before Tribunal of Excise & Customs, Ahmedabad.
- An objection was raised by the custom department on classification of one of the product on which MEIS has been claimed. The Company is in process of filing the appeal against the order. As on March 31, 2024 provision for custom duty of ₹ 10 (March 31, 2023 ₹ Nil).

(iii) Information for other contingencies

It relates to provision for environment liability of Archimica S.p.A Italy (Subsidiary of PI Health Sciences Limited).

(ii) Movement in other provisions

	Legal claims
As at March 31, 2022	133
Provisions made during the year	-
Provision reversed during the year	-
As at March 31, 2023	133
Provisions made during the year	10
Provision reversed during the year	-
As at March 31, 2024	143

16. DEFERRED TAX (ASSETS) / LIABILITIES

	As at March 31, 2023	As at March 31, 2022
Deferred Tax Assets (Net)	(469)	-
Deferred tax liabilities (Net)	202	213
	(267)	213



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

The balance comprises temporary differences attributable to:	As at March 31, 2024	As at March 31, 2023
Deferred tax liabilities		
Property, plant and equipment	3,524	2,814
Deferred purchase consideration	3	-
Other comprehensive income items		
- Effective portion on cash flow hedges	141	(42)
Unrealised gain on mutual fund	513	285
Right of use assets	260	108
Total Deferred tax liabilities	4,441	3,165
Set off deferred tax assets pursuant to set-off provision	(4,239)	(2,952)
Net deferred tax liabilities	202	213
Deferred tax assets		
Provision for employee benefits	(101)	(60)
Other provisions	(6)	(18)
Intangible assets	(54)	(19)
Other financial liabilities	(8)	(7)
Trade receivables	(289)	(263)
Lease liabilities	(156)	(129)
Unabsorbed depreciation and losses	(303)	-
Unabsorbed loss on account of acquisition	(1)	-
Impairment of Investment	(7)	-
Other comprehensive income items		
- Remeasurements on defined benefit plans	(45)	(7)
- Exchange difference on translation of foreign operations	-	1
Others	(50)	(57)
Minimum alternate tax (MAT) credit entitlement	(3,688)	(2,393)
Total Deferred tax assets	(4,708)	(2,952)
Set off Deferred tax liabilities pursuant to set-off provision	4,239	2,952
Net deferred tax assets	(469)	-

	As at March 31, 2023	Acquired on Business Combination	Recognized in P&L	Recognized in OCI	Other Adjustments*	As at March 31, 2024
Movement in Deferred tax liabilities:						
Property, plant and equipment	2,814	795	(85)	-	-	3,524
Deferred purchase consideration	-	-	3	-	-	3
Other comprehensive income items						
- Effective portion on cash flow hedges	(42)	-	-	183	-	141
Unrealised gain on mutual fund	285	-	228	-	-	513
Right of use assets	108	-	152	-	-	260
Total Deferred tax liabilities (a)	3,165	795	298	183	-	4,441
Movement in Deferred tax Assets						
Provision for employee benefits	60	-	41	-	-	101
Other provisions	18	51	(63)	-	-	6
Intangible assets	19	-	35	-	-	54
Other financial liabilities	7	-	1	-	-	8



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	As at March 31, 2023	Acquired on Business Combination	Recognized in P&L	Recognized in OCI	Other Adjustments*	As at March 31, 2024
Trade receivables	263	-	26	-	-	289
Lease liabilities	129	-	27	-	-	156
Unabsorbed depreciation and losses	-	49	254	-	-	303
Unabsorbed loss on account of acquisition	-	-	1	-	-	1
Impairment of Investment	-	-	7	-	-	7
Other comprehensive income items						
- Remeasurements on defined benefit plans	7	-	-	38	-	45
- Exchange difference on translation of foreign operations	(1)	-	1	-	-	-
Others	57	(101)	119	(5)	(20)	50
Minimum alternate tax (MAT) credit entitlement	2,393	-	1,374	-	(79)	3,688
Total Deferred tax assets (b)	2,952	(1)	1,823	33	(99)	4,708
Net Deferred tax liability (a)-(b)	213	796	(1,525)	150	99	267

	As at March 31, 2022	Recognized in P&L	Recognized in OCI	Other Adjustments**	As at March 31, 2023
Movement in Deferred tax liabilities:					
Property, plant and equipment	2,445	369	-	-	2,814
Other comprehensive income items					
- Effective portion on cash flow hedges	180	-	(222)	-	(42)
Unrealised gain on mutual fund	161	124	-	-	285
Right to use assets	124	(16)	-	-	108
Total Deferred tax liabilities (a)	2,910	477	(222)	-	3,165
Movement in Deferred tax Assets					
Provision for employee benefits	58	2	-	-	60
Other provisions	18	-	-	-	18
Intangible assets	19	0	-	-	19
Other financial liabilities	7	-	-	-	7
Trade receivables	233	30	-	-	263
Lease liabilities	129	-	-	-	129
Other comprehensive income items					
- Remeasurements on defined benefit plans	21	-	(14)	-	7
-Exchange difference on translation of foreign operations	(1)	-	(0)	-	(1)
Others	37	20	-	-	57
Minimum alternate tax (MAT) credit entitlement	1,514	927	-	(48)	2,393
Total Deferred tax assets (b)	2,035	979	(14)	(48)	2,952
Net Deferred tax liability (a)-(b)	875	(502)	(208)	48	213



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

18. OTHER LIABILITIES

	Current	
	As at March 31, 2024	As at March 31, 2023
Advance from customers	292	312
Refund/ Return liabilities*	390	276
Statutory dues payable	306	147
TOTAL	988	735

* The Company has a customary practice of accepting return and accordingly, the Company has recognised a refund liability for the amount of consideration received for which the Company does not expect to be entitled amounting to ₹ 276 (March 31, 2022: ₹ 300). The Company has also recognised a right to recover the returned goods ₹ 154 (March 31, 2022: ₹ 167). The costs to recover the products are not material because the customers usually return the product in a saleable condition.

19. CURRENT TAX LIABILITIES

	As at March 31, 2024	As at March 31, 2023
Provision for Income Tax (Net of Advance Income Tax ₹ 4,740{March 31, 2023 ₹ 7,259})	62	54
TOTAL	62	54

20. REVENUE FROM OPERATIONS

	Year ended March 31, 2024	Year ended March 31, 2023
Revenue from contracts with customers:		
a) Sale of products	75,986	64,452
b) Sale of services	130	130
Other operating revenues:		
Scrap sales	36	35
Export incentives	506	303
Revenue From Operations (Net)	76,658	64,920

Reconciliation of revenue recognised with the contract price:	Year ended March 31, 2024	Year ended March 31, 2023
Contract Price	79,575	67,273
Adjustments for:		
Refund liabilities	(393)	(276)
Discount/Incentives	(3,196)	(2,545)
Revenue from Operations	75,986	64,452

Critical judgements in revenue :

The group has recognised Provision for discounts and sales returns amounting to ₹ 856 from sale of products to various customers during the year ended March 31, 2024 (March 31, 2023 ₹ 678). The provision has been determined by the management based on the current and expected operating environment, Sales returns variability, expected achievement of targets against various ongoing schemes floated.

For disaggregation of revenue from contract from customer in terms of geographical area, major product, timing of revenue recognition refer note - 34 and for contract assets and contract liability refer note -7(h) and 18 respectively.



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

21A. OTHER INCOME

	Year ended March 31, 2024	Year ended March 31, 2023
Interest Income from financial assets at amortised cost	1,273	848
Unwinding of discount on security deposits	4	0
Net gain on financial assets measured at fair value through profit or loss		
- Realised Gain	21	68
- Unrealised Gain/ (Loss)	659	354
Net foreign exchange differences	74	208
Dividend Income	0	0
Miscellaneous Income	46	112
TOTAL	2,077	1,590

21B. CHANGES IN INVENTORIES OF FINISHED GOODS, WORK IN PROGRESS AND STOCK IN TRADE

	Year ended March 31, 2024	Year ended March 31, 2023
Closing balance		
Finished Goods	2,801	2,054
Stock in trade	787	512
Work in Progress	2,795	3,199
Right to recover returned goods (Refer Note 10)	219	154
	6,602	5,919
Opening balance		
Finished Goods *	2,697	1,533
Stock in trade	512	442
Work in Progress	3,199	3,080
Right to recover returned goods (Refer Note 10)	154	167
	6,562	5,222
TOTAL	(40)	(697)

22. EMPLOYEE BENEFIT EXPENSE

	Year ended March 31, 2024	Year ended March 31, 2023
Salaries, wages and bonus	6,444	4,882
Contribution to provident & other funds (Refer Note 30)	386	188
Gratuity (Refer Note 30)	79	66
Compensated absences	92	26
Employees Welfare Expenses	305	212
	7,306	5,374
Less: transferred to capital work in progress	293	108
TOTAL	7,013	5,266

23. OTHER EXPENSE

	Year ended March 31, 2024	Year ended March 31, 2023
Power, Fuel & Water	2,320	1,901
Consumption of stores & spares	399	424
Repairs & Maintenance		
- Buildings	70	61
- Plant and machinery	712	474
- Others	421	304
Environment & Pollution Control expenses	1,264	1,070
Laboratory & Testing Charges	531	399



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	Year ended March 31, 2024	Year ended March 31, 2023
Freight & Cartage	603	893
Advertisement & Sales Promotion	789	683
Travelling and conveyance	833	705
Rental charges {Refer note 49}	132	83
Rates and taxes	150	155
Insurance	264	166
Donation *	259	1
Loss on Sale/Retirement of property, plant and equipment (Net)	18	1
Payment to auditors {Refer note 23 (a) below}	12	11
Telephone and communication charges	123	74
Director sitting fees and commission	72	41
Legal & professional fees	1,014	405
Net foreign exchange differences	19	4
Bank charges	136	22
Corporate social responsibility expenditure {Refer note 24 below}	228	170
Miscellaneous Expenses	672	539
	11,041	8,586
Less: transferred to capital work in progress	87	9
TOTAL	10,954	8,577

a. Auditors' Remuneration	Year ended March 31, 2024	Year ended March 31, 2023
-Audit Fees	8	9
- Limited Review Fees	2	1
-Certificates	0	0
-Reimbursement of expenses	2	1
TOTAL	12	11

* ₹ 258 paid to Bhartiya Janta Party as political contribution during the year.

23B. NET IMPAIRMENT LOSSES ON FINANCIAL ASSETS

	Year ended March 31, 2024	Year ended March 31, 2023
Provision for Bad and Doubtful debts & Advances	57	129
Bad debt written off	111	-
TOTAL	168	129

24. CORPORATE SOCIAL RESPONSIBILITY EXPENDITURE

	Year ended March 31, 2024	Year ended March 31, 2023
Amount required to be spent or approved by the Board during the year	228	170
Amount of expenditure incurred	225	170
Amount of Shortfall for the year	3	-
Amount of Cumulative shortfall at the end of the year	3	-

Disclosures in relation to corporate social responsibility expenditure	Year ended March 31, 2024	Year ended March 31, 2023
Contribution to PI foundation	225	170
Accrual towards unspent obligations in relation to:		
On going projects	-	-
Other than ongoing projects	3	-



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Details of ongoing CSR projects under Section 135(6) of the Act

Balance as at April 01, 2023		Amount required to be spent during the year	Amount spent during the year		Balance as at March 31, 2024 (Refer Note 1 and 2)	
With the company	In separate CSR unspent account (Refer note 1 and 2)		From the company's bank account (Refer note 1)	From separate CSR unspent account	With the company	In separate CSR unspent account
-	41	228	150	28	3	88

Note 1 - The company has transferred required amount to PI Foundation amounting to ₹ 225 (Previous Year : ₹170) and the out of which ₹84 (Previous Year : ₹ 32) has been refunded back to the company in April 2024 (Previous Year : April 2023) as the amount was not spent by PI Foundation.

Note 2 - During the year PI Health Sciences Ltd. acquired M/s Therachem Research Medilab (India) Pvt. Ltd. and took over unspent CSR liability of ₹ 9. The company transferred the entire amount to PI Foundation out of which ₹ 4 was unspent as on March 31, 2024. It has been refunded back to the company in April, 2024 as amount was not spent by PI Foundation.

Details of CSR expenditure U/S 135(5) of the act in respect of other than ongoing projects

Balance unspent as on April 01, 23	Amount deposited in Specified fund of Schedule VII of the act with in 6 month	Amount required to be spent during the year	Amount spent during the year	Balance unspent as at March 31,2024
-	-	3	-	3

Details of excess CSR expenditure under section 135(5) of the act

Balance excess spent as at April 01, 2023	Amount required to be spent during the year	Amount spent during the year	Balance excess spent as at March 31, 2024
-	-	-	-

25. DEPRECIATION AND AMORTIZATION EXPENSES

a. Auditors' Remuneration	Year ended March 31, 2024	Year ended March 31, 2023
Depreciation of property, plant and equipment (Refer Note 4)	2,643	1,961
Amortization of right-of-use- assets (Refer Note 4)	224	184
Amortization of Intangible Assets (Refer Note 5)	215	120
TOTAL	3,082	2,265

26. FINANCE COST

a. Auditors' Remuneration	Year ended March 31, 2024	Year ended March 31, 2023
Interest on financial liabilities measured at amortised cost	235	331
Interest on Income Tax	9	0
Interest on Lease Liabilities	56	40
TOTAL	300	371

27. INCOME TAX EXPENSE

A. Income tax expense recognized in Profit and Loss	Year ended March 31, 2024	Year ended March 31, 2023
Current tax expense		
Current tax on profits for the year		
Adjustment of current tax for prior year periods	3,562	2,592
Total Current tax expense	95	58
	3,657	2,650
Deferred tax expense		
(Decrease) / Increase in Deferred tax liability	298	477
Decrease / (Increase) in Deferred tax assets	(1,823)	(979)
Other adjustments	-	-
Net Deferred tax expense /(Income)	(1,525)	(502)
Total Income tax expense	2,132	2,148



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

B. Deferred tax related to items recognised in Other comprehensive income during the year	Year ended March 31, 2024	Year ended March 31, 2023
Remeasurement of defined benefit plans	(33)	14
Effective portion on cash flow hedges	171	(222)
Exchange difference on translation of foreign operation	12	(0)
Income tax charged to Other comprehensive income	150	(208)

C. Reconciliation of tax expense and the accounting profit multiplied by India's tax rate	Year ended March 31, 2024	Year ended March 31, 2023
Accounting profit before tax	18,947	14,443
Tax at India's statutory income tax rate @ 34.944% (March 31, 2023: 34.944%)	6,621	5,047
Adjustment in respect of current income tax of previous years	95	58
Utilisation/credit of unrecognised tax losses, unabsorbed depreciation	(91)	-
Effect of Ind AS adjustments in financial statements	149	-
Impact of Business combination	(594)	-
Effect of income that is exempt from taxation (operations in tax free zone)	(4,454)	(2,950)
Effect of lower income tax rate	43	29
Effect of amounts which are not deductible in calculating taxable income	363	(36)
Income tax expense	2,132	2,148

28. RESEARCH & DEVELOPMENT EXPENSES

Details of Expenditure on Research & Development Facilities/ division of the group recognised by Department of Scientific & Industrial Research

A. Revenue Expenditure	Year ended March 31, 2024	Year ended March 31, 2023
Other Income	-	10
Total	-	10
Employee Benefit Expenses		
Salaries, Wages & Bonus	698	596
Contributions to Provident & other funds	49	40
Employee Welfare Expenses	14	20
	761	656
Raw & Packing Materials Consumed	11	10
Other Expenses		
Laboratory & testing Material	233	235
Power, Fuel & Water	87	58
Consumption of stores & spares	60	88
Testing & analysis	106	35
Travelling & conveyance	26	26
Rates and taxes	15	26
Printing & Stationery	1	1
Bank Charges	0	0
Legal & professional fees	35	60
Miscellaneous Expenses	121	82



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

A. Revenue Expenditure	Year ended March 31, 2024	Year ended March 31, 2023
	684	611
Depreciation		
Depreciation	206	165
Total	1,662	1,442
Total Expenditure	1,662	1,432

B. Capital Expenditure	Year ended March 31, 2024	Year ended March 31, 2023
Description		
Buildings	25	40
Equipment & Others	257	385
Total	282	425

29. EARNING PER SHARE (EPS)

	Year ended March 31, 2024	Year ended March 31, 2023
Net Profit for Basic and Diluted EPS	16,815	12,295
Number of Equity Shares at the beginning of the year	15,17,18,118	15,17,18,118
Total	15,17,18,118	15,17,18,118
Less: Adjustment of own shares held under ESOP Trust	(25,660)	(42,378)
Total Number of Shares outstanding at the end of the Year	15,16,92,458	15,16,75,740
Weighted Average number of Equity Shares outstanding during the year - Basic	15,16,92,458	15,16,75,740
Add: Weighted Average number of Equity Shares arising out of grant of Employee Stock option	29,137	38,040
Weighted Average number of Equity Shares outstanding during the year - Diluted	15,17,21,595	15,17,13,780
Earning Per Share - Basic (₹)	110.85	81.06
Earning per share - Diluted (₹)	110.83	81.04
Face value per share (₹)	1.00	1.00



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

30. EMPLOYEE BENEFITS

In respect of entities incorporated in India, the Group participates in defined contribution and benefit schemes, the assets of which are held (where funded) in separately administered funds. For defined contribution schemes the amount charged to the statements of profit or loss is the total of contributions payable in the year.

Provident Fund

In accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (EPF and MP Act), employees are entitled to receive benefits under the Provident Fund. Employers and employees both contribute @12% of wages in contribution accounts. Further, the employers also contribute towards administration of the benefits under the EPF and MP Act. All employees have an option to make additional voluntary contributions as permissible under the Act. These contributions are made to the fund administered and managed by the Employee Provident Fund organization. The Group has no further obligations under the fund managed by the Employee Provident Fund Organization (EPFO) beyond its monthly contributions which are charged to the statements of profit or loss in the period they are incurred. The benefits are paid to employees on their retirement or resignation from the EPFO. Also, refer note 33.

Gratuity Plan

In accordance with the Payment of Gratuity Act of 1972, PI Industries Limited has established a defined benefit plan (the "Gratuity Plan"). The Gratuity Plan provides a lump sum payment to the employees at the time of retirement or resignation (after 5 years of continued services of employment), being an amount based on the respective employee's last drawn salary and the number of years of employment with the Group. Based on actuarial valuations conducted as at year end, a provision is recognised in full for the benefit obligation over and above the funds held in the Gratuity Plan. Remeasurements as a result of experience adjustments and changes in actuarial assumptions are recognised in other comprehensive income.

Compensated absences

The liabilities for compensated absence namely earned and sick leave are not expected to be settled wholly within 12 months after the end of the period in which the employees render the related service. They are therefore measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. Remeasurements as a result of experience adjustments and changes in actuarial assumptions are recognised in profit and loss.

a) Defined Contribution Plans:-

The Group has recognised an expense of ₹ 386 (Previous Year ₹ 188) towards the defined contribution plan.

b) DEFINED BENEFITS PLANTS - AS PER ACTUARIAL VALUATION

I Change in present value of obligation during the year

	Year ended March 31, 2024		Year ended March 31, 2023	
	Gratuity		Gratuity	
	Funded	Non-funded	Funded	Non-funded
Present value of obligation at the beginning of the year	505	2	477	1
Acquisition Adjustment	0	10	-	-
Total amount included in profit and loss*:				
- Current Service Cost	76	(6)	58	1
- Interest Cost	38	0	31	0
Total amount included in OCI:				
Remeasurement related to gratuity:				
Actuarial losses/(gains) arising from:	94	1	(17)	0
- Demographic Assumption	(5)	(1)	-	-
- Financial assumption	145	1	(6)	-
- Experience Judgement	(46)	1	(11)	0
Others				
Benefits Paid	(42)	0	(44)	-
Present Value of obligation as at year-end	671	7	505	2

* Includes expenses reclassified to capital work in progress ₹ 3 (March 31, 2023 ₹ 5)

II Change in Fair Value of Plan Assets during the year

	Year ended March 31, 2024	Year ended March 31, 2023
Plan assets at the beginning of the year	408	396
Included in profit and loss:		
Expected return on plan assets	29	29
Included in OCI:		
Actuarial Gain/(Loss) on plan assets	-	27
Others:		
Employer's contribution	97	-
Benefits paid	(42)	(44)
Plan assets at the end of the year	492	408



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

The plan assets are managed by the Gratuity Trust formed by the Group. The management of 100% of the funds is entrusted with the Life Insurance Corporation of India, HDFC Standard Life Insurance Company Ltd. and Kotak Mahindra Old Mutual Life Insurance Ltd.

III Reconciliation of Present value of Defined Benefit Obligation and Fair Value of Plan Assets

	Year ended March 31, 2024		Year ended March 31, 2023	
	Gratuity		Gratuity	
	Funded	Non-funded	Funded	Non-funded
Present Value of obligation as at year-end	671	7	505	2
Fair value of plan assets at year-end	492	-	408	-
Funded status {Surplus/(Deficit)}	(179)	(7)	(97)	(2)
Net Asset/(Liability)	(179)	(7)	(97)	(2)

IV Bifurcation of PBO at the end of the year

	Year ended March 31, 2024		Year ended March 31, 2023	
	Gratuity		Gratuity	
	Funded	Non-funded	Funded	Non-funded
1. Current Liability	1	-	1	0
2. Non-Current Liability	179	7	98	0

V Actuarial Assumptions

1. Discount Rate	7.22%	7.22%	7.36%	7.36%
2. Mortality Table	IALM (2012-14)	IALM (2012-14)	IALM (2012-14)	IALM (2012-14)
3. Salary Escalation	10.00%	10.00%	7.00%	7.00%

VI The expected contribution for Defined Benefit Plan for the next financial year will be ₹ 106.

VII Sensitivity Analysis

Gratuity	Year ended March 31, 2024		Year ended March 31, 2023	
	Increase	Decrease	Increase	Decrease
Discount rate (0.50 % movement)	(16)	16	(22)	22
Future salary growth (0.50 % movement)	17	(17)	15	(15)

VIII Maturity Profile of Defined Benefit Obligation

	Year ended March 31, 2024		Year ended March 31, 2023	
	Gratuity		Gratuity	
	Funded	Non-funded	Funded	Non-funded
Within the next 12 months	88	0	33	0
Between 2-5 years	317	3	174	0
Beyond 5 years	266	4	299	0

IX Major Categories of plan assets:

The plan assets are managed by the Gratuity Trust formed by the Company. The management of 100% of the funds is entrusted with the Life Insurance Corporation of India, HDFC Standard Life Insurance Company Ltd. and Kotak Mahindra Old Mutual Life Insurance Ltd. Refer Below for major categories of plan assets invested where available.

- Life Insurance Corporation of India (LIC):- The details of investments maintained by LIC are not available and have therefore not been disclosed.
- HDFC Standard Life Insurance Company Ltd.:- 32.06% (PY 31.30%) of the Funds are in Defensive Manager Fund and 67.94% (PY 68.69%) of the Funds are in Secure Managed Fund.
- Kotak Mahindra Old Mutual Life Insurance Ltd.:- 42.39% (PY 44.65%) of the Funds are in Kotak Group Bond Fund, 38.97% (PY 35.43%) of the Funds are in Kotak Group Balance Fund and 18.64% (PY 19.93%) of the Funds are in Kotak Group Short Term Bond Fund.
- Kotak Mahindra Life Insurance Ltd.:- The details of investments maintained by Kotak Mahindra Life Insurance Ltd. are not available and have therefore not been disclosed.

X Description of Risk Exposures:

Valuations are based on certain assumptions, which are dynamic in nature and vary over time. As such Group is exposed to various risks as follow -

- Salary Increases- Actual salary increases will increase the Plan's liability. Increase in salary increase rate assumption in future valuations will also increase the liability.
- Investment Risk – If Plan is funded then the mismatch between assets and liabilities and actual return on assets being lower than the discount rate assumed at the last valuation date can impact the liability.
- Discount Rate: Reduction in discount rate in subsequent valuations can increase the plan's liability.
- Mortality & disability – Actual deaths & disability cases proving lower or higher than assumed in the valuation can impact the liabilities.
- Withdrawals – Actual withdrawals proving higher or lower than assumed withdrawals and change of withdrawal rates at subsequent valuations can impact Plan's liability.

c) LONG TERM COMPENSATED ABSENCES

The provision for long term compensated absences covers the Group's liability for earned and sick leave, the amount of provision recognised is ₹ 248 (March 31, 2023 ₹ 149).



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

31 SHARE BASED PAYMENTS

Employee Stock Option Plan

The Group provides share-based payment schemes to its employees. The relevant details of the scheme are as follows:

In December 2010, the Board of Directors approved the PII ESOP 2010 Scheme in order to reward the employees for their past association and performance as well as to motivate them to contribute to the growth and profitability of the Group (including subsidiary companies) with an intent to attract and retain talent in the organization. The aforesaid scheme was duly approved by shareholders in its EGM held on January 21, 2011 and is administered through independent trust. The Compensation Committee of the Board has granted following options under PII ESOP 2010 Scheme to certain category of employees as per criteria laid down by Compensation Committee of the Board.

Key terms of the scheme	
Date of Shareholder's Approval	21-Jan-11
Total Number of Options approved	62,62,090
Vesting Requirements	Options shall vest after a lock in period of one year from the date of grant. Option shall vest in four years as per the Group's ESOP plan. (Refer vesting schedule below)
The Pricing Formula	10% discount to market price on National Stock Exchange a day prior to date of grant
Maximum term of Options granted (years)	10 years
Method of Settlement	Shares
Source of shares	Primary-Fresh equity allotment by Group to the Trust
Variation in terms of ESOP	Nil
Vesting schedule	Under the plan, participants are granted options which vests at 15%, 25%, 30%, 30% respectively each year over a period of 4 years or as defined in Grant letter.
Exercisable period	Once vested, the options remain exercisable for a period of six years
Vesting condition	Vesting shall be computed through performance evaluation method based on conditions pre-communicated to employees.

I. Option Movement during the year ended March 2023

Particulars	March 31, 2024		March 31, 2023	
	No. of Options	Wt. avg exercise Price (in ₹)	No. of Options	Wt. avg exercise Price (in ₹)
No. of Options Outstanding at the beginning of the year	42,378	597.37	55,821	604.59

Particulars	March 31, 2024		March 31, 2023	
	No. of Options	Wt. avg exercise Price (in ₹)	No. of Options	Wt. avg exercise Price (in ₹)
13,443,626.94-NA Total number of shares arising as a result of exercise of options	16,718	635.78	13,443	626.94
Money realised by exercise of options (₹ Mn)	-	NA	-	NA
Number of options Outstanding at the end of the year	25,660	677	42,378	597.37
Number of Options exercisable at the end of the year	25,660	677	42,378	597.37

II. Weighted Average remaining contractual life

Range of Exercise Price	March 31, 2024		March 31, 2023	
	No. of Options Outstanding	Weighted average contractual life (years)	No. of Options Outstanding	Weighted average contractual life (years)
75 to 150	-	NA	373	0.34
450 to 750	25,660	2.05	42,005	2.96

III. The weighted average market price of options exercised during the year ended March 31, 2024 is ₹ 3,568.91 (March 31, 2023 is ₹ 3,146).

32. CAPITAL & OTHER COMMITMENT

	March 31, 2024	March 31, 2023
a. Estimated Amount of Contracts remaining to be executed on capital account and not provided for {Net of advances ₹ 493 (March 31, 2023: ₹ 138)}	2,113	911
b. Export Commitment	-	7,706

33. CONTINGENT LIABILITIES

	March 31, 2024	March 31, 2023
a. Claims against the company not acknowledged as debt; * (refer note below)		
- Sales Tax	274	212
- Excise Duty	327	327
- Income Tax	693	521
- Custom	254	126
- Other matters, including claims relating to customers, labour and third parties etc.	63	134



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Notes: Represents amounts as stated in Demand Order excluding interest.

* Pending resolution of the respective proceedings, it is not practicable for the Group to estimate the timings of the cash outflows, if any, in respect of the above as it is determinable only on receipt of the judgements/ decisions pending with various forums / authorities.

The Group has reviewed all its pending litigations and proceedings and has adequately provided for where provisions are required and disclosed as contingent liabilities where applicable, in its financial statements. The Group does not expect the outcome of these proceedings to have a materially adverse effect on its financial position.

In Group's assessment the impact of the recent Supreme Court Judgment in case of "Vivekananda Vidyamandir And Others Vs The Regional Provident Fund Commissioner (II) West Bengal" and the related circular (Circular No. C-1/1(33)2019/Vivekananda Vidya Mandir/284) dated March 20, 2019 and circular No. C-1/1(33)2019/Vivekanand Vidyamandir/717 dated August 28, 2019 issued by the Employees' Provident Fund Organisation in relation to non-exclusion of certain allowances from the definition of "basic wages" of the relevant employees for the purposes of determining contribution to provident fund under the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 and computation of liability to be done as per provision of Para 2(f) of EPF Scheme, 1952, the aforesaid matter is not likely to have a significant impact and accordingly, no provision has been made in these Financial Statements.

34. OPERATING SEGMENT

An operating segment is defined as a component of the entity that represents business activities from which it earns revenues and incurs expenses and for which discrete financial information is available. The operating segments are based on the Group's internal reporting structure and the manner in which operating results are reviewed by the Chief Operating Decision Maker (CODM).

The Group has evaluated the applicability of segment reporting and has concluded that since the Group is operating in the field of Agro Chemicals and Pharma both in the domestic and export markets and therefore the Group's primary segment as identified by CODM is Agro Chemicals and Pharma. The CODM reviews the overall performance of the Agro chemicals and Pharma business. Other activities are not meeting the quantitative threshold as specified in Ind AS 108 – 'operating segment'.

S. No	Particulars	Agro Chemicals	Pharma	Total
1	Revenue from Operations	73,509	3,149	76,658
A	Inter-segment Revenue	-	-	-
	Total	73,509	3,149	76,658
2	Segment results			
A	Earnings before Interest, Depreciation, Amortization and tax (EBITDA) before Share in profit / Loss from Joint Venture / Associate	20,552	(407)	20,145
	Share in profit / (Loss) from Joint Venture / Associate	105	-	105

S. No	Particulars	Agro Chemicals	Pharma	Total
	Other income (Net of Elimination)	2,001	76	2,077
	Finance Cost (Net of eliminations)	105	195	300
	Depreciation and Amortization	2,504	578	3,082
	Profit before Tax	20,051	(1,104)	18,947
	Tax Expenses	2,721	(589)	2,132
	Profit after Tax	17,328	(515)	16,813
Other information				
	Segment Assets	94,353	13,287	1,07,640
	Segment Liabilities	16,016	4,314	20,330
	Investment in Joint venture and Associate	335	-	335
	Non-current Assets (excluding Financial instruments, Defined benefit assets)	29,704	9,240	38,944

A. Information about product revenues:

The Group is in the business of manufacturing and distribution of Agro Chemicals. The amount of its revenue from external customers broken down by products is shown in the table below:

	March 31, 2024	March 31, 2023
Active Ingredients and Intermediates	60,805	51,346
Formulations	12,172	13,468
Contract Manufacturing Organisation	2,723	-
Contract Research Organisation	373	-
Others	585	106
TOTAL	76,658	64,920

Active Ingredients are the biologically active ingredients of a plant protection product. Formulations mean the combination of various ingredients (active ingredients, co-formulants and solvents) designed to render the product useful and effective.

Contract research organization (CRO) that provides support to the pharmaceutical, biotechnology, and medical device industries in the form of research services outsourced on a contract basis and Contract manufacturing organisation (CMO) that serves other companies in the pharmaceutical industry on a contract basis to provide comprehensive services from drug development through drug manufacturing.

B. Geographical Areas

The Group is domiciled in India. The amount of its revenue from external customers broken down by location of the customers is shown in the table below (also refer note 39):



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Particulars	March 31, 2024	March 31, 2023
India	13,688	14,615
Asia (other than India)	17,713	14,174
North America	33,588	27,227
Europe	9,317	6,037
Rest of the World	2,352	2,867
Total	76,658	64,920

The revenue from external customers in India as mentioned above is recognized at a point in time i.e., when control of the products is transferred to the customers. Revenue from external customers from locations except India represents contract manufacturing wherein the revenue is recognized over the period of time or at a point in time depending on the conditions as specified in the accounting policy. Refer Note 3(h).

- ii. The total of Non-current assets (other than financial instruments, deferred tax assets and non-current tax assets), broken down by location of the assets, is shown in the table below:

	March 31, 2024	March 31, 2023
India	36,141	27,822
Asia (other than India)	-	0
United States of America	141	-
Europe	2,661	3
TOTAL	38,943	27,825

35. RELATED PARTY DISCLOSURES

Related party disclosure, as required by Indian Accounting Standard-24, is as below:

a) Nature of Related Party relationship

(i) - Subsidiaries, Joint Ventures, Associates and Controlled Trust:

(a) PILL Finance and Investment Limited	Subsidiary
(b) PI Life Science Research Limited	Subsidiary
(c) PI Japan Co. Limited	Foreign Subsidiary
(d) Solinnos Agro Sciences Private Limited	Associate
(e) PI Kumiai Private Limited	Joint Venture
(f) PII ESOP Trust	Controlled Trust
(g) PI Health Sciences Limited	Subsidiary
(h) Jivagro Limited	Subsidiary
(i) PI Fermachem Private Limited	Subsidiary
(j) PI Bioferma Private Limited	Subsidiary
(k) PI Health Sciences Netherlands B.V	Subsidiary of PI Health Science Ltd. (Incorporated as wholly owned subsidiary of the Company w.e.f. April 07, 2023)

(l) Archimica S.p.A.	Subsidiary of PI Health Sciences Netherlands B.V (Incorporated as wholly owned subsidiary of the Company w.e.f April 27, 2023)
(m) PI Health Sciences USA, LLC	Subsidiary of PI Health Sciences Netherlands B.V (Incorporated as wholly owned subsidiary of the Company w.e.f April 24, 2023)

(ii) - Key Management Personnel (KMP) & their relatives with whom transactions have taken place:

(a) Key Management Personnel

Mr. Mayank Singhal	Vice Chairman and Managing Director
Mr. Rajnish Sarna	Joint Managing Director
Mr. Narayan K Seshadri	Non-Executive Non-Independent Director w.e.f September 06, 2022 (Chairperson) Non-Executive Independent Director till September 05, 2022 (Chairperson)
Mr. Arvind Singhal	Non-Executive Non-Independent Director
Dr. Tanjore Soundararajan Balganes	Independent Non-Executive Director
Ms. Lisa J Brown	Independent Non-Executive Director
Mr. Shobinder Duggal	Independent Non-Executive Director
Ms. Pia Singh	Independent Non-Executive Director (w.e.f. August 03, 2022)
Mr. Rafael Julio Del Rio Donoso	Non-Executive Non-Independent Director (w.e.f. Feb. 9, 2024)
Mr. Manikantan Viswanathan	Chief Financial Officer
Ms. Sonal Ramanand Tiwari	Company Secretary (w.e.f. December 08, 2022)
Dr. Raman Ramachandran	Non-Executive – Non-Independent Director (w.e.f. January 01, 2022 till June 30, 2022)
Mr. Pravin K Laheri	Independent Non-Executive Director (retired on September 05, 2022)
Ms. Ramni Nirula	Independent Non-Executive Director (retired on September 05, 2022)

(b) Relatives of Key Management Personnel

Mr. Salil Singhal	Father of Mr. Mayank Singhal
Ms. Madhu Singhal	Mother of Mr. Mayank Singhal
Ms. Pooja Singhal	Sister of Mr. Mayank Singhal
Ms. Shefali Khushalani	Sister of Mr. Mayank Singhal

(iii) - Entities controlled by KMP with whom transactions have taken place:

- PI Foundation
- Singhal Foundation
- PI Gratuity Trust



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

b) The following transactions were carried out with related parties in the ordinary course of business:

Nature of Transaction	Type of relation	2023-24		2022-23	
		Transactions during the period	Balance outstanding Dr (Cr)	Transactions during the period	Balance outstanding Dr (Cr)
Compensation to KMP					
-Short term employee benefits	a(ii) (a)	335		262	
-Post employment benefits		33		20	
-Commission and other benefits to non-executive/ independent directors		64		51	
Salary & Other Perquisites		47		46	
Total		479	(248)	379	(282)
Other transactions					
Purchase of services	a(i)(d)	5	-	2	-
	a(ii)(b)	14	(3)	14	(1)
Purchase of goods	a(i)(d)	950	(202)	251	(73)
	a(i)(e)	694	(208)	679	(52)
	a(i)(d)	335	(29)	121	(69)
Sale of services	a(i)(d)	33	8	10	3
	a(i)(e)	103	2	92	-
Sale of goods	a(i)(d)	335	29	121	69
	a(i)(e)	271	165	285	187
Rent Received	a(i)(d)	1	0	1	-
	a(i)(e)	5	1	4	-
Rent paid	a(ii)(b)	2	0	2	-
Reimbursement on account of expenses incurred	a(i)(e)	-	-	0	-
Dividend paid	a(ii)(a)	364	-	240	-
	a(ii)(b)	447	-	292	-
Travel & Other expenditure incurred	a(ii)(a)	74	-	55	-
	a(ii)(b)	4	-	10	-
Contribution towards CSR Activities	a(iii)(a)	224	-	171	-

c) **Terms and conditions of transactions with related parties**

The sales and purchases / services rendered to and from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances at the year-end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended March 31, 2024, the Group has not recorded any impairment of receivables relating to amounts owed by related parties (March 31, 2023: ₹ Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates.



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

36. DISCLOSURES REQUIRED UNDER THE MICRO, SMALL AND MEDIUM ENTERPRISES DEVELOPMENT (MSMED) ACT, 2006

	March 31, 2024	March 31, 2023
	Amount	Amount
Principal amount due to suppliers registered under the MSMED Act and remaining unpaid as at year end*	53	58
Interest due to suppliers registered under the MSMED Act and remaining unpaid as at year end	0	0
Principal amounts paid to suppliers registered under the MSMED Act, beyond the appointed day during the year	421	723
Interest paid, under Section 16 of MSMED Act, to suppliers registered under the MSMED Act, beyond the appointed day during the year	4	4
Interest paid, other than under Section 16 of MSMED Act, to suppliers registered under the MSMED Act, beyond the appointed day during the year	-	-
Amount of interest due and payable for the period of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding the interest specified under the MSMED Act	-	-
Interest accrued and remaining unpaid at the end of each accounting year	0	1
Amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues above are actually paid to the small enterprise, for the purpose of disallowance of a deductible expenditure under section 23 of the MSMED Act	-	-

*Does not include principal amount outstanding but not due and includes capital vendor amounting to ₹ 22 (March 31, 2023 ₹ Nil).

37. ADDITIONAL INFORMATION REQUIRED UNDER SCHEDULE III TO COMPANIES ACT 2013, OF ENTITIES CONSOLIDATED AS SUBSIDIARIES, ASSOCIATES, JOINT VENTURE AND OTHER CONTROLLED ENTITIES

March 31, 2024

Name of the Entity	Net Assets, i.e., total assets minus total liabilities		Share in profit or loss		Share in other comprehensive income		Share in total comprehensive income	
	As % of consolidated net assets	Amount	As % of consolidated profit or loss	Amount	As % of consolidated profit or loss	Amount	As % of consolidated profit or loss	Amount
Parent								
PI Industries Limited	99.43%	86,812	102.92%	17,307	114.83%	281	103.1%	17,588
Subsidiaries Indian								
PI Life Science Limited	0.49%	425	0.43%	73	(0.04%)	(0.1)	0.43%	73
PILL finance and investments Limited	0.06%	55	0.03%	6	0.00%	-	0.03%	6
Jivagro Limited	2.68%	2,336	1.08%	181	(0.82%)	(2)	1.05%	179
PI Enzachem Private Limited	0.00%	-	0.00%	-	0.00%	-	0.00%	-
PI Fermachem Private Limited	0.00%	-	0.00%	-	0.00%	-	0.00%	-
PI Health Science Limited (Consolidated)	4.43%	3871	(5.30%)	(892)	(12.74%)	(31)	(5.41%)	(923)
Subsidiaries Foreign								
PI Japan Limited	0.03%	23	0.01%	1	0.00%	-	0.01%	1
Associates								
Solinnos Agro Sciences Private Limited	0.11%	96	0.44%	74	0.00%	-	0.43%	74
Joint Venture								
PI Kumiai Private Limited	0.25%	239	0.19%	31	0.00%	-	0.18%	31
Controlled Trust								
PI ESOP Trust	0.00%	2	0.01%	2	0.00%	-	0.01%	2
Consolidated elimination								
	(7.50)%	(6,551)	0.20%	33	(1.23%)	(3)	0.18%	30
TOTAL	100.00%	87,310	100.00%	16,815	100.00%	245	100.00%	17,060



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

March 31, 2023

Name of the Entity	Net Assets, i.e., total assets minus total liabilities		Share in profit or loss		Share in other comprehensive income		Share in total comprehensive income	
	As % of consolidated net assets	Amount	As % of consolidated profit or loss	Amount	As % of consolidated profit or loss	Amount	As % of consolidated profit or loss	Amount
Parent								
PI Industries Limited	99.59%	70,968	98.53%	12,114	103.11%	(396)	98.38%	11,718
Subsidiaries Indian								
PI Life Science Limited	0.53%	382	0.32%	40	0.02%	(0)	0.33%	40
PILL finance and investments Limited	0.07%	49	0.00%	0	0.00%	-	0.00%	0
Jivagro Limited	3.00%	2,157	1.42%	174	-3.38%	13	1.57%	187
PI Enzachem Private Limited	0.00%	-	0.00%	-	0.00%	-	0.00%	-
PI Fermachem Private Limited	0.00%	-	0.00%	-	0.00%	-	0.00%	-
PI Health Science Limited	0.20%	142	(0.83%)	(102)	0.00%	-	(0.86%)	(102)
Subsidiaries Foreign								
PI Japan Limited	0.03%	25	0.02%	2	0.00%	-	0.02%	2
Associates								
Solinnos Agro Sciences Private Limited	0.03%	22	0.12%	15	0.00%	-	0.13%	15
Joint Venture								
PI Kumiai Private Limited	0.33%	236	0.43%	53	0.00%	-	0.44%	53
Controlled Trust								
PI ESOP Trust	0.00%	0	0.01%	2	0.00%	-	0.01%	2
Consolidated elimination	(2.78%)	(1,999)	(0.02%)	(3)	(0.26%)	(1)	(0.03%)	(4)
TOTAL	100.00%	71,985	100.00%	12,295	100.00%	(384)	100.00%	11,911

38. FINANCIAL INSTRUMENTS**1 Financial instruments – Fair values and risk management****A. Financial instruments by category**

	Notes	March 31, 2024			March 31, 2023		
		FVTPL	FVTOCI	Amortised Cost	FVTPL	FVTOCI	Amortised Cost
Financial assets							
Non-current assets							
Investments	7(a)	54	-	514	55	-	-
Derivative financial instruments	7(g)	-	288	-	-	-	-
Other financial asset	7(g)	-	-	293	-	-	245
Current assets							
Investments	7(b)	9,424	-	3,036	8,819	-	1,024
Trade receivables	7(d)	-	-	9,299	-	-	7,720
Cash and cash equivalents	7(e)	-	-	8,865	-	-	8,727
Bank balances other than cash and cash equivalents	7(f)	-	-	18,174	-	-	13,702
Loans and advances	7(c)	-	-	37	-	-	83
Derivative financial instruments	7(g)	-	158	-	-	-	-
Other financial asset	7(g)	-	-	29	-	-	21
TOTAL		9,478	446	40,247	8,874	-	31,522



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

	Notes	March 31, 2024			March 31, 2023		
		FVTPL	FVTOCI	Amortised Cost	FVTPL	FVTOCI	Amortised Cost
Financial liabilities *							
Non-current liabilities							
Borrowings	15(a)	-	-	617	-	-	-
Derivative financial instruments	15(c)	-	-	-	-	56	-
Other financial liabilities	15(c)	-	-	1,603	-	-	298
Current liabilities							
Borrowings	15(a)	-	-	662	-	-	-
Trade payables	15(b)	-	-	11,484	-	-	8,380
Derivative financial instruments	15(c)	-	-	-	-	36	-
Other financial liabilities	15(c)	-	-	3,355	-	-	2,194
TOTAL		-	-	17,721	-	92	10,872

*Excluding lease liabilities measured in accordance with Ind AS 116.

B. Fair value hierarchy

This section explains the judgements and estimates made in determining the fair values of the financial instruments that are (a) recognised and measured at fair value and (b) measured at amortised cost and for which fair values are disclosed in the financial statements. To provide an indication about the reliability of the inputs used in determining fair value, the Group has classified its financial instruments into the three levels prescribed under the accounting standard. An explanation of each level follows underneath the table.

Financial assets and liabilities measured at fair value - recurring fair value measurements

	Notes	March 31, 2024			March 31, 2023		
		Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Financial assets							
Investment in equity instruments	7(a)	11	-	43	8	-	47
Investment in mutual funds	7(b)	9,424	-	-	8,819	-	-
Derivative financial instruments	7(g)	-	446	-	-	-	-
		9,435	446	43	8,827	-	47
Financial liabilities							
Derivative financial instruments	15(c)	-	-	-	-	92	-
Total		-	-	-	-	92	-

Assets and liabilities which are measured at amortised cost for which fair values are disclosed

	Notes	March 31, 2024			March 31, 2023		
		Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Financial assets							
Security deposits	7(g)	-	-	128	-	-	113
Loans and advances to related parties		-	-	4	-	-	7
	7(c)	-	-	-	-	-	-
TOTAL		-	-	132	-	-	120
Financial liabilities							
Security deposits from contractors	15(c)	-	-	6	-	-	3
TOTAL		-	-	6	-	-	3



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

The fair value of cash and cash equivalents, bank balances other than Cash and cash equivalents, trade receivables, short term loans, contract assets, current financial assets, trade payables, current financial liabilities and borrowings approximate their carrying amount, largely due to the short-term nature of these instruments. Long-term debt has been contracted at floating rates of interest, which are reset at short intervals. Accordingly, the carrying value of such long-term debt approximates fair value. Fair value for security deposits (other than perpetual security deposits) has been presented in the above table. Fair value for all other non-current assets and liabilities is equivalent to the amortised cost, interest rate on them is equivalent to the market rate of interest.

Fair value hierarchy

The table shown above analyses financial instruments carried at fair value, by valuation method. The different levels have been defined below:

Level 1 - This includes financial instruments measured using quoted prices. The mutual funds are valued using closing net assets value (NAV).

Level 2 – The fair value of financial instruments that are not traded in an active market is determined using valuation techniques which maximise the use of observable market data and rely as little as possible on entity-specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2. Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).

Level 3 - If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3.

There are no transfers between level 1, level 2 and level 3 during the year.

Valuation technique used to determine fair value:

Specific valuation techniques used to value financial instruments include:

- the use of quoted market prices
- the fair value of forward foreign exchange contracts is determined using forward exchange rates at the balance sheet date
- the fair value of the remaining financial instruments is determined using discounted cash flow analysis.

The fair values for security deposits (assets & liabilities) were calculated based on present values of cash flows and the discount rates used were adjusted for counterparty or own credit risk. They are classified as level 3 fair values in the fair value hierarchy due to the inclusion of unobservable inputs including counterparty credit.

39. FINANCIAL RISK MANAGEMENT

Risk management framework

The Group is exposed to credit risk, liquidity risk and market risk. The Group's board of directors has the overall responsibility for the management of these risks and is supported by Management Advisory Committee that advises on the appropriate financial risk governance framework. The Group has risk management

policies and systems in place which are reviewed regularly to reflect changes in market conditions and price risk along with the Group's activities. The Group's audit committee oversees how management monitors compliance with the financial risk management policies and procedures, and reviews the adequacy of risk management framework in relation to the risks faced by the Group.

This note explains the sources of risk which the entity is exposed to and how the entity manages the risk and impact of hedge accounting in the financial statements.

I. Credit Risk

Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligation, and arises from the operating activities primarily (trade receivables) and from its financing activities including cash and cash equivalents, deposits with banks, derivatives and other financial instruments. The carrying amount of financial assets represents the maximum credit exposure and is as follows:

Trade and other receivables and contract assets

The Group's exposure to credit risk is influenced mainly by the individual characteristics of each customer. However, management also considers the factors that may influence the credit risk of its customer base, including the default risk of the industry and country in which customers operate including the past trends on recoverability, ECL provision is considered based on the matrix defined below.

The Group has established a credit policy under which each customer is analysed individually for creditworthiness before the Group's credit terms are offered. Credit risk is managed through credit approvals, establishing credit limits and continuously monitoring the creditworthiness of customers to which the Group grants credit terms in the normal course of business. Credit limits are established for each customer and reviewed periodically. Any sales order exceeding those limits require approval from the appropriate authority.

There is one customer having revenue of ₹ 35,292 (March 31, 2023 ₹ 27,802) including an amount of ₹ 23,225 and ₹ 12,067 (March 31, 2023 ₹ 19,596 and ₹ 8,206) arising from shipments to United States of America and Japan respectively.

The concentration of credit risk is limited in domestic market due to the fact that the customer base is large and unrelated. The Group's exports are mainly carried out in countries which have stable economic conditions, where the concentration is relatively higher, however the credit risk is low as the customers have good credit ratings.

The Group computes an allowance for impairment of trade receivables based on a simplified approach that represents its expected credit losses. The Group uses an allowance matrix to measure the expected credit loss of trade receivables. Loss rates are based on actual credit loss experienced over the past 3 years. These loss rates are adjusted by considering the available, reasonable and supportive forward-looking information.

The following table provides information about the exposure to credit risk and expected credit loss as at 31 March 2024 and 31 March 2023 for both trade receivables and interest & other charges recoverable from customers under the simplified approach:



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Assets and liabilities which are measured at amortised cost for which fair values are disclosed

As at 31 March 2024	Not due	0-90 days	91-180 days	181-270 days	271-365 days	1-2 year	> 2 year	Others*	Total
Gross carrying amount	6,380	2,287	470	94	25	262	608	179	10,305
Expected loss rate	0.00%	3.72%	16.99%	35.90%	63.04%	67.08%	100.00%	0.00%	
Expected credit losses	8	85	80	34	15	176	608	-	1,006
Carrying amount (net of impairment)	6,372	2,202	390	60	10	86	-	179	9,299
As at 31 March 2023	Not due	0-90 days	91-180 days	181-270 days	271-365 days	1-2 year	> 2 year	Others*	Total
Gross carrying amount	5,810	1,195	456	74	28	225	542	276	8,606
Expected loss rate	0.62%	3.22%	14.34%	40.24%	65.45%	69.15%	100.00%	0.00%	
Expected credit losses	36	38	65	30	18	156	542	-	885
Carrying amount (net of impairment)	5,774	1,157	391	44	10	69	-	276	7,721

* Others include refund/ return liabilities provision and related party receivable balances as ECL on the related party receivables is nil.

Reconciliation of loss allowance provision – Trade receivables and Interest and Other charges recoverable from customer

	March 31, 2024	March 31, 2023
Opening balance	885	816
Changes in loss allowance	121	129
Write-off / Adjustment	-	(60)
Closing balance	1,006	885

The exposure to credit risk and expected credit loss on contract assets as at 31 March 2024 and 31 March 2023 is insignificant and hence no loss allowance has been made.

Cash and cash equivalents, deposits with banks, mutual funds and other financial instruments

Credit risk from balances with banks and other financial instruments is managed by Group in accordance with its policy. Investments of surplus funds are made only with approved counterparties and within credit limits assigned to each counterparty. Counterparty credit limits are reviewed by the management and may be updated throughout the year. Group also invests in mutual funds based on the credit ratings, these are reviewed for safety, liquidity and yield on regular basis.

Impairment on cash and cash equivalents, deposits and other financial instruments has been measured on the 12-month expected credit loss basis and reflects the short maturities of the exposures. For financial assets which are long term in nature, the expected credit loss is insignificant.

Accordingly, based on the assessment there is no material allowance in the above financial assets.

Derivatives

The derivatives are entered into with banks and financial institution counterparties which have low credit risk based on external credit ratings of counterparties.

Exposure to credit risk:

The gross carrying amount of financial assets, net of impairment losses recognized represents the maximum credit exposure. The maximum exposure to credit risk as at March 31, 2024 and March 31, 2023 was as follows

	March 31, 2024	March 31, 2023
Trade receivables	9,299	7,720
Cash and cash equivalents	8,865	8,727
Bank balances other than above	18,174	13,702
Current Investments	12,460	9,843
Non- Current Investments	568	55
Loans	38	83
Other financial assets (Refer note 7(g))	768	266
TOTAL	50,172	40,396

II. Liquidity risk

Liquidity risk is the risk that the Group will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. The Group's approach to managing liquidity is to ensure, as far as possible, that it will have sufficient liquidity to meet its liabilities when they are due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Group's reputation. Due to the dynamic nature of underlying businesses, the Group maintains flexibility in funding by maintaining availability under committed credit lines.

Management monitors rolling forecast of Group's liquidity position (comprising the undrawn borrowing facilities below) and cash and cash equivalents on the basis of expected cash flows. In addition, the Group's liquidity management policy involves projecting cash flows in major currencies and considering the level of liquid assets necessary to meet these, monitoring balance sheet liquidity ratios against internal and external regulatory requirements and maintaining debt financing plans.

(a) Financing arrangements

The Group had access to the following undrawn borrowing facilities at the end of the reporting period:

	March 31, 2024	March 31, 2023
Expiring within one year (Floating rate) refer note no 41	4,589	4,269



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

(b) Maturities of financial liabilities

The following are the remaining contractual maturities of financial liabilities at the reporting date. The amounts are gross and undiscounted, and include estimated interest payments and exclude the impact of netting agreements.

March 31, 2024	Contractual cash flows					
	Total	3 months or less	3-12 months	1-2 years	2-5 years	More than 5 years
Non-derivative financial liabilities						
Term Loans from Banks	1,279	350	288	265	331	45
Interest on term loans not accrued	106	9	34	29	33	1
Interest accrued but not due	3	3	-	-	-	-
Trade Payables (Due to micro and small enterprises)	306	306	-	-	-	-
Trade Payables (Other Trade Payables)	11,178	11,178	-	-	-	-
Employee payables	1,083	20	1,063	-	-	-
Unspent CSR	8	8	-	-	-	-
Security Deposits from Dealers	257	-	-	-	-	257
Security Deposits from Contractors	6	6	-	-	-	-
Unclaimed Dividends	4	4	-	-	-	-
Creditors for Capital Purchases	370	370	-	-	-	-
Lease liabilities	840	64	175	201	257	143
Other Payable	3,230	475	423	672	778	882
TOTAL	18,670	12,793	1,983	1,167	1,399	1,328

March 31, 2023	Contractual cash flows					
	Total	3 months or less	3-12 months	1-2 years	2-5 years	More than 5 years
Non-derivative financial liabilities						
Term Loans from Banks	-	-	-	-	-	-
Interest Payment on Term Loan	-	-	-	-	-	-
Trade Payables (Due to micro and small enterprises)	804	804	-	-	-	-
Trade Payables (Other Trade Payables)	7,576	7,576	-	-	-	-
Employee payables	670	47	623	-	-	-
Unspent CSR	-	-	-	-	-	-
Security Deposits from Dealers	296	-	-	-	-	296
Security Deposits from Contractors	3	3	-	-	-	-
Unclaimed Dividends	67	67	-	-	-	-
Creditors for Capital Purchases	402	402	-	-	-	-
Lease liabilities	612	70	168	110	165	99
Other Payable	1,054	654	400	-	-	-
TOTAL	11,484	9,623	1,191	110	165	395

III. Market risk

Market risk is the risk that changes in market prices - such as foreign exchange rates, interest rates and equity prices - will affect the Group's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters while optimising the return.

The Group is exposed to market risk primarily related to foreign exchange rate risk (currency risk), interest rate risk and market value of its investments. Thus the Group's exposure to market risk is a function of investing and borrowing activities and revenue generating and operating activities in foreign currencies.

Foreign Currency risk

The Group is exposed to foreign exchange risk arising from foreign currency transactions, primarily with respect to the US\$ and Euro. Foreign exchange risk arises from future commercial transactions and recognised assets and liabilities denominated in a currency that is not the Group's functional currency (₹). The Group uses forward exchange contracts to hedge its currency risk and are used exclusively for hedging purposes and not for trading and speculative purposes. These forward exchange contracts, carried at fair value, may have varied maturities depending upon the primary host contract requirement and risk management strategy of the Group. The objective of the hedges is to minimise the volatility of the ₹ cash flows of highly probable forecast transactions.



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

The Group's risk management policy is to hedge around 50% to 100% of the net exposure with forward exchange contracts. The remaining exposure is kept to an acceptable level by buying or selling foreign currencies at spot rates when necessary to address short term requirements. Hedging decisions are based on rolling forex cash flow statement prepared and reviewed on a monthly basis. Such contracts are designated as cash flow hedges.

The foreign exchange forward contracts are denominated in the same currency as the highly probable future sales transaction, therefore the hedge ratio is 1:1. The Group's hedge policy allows for effective hedge relationships to be established. Hedge effectiveness is determined at the inception of the hedge relationship, and through periodic prospective assessments to ensure that an economic relationship exists between the

hedged item and the hedged instrument. The Group enters into hedge instruments where the critical terms of hedging instrument are aligned with terms of the hedged item.

Ineffectiveness is recognised on a cash flow hedge where the cumulative change in the value of the hedging instruments exceeds on an absolute basis the change in the value of the hedged item attributable to the hedged risk. Hedge ineffectiveness may arise due to the following:

- The critical terms of the hedging instrument and the hedged item differ (i.e. nominal amounts, timing of the forecast transaction, interest resets changes from what was originally estimated), or
- differences arise between the credit risk inherent within the hedged item and the hedging instrument.

Foreign Currency Risk Exposure -

The currency profile of financial assets and financial liabilities as at March 31, 2024 and March 31, 2023 expressed in Indian Rupees (₹) are as below:

Non derivative

Particulars	March 31, 2024				
	USD	EURO	JPY	GBP	CHF
Financial assets					
Cash and cash equivalents (EEFC Account)	3,276	-	-	-	-
Trade receivables	5,260	109	-	-	-
	8,536	109	-	-	-
Financial liabilities					
Borrowings (Term Loan)	-	-	-	-	-
Trade payables	5,115	68	10	4	9
Creditors for Capital Purchases	26	0	-	13	0
	5141	68	10	17	9
Particulars	March 31, 2023				
	USD	EURO	JPY	GBP	CHF
Financial assets					
Cash and cash equivalents (EEFC Account)	2,949	-	-	-	-
Trade receivables	4,368	47	9	-	-
	7,317	47	9	-	-
Financial liabilities					
Borrowings (Term Loan)	-	-	-	-	-
Trade payables	3,347	31	9	3	0
	3,347	31	9	3	0

The following significant exchange rates have been applied during the year.

	Year-end spot rate (₹)	
	March 31, 2024	March 31, 2023
USD	83.41	82.17
EUR	89.88	89.44
JPY (100)	55.07	61.60
GBP	105.03	101.65
CHF	92.04	89.58



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Sensitivity analysis

A reasonably possible strengthening (weakening) of the Indian Rupee at March 31 would have affected the measurement of financial instruments denominated in foreign currencies and affected equity and profit or loss by the amounts shown below. This analysis assumes that all other variables, in particular interest rates, remain constant

and ignores any impact of forecast sales and purchases. Impact of hedging, if any has not been considered here. A 5% increase or decrease is used when reporting foreign currency risk internally to key management personnel and represents management's assessment of the reasonably possible change in foreign currency rate

Effect in ₹	Profit or loss, net of tax		Impact on other components of equity, net of tax	
	Strengthening	Weakening	Strengthening	Weakening
March 31, 2024				
5% movement				
USD	110	(110)	-	-
EUR	1	(1)	-	-
JPY	(0)	0	-	-
GBP	(1)	1	-	-
CHF	(0)	0	-	-
	110	(110)	-	-

Effect in ₹	Profit or loss, net of tax		Impact on other components of equity, net of tax	
	Strengthening	Weakening	Strengthening	Weakening
March 31, 2023				
5% movement				
USD	130	(130)	-	-
EUR	1	(1)	-	-
JPY	(0)	0	-	-
	131	(131)	-	-

Interest rate risk

The Group's main interest rate risk arises from long term foreign currency and working capital borrowings at variable rates. Group's investments are primarily in fixed deposits which are short term in nature and do not expose it to interest rate risk. The Group regularly evaluates the interest rate hedging requirement to align with interest

rate views and defined risk appetite, in order to ensure most cost effective interest rate risk management.

Exposure to interest rate risk

The interest rate profile of the Group's interest-bearing financial instruments as reported to the management of the Group is as follows:

	March 31, 2024	March 31, 2023
Fixed-rate instruments		
Financial assets	26,369	22,362
Financial liabilities	-	-
Variable-rate instruments		
Financial liabilities	1,279	-
TOTAL	27,648	22,362

Fair value sensitivity analysis for fixed-rate instruments

The Group does not account for any fixed-rate financial assets or financial liabilities at fair value through profit or loss. Therefore, a change in interest rates at the reporting date would not affect profit or loss.

Cash flow sensitivity analysis for variable-rate instruments

A reasonably possible change of 50 bp in interest rates would have increased (decreased) equity and profit or loss by the amounts shown below. This analysis assumes that all other variables, in particular foreign currency exchange rates, remain constant.

	Profit or loss		Impact on other components of equity, net of tax	
	50 bp increase	50 bp decrease	50 bp increase	50 bp decrease
March 31, 2024				
Variable-rate instruments	5	(5)	-	-
Cash flow sensitivity (net)	-	-	-	-
March 31, 2023				
Variable-rate instruments	-	-	-	-
Cash flow sensitivity (net)	-	-	-	-



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

IV. Price risk

The Group's exposure to price risk arises from investment in mutual funds and classified in the balance sheet as fair value through profit and loss. Mutual fund investments are susceptible to market price risk, mainly arising from changes in the interest rates or market yields which may impact the return and value of such investments. However, due to very short

tenor of the underlying portfolio in the liquid schemes, these do not pose any significant price risk. Group reviews these mutual fund investments based on safety, liquidity and yield on regular basis.

V. Impact of Hedging activities

(a) Disclosure of hedge accounting on financial position

March 31, 2024						
Type of hedge and risk	No. of outstanding contracts	Nominal Value	Carrying value of hedging instrument *	Maturity date	Hedge ratio	Weighted average strike price/rate
Foreign exchange forward contracts	313	47,064	446	April 2024 To - Sep 2029	1:1	US\$1 : ₹ 86.26 Euro 1: ₹ 89.88

March 31, 2023						
Type of hedge and risk	No. of outstanding contracts	Nominal Value	Carrying value of hedging instrument *	Maturity date	Hedge ratio	Weighted average strike price/rate
Foreign exchange forward contracts	183	30,184	(92)	April 2023 To June 2026	1:1	US\$1: : ₹ 85.03

* Refer Note No. 7(g)

(b). Disclosure of effects of hedge accounting on financial performance

March 31, 2024				
Type of hedge	Change in value of hedging instrument recognised in other comprehensive income	Hedge ineffectiveness recognised in profit and loss account	Amount reclassified from cash flow hedging reserve to profit and (loss)	Line item affected in statement of profit and loss account because of this reclassification
Foreign exchange forward contracts	569	-	44	Revenue

March 31, 2023				
Type of hedge	Change in value of hedging instrument recognised in other comprehensive income	Hedge ineffectiveness recognised in profit and loss account	Amount reclassified from cash flow hedging reserve to profit and (loss)	Line item affected in statement of profit and loss account because of this reclassification
Foreign exchange forward contracts	(736)	-	(100)	Revenue

(c). Movement in the cash flow hedge reserve

Effective portion of Cash flow Hedges	Amount
As at April 01, 2022	355
Less: Effective portion of gains/(losses) on cash flow hedges	(736)
Add: Amount reclassified to profit and loss account	100
Add: Deferred tax relating to above	222
As at March 31, 2023	(59)
Add: Effective portion of gains/(losses) on cash flow hedges	569
Less: Amount reclassified to profit and loss account	(45)
Less: Deferred tax relating to above	(183)
As at March 31, 2024	282



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

(d) Sensitivity analysis

A reasonably possible strengthening (weakening) of the Indian Rupee against US dollars at March 31 would have affected the measurement of foreign forward exchange contract designated as cash flow hedges and affected equity and profit or loss by the amounts shown below. This analysis assumes that all other variables, in particular interest rates, remain constant

and ignores any impact of forecast sales and purchases. A 5% increase or decrease is used when reporting foreign currency risk internally to key management personnel and represents management's assessment of the reasonably possible change in foreign currency rate.

Effect in ₹	Profit or loss, net of tax		Impact on other components of equity, net of tax	
	Strengthening	Weakening	Strengthening	Weakening
March 31, 2024				
5% movement				
USD	-	-	1,531	(1,531)
March 31, 2023				
5% movement				
USD	-	-	982	(982)

40. CAPITAL MANAGEMENT

The Group's policy is to maintain a strong capital base so as to maintain investor, creditor and market confidence and to sustain future development of the business. The primary objective of the Group's Capital management is to maximise shareholder's value. The Group manages its capital and makes adjustment to it in light of the changes in economic and market conditions.

The Group manages capital using gearing ratio, which is total debt divided by total equity. The gearing ratio at the end of the reporting period was as follows:

		As at March 31, 2024	As at March 31, 2023
Borrowings (Non-current)		662	-
Borrowings (Current)		617	-
Total Debt	A	1,279	-
Total Equity	B	87,310	71,985
Debt to Equity ratio	A/B	0.01	NA

No changes were made in the objectives, policies or processes for managing capital of the Group during the current and previous year.

Also refer note 14 relating to details on dividend declared and distributed.

41. ASSETS PLEDGED AS SECURITY

The carrying amounts of assets pledged as security for borrowings, refer note 39 (II) (a) and 15 (a)

	As at March 31, 2024	As at March 31, 2023
Property, plant and equipment		
First charge	-	-
Second charge	14,113	10,419
Floating charge	60,179	54,105
TOTAL	74,292	64,524



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

42. Additional regulatory information required by Schedule III of Companies Act, 2013

(i) Transactions with Struck off companies: -

As on March 31, 2024					
Name of the struck off company	Nature of transactions with struck off company	Balance outstanding as at current period	Relationship with the struck off company if any, to be disclosed	Balance outstanding as at Previous period	Relationship with the struck off company if any, to be disclosed
AADHAR AGROTECH RESEARCH INDIA (CIN: U01403CT2012PTC000150)	Receivable	0.02	Not Applicable	-	Not Applicable
BETA LINES SHIPPING (MUM) PRIVATE LIMITED (CIN: U63000MH2002PTC137854)	Payable	-	Not Applicable	-	Not Applicable
MILLENNIUM PROPERTIES PVT LIMITED (CIN: U70100MH2000PTC124972)	Shareholder	-	Not Applicable	-	Not Applicable

As on March 31, 2023					
Name of the struck off company	Nature of transactions with struck off company	Balance outstanding as at current period	Relationship with the struck off company if any, to be disclosed	Balance outstanding as at Previous period	Relationship with the struck off company if any, to be disclosed
MILLENNIUM PROPERTIES PVT LIMITED (CIN: U70100MH2000PTC124972)	Shareholder	-	Not Applicable	0	Not Applicable

The Group has entered into above mentioned transactions in ordinary course of business and the Group does not have any relationship with these struck off Companies.

- (ii) Details of Benami property: No proceedings have been initiated or are pending against the Group for holding any Benami property under the Benami Transactions (Prohibition) Act, 1988 (45 of 1988) and the rules made thereunder.
- (iii) Relevant provisions of the Foreign Exchange Management Act, 1999 (42 of 1999) and Companies Act has been complied with respect to transactions mentioned in point (xi) below and are not violative of the Prevention of Money-Laundering Act, 2002 (15 of 2003).
- (iv) Compliance with number of layers of companies: The Group has complied with the number of layers prescribed under the Companies Act, 2013.
- (v) Undisclosed income: There is no income surrendered or disclosed as income during the current or previous year in the tax assessments under the Income Tax Act, 1961, that has not been recorded in the books of account.
- (vi) Details of crypto currency or virtual currency: The Group has not traded or invested in crypto currency or virtual currency during the current or previous year.

- (vii) Valuation of PP&E, intangible asset and investment property: The Group has not revalued its property, plant and equipment (including right-of-use assets) or intangible assets or both during the current or previous year.
- (viii) As at March 31, 2024, the Group has not granted any loans or advances in the nature of Loans to the promoters, directors, KMPs and the related parties (as defined under Companies Act, 2013), either severally or jointly with any other person which are repayable on demand or without specifying any terms or period of repayment (March 31, 2023: Nil).
- (ix) The Group has not been declared as a Wilful Defaulter by any bank or financial institution or government or any government authority.
- (x) The holding company, i.e. M/s PI Industries Ltd. has advanced or loaned or invested funds to any other person(s) or entity(ies), including foreign entities (Intermediaries) with the understanding that the Intermediary shall:
- (a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Group (Ultimate Beneficiaries) or
- (b) provide any guarantee, security or the like to or on behalf of the Ultimate Beneficiaries

Name of the intermediary to which the funds are loaned or invested	Type	Date of transaction	Amount	Investment in other entities
PI Health Science limited	Loan	May 31, 2023	2,986	PI Health Sciences Netherland B.V., Therachem Research Medilab (India) Private Limited & Solis Pharmachem Private Limited
	Loan	June 07, 2023	414	
	Equity	June 07, 2023	4,165	



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

Name of the intermediary to which the funds are loaned or invested	Type	Date of transaction	Amount	Investment in other entities
PI Health Science limited	Loan	August 04, 2023	100	PI Health Sciences Netherland B.V., Therachem Research Medilab (India) Private Limited & Solis Pharmachem Private Limited
	Loan	October 30, 2023	10	
	Loan	November 01, 2023	90	
	Loan	November 20, 2023	150	
	Loan	December 31, 2023	70	
	Loan	December 31, 2023	70	
	Loan	January 12, 2024	20	
	Repayment	January 25, 2024	4,600	
OFCDs	January 25, 2024	5,500		

xi) The subsidiary company, i.e. M/s PI Health Sciences Ltd. has received funds to advance or loan or invest to any other person(s) or entity(ies), including foreign entities (Intermediaries) with the understanding that the Intermediary shall:

- (a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Group (Ultimate Beneficiaries) or
- (b) provide any guarantee, security or the like to or on behalf of the Ultimate Beneficiaries

Name of the intermediary to which the funds are loaned or invested	Type	Date of transaction	Amount in Million #	Ultimate beneficiaries
PI Health Sciences Netherland B.V.	Investment	April 21, 2023	€ 22.93	Archimica S.p.A and PI Health Sciences USA, LLC
	Loan	April 21, 2023	€ 13.06	
	Loan	May 18, 2023	€ 1.50	
	Loan	May 31, 2023	\$ 5.00	
	Loan	October 18, 2023	€ 0.70	
	Loan	February 26, 2024	€ 1.45	
	Loan	March 05, 2024	€ 2.00	
	Loan	March 26, 2024	€ 1.00	

€ represents euro and \$ represents US Dollar

M/s PI Health Sciences Netherlands B.V. (the step-down subsidiary of PI Health Sciences Ltd.) has received for investment and loans to its step-down subsidiaries:

Name of the ultimate beneficiary to which the funds are loaned or invested by intermediary disclosed above	Type	Date of transaction	Amount in Million #
Archimica S.p.A.	Investment	April 26, 2023	€ 34.20
	Loan	May 10, 2023	€ 1.00
	Loan	June 05, 2023	€ 1.00
	Loan	October 11, 2023	€ 0.44
	Loan	October 11, 2023	€ 0.38
	Loan	October 19, 2023	€ 0.70
	Loan	February 06, 2024	€ 1.45
	Loan	March 05, 2024	€ 2.00
PI Health Sciences USA, LLC	Loan	March 26, 2024	€ 1.00
	Investment	April 26, 2023	\$ 1.50
	Loan	June 02, 2023	\$ 3.50
	Loan	June 02, 2023	\$ 0.01
	Loan	August 23, 2023	\$ 0.40
	Loan repaid	October 10, 2023	\$ (0.40)
	Loan repaid	March 21, 2024	\$ (0.84)

€ represents euro and \$ represents US Dollar



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

43. The Company has raised ₹ 20,000 during the quarter ended 30th September 2020 through Qualified Institutional Placement (QIP) of equity shares. Out of the funds received of ₹ 19,750 (net of expense ₹ 250), the Company had invested ₹ 9,840 during the FY 23-24, in one of its subsidiary PI Health Sciences Limited to commence its business operations. Balance funds of ₹ 9,910 received pursuant to QIP remain invested in fixed deposits, liquid and other debt mutual funds.
44. Intangible Assets under Development are tested for impairment annually. The recoverable amount is determined from value in use computed based upon discounted projected profitability approved by the management. As on the reporting date the recoverable amount, determined by independent valuer is more than the carrying amount and accordingly no adjustments to the carrying amount is required in the books of accounts. Key assumptions underlying the value in use calculation are those regarding expected revenues, a post-tax discount rate of 12% to 16% per annum (31 March 2023: 12% to 16%). The management believes that any reasonably possible change in the key assumptions would not cause the carrying amount to exceed the recoverable amount.
45. The Company has widely used ERP as its accounting software for maintaining its books of Account which has a feature

of recording audit trail (edit log) facility and has operated throughout the year for all the financial transactions at application level, other than an IT administrator with debug access rights to find and fix the errors and direct changes at database level. The Company has necessary internal controls and review process to ensure that there are no unauthorized access and unauthorized changes.

47. During the year, material lost in transit amounting to ₹ 401 was recovered, out of which, ₹ 351 has been re-processed and sold to the customer. Balance material is under evaluation.
48. **Compliance with approved scheme(s) of arrangements:** The Group has entered into a scheme of arrangement which has been accounted for in accordance with the Scheme and applicable accounting standards.
49. **Leases- Lessee**

The Group leases various offices, warehouses, godown, IT equipment and vehicles. Rental contracts are typically made for fixed periods of 6 months to 9 years. The leases have varying terms, escalation clauses and renewal rights. The company has recognised Right of Use Assets for these leases except for short term and low value leases.

	As at March 31, 2024	As at March 31, 2023
Short term Lease	129	78
Low value lease	3	5
Total (refer note 23)	132	83
Amortization of right-of-use assets (refer note 25)	224	184
Interest and finance charges on lease liabilities (refer note 26)	56	40

The maturity analysis of lease liabilities are disclosed in note 39 (II) (b).
For Carrying value of lease liability and movement thereof refer note 15 (d).

Lessor

Operating lease

The lease rentals recognized as income in these statements as per the rentals stated in the respective agreements:

	March 31, 2024
Lease rentals recognized as income during the year	
- Variable lease rentals	11.15
- Others	

These assets relate to land and building subleased on account of idle space utilisation by subleasing it to respective customers.

Kindly refer note no. 4 right of use asset for asset wise details.

Maturity Analysis of Undiscounted Lease Payments to be received after the reporting date

	March 31, 2024
Less than 1 year	12.27
1-2 years	10.68
2-5 years	-
More than 5 years	-



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS for the year ended March 31, 2024

(All amounts in ₹ Million, unless otherwise stated)

50. These financial statements were approved by the board of directors of the Company in their meeting dated May 21, 2024, and are subject to shareholders approval at the forthcoming Annual General Meeting of shareholders.

51. EVENTS AFTER REPORTING DATE

The Board of Directors in the meeting held on May 21, 2024 have recommended a final dividend of ₹ 9 for the year ended March 31, 2024 which is subject to the approval of shareholders in the ensuing annual general meeting.

These are the notes to the consolidated financial statements referred to our report of even date

For Price Waterhouse Chartered Accountants LLP
Firm Reg. No. 012754N/N500016

Sd/-
Sougata Mukherjee
Partner
Membership Number 057084

For and on behalf of the Board of Directors

Sd/-
Mayank Singhal
Vice Chairman & Managing Director
DIN: 00006651

Sd/-
Rajnish Sarna
Joint Managing Director
DIN: 06429468

Sd/-
Manikantan Viswanathan
Chief Financial Officer

Sd/-
Sonal Ramanand Tiwari
Company Secretary

Place: Mumbai
Date: May 21, 2024





PI Industries Limited

CIN: L24211RJ1946PLC000469

Regd. Office: Udaisagar Road, Udaipur-313 001 (Rajasthan)
Corporate Office: 5th Floor, Vipul Square, B-Block, Sushant Lok,
Phase-I, Gurugram-122 009

Email-ID: investor@piind.com, Website: www.piindustries.com
Phone: 0124-6790000, Fax: 0124-4081247

NOTICE OF 77th ANNUAL GENERAL MEETING

Notice is hereby given that the 77th Annual General Meeting of the members of PI Industries Limited (the 'Company') will be held on Tuesday, August 27, 2024, at 10:30 a.m. (IST) through video conferencing ('VC')/other audio-visual means ('OAVM') (hereinafter referred to as 'e-AGM') to transact the following business:

ORDINARY BUSINESS:

1. To consider and adopt the standalone and consolidated financial statements of the Company for the financial year ended March 31, 2024, together with the reports of Board of Directors and Auditors thereon.
2. To confirm the payment of Interim Dividend of Rs. 6/- per equity share of face value of Re. 1/- each and to declare Final Dividend on equity shares for the financial year ended March 31, 2024.
3. To appoint a Director in place of Mr. Narayan K Seshadri (DIN: 00053563), who retires by rotation and being eligible, offers his candidature for re-appointment.

SPECIAL BUSINESS:

4. **Ratification of remuneration payable to Cost Auditor for the financial year 2024-25**

To consider and if thought fit, to pass the following resolution as an Ordinary Resolution:

“RESOLVED THAT pursuant to provisions of Section 148(3) of the Companies Act, 2013 read with Companies (Audit and Auditors), Rules, 2014, approval of the shareholders be and is hereby accorded for the ratification of remuneration of ₹0.33 Million (Rupees three hundred thirty thousand only) plus applicable taxes and reimbursement of out of pocket expenses, as may be necessary for conducting an audit of cost records of the Company in respect of the Company's products, if any, payable to M/s K.G. Goyal & Co., Cost Accountants, (Firm Regn. No.000017) appointed by the Board of Directors as Cost Auditor of the Company for the financial year 2024-25.”

5. **Payment of commission to Non-Executive Directors of the Company for a period of next 5 years commencing from financial year 2024-25 within limits specified under Section 197 of the Companies Act, 2013**

To consider and if thought fit, to pass the following resolution as an Ordinary Resolution:

“RESOLVED THAT in supersession of the resolution passed by the shareholders on September 09, 2019 and pursuant to the provisions of Section 197, 198 and any other applicable provisions of the Companies Act, 2013 ('the Act') read with Rules made thereunder, Regulation 17 of SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 (including any statutory modification(s) or re-enactment thereof for the time being in force), a sum not exceeding one percent per annum of the net profits of the Company calculated in accordance with the provisions of Section 198 of the Act, be paid to and distributed amongst the Directors of the Company or some or any of them (other than the Managing Director(s) and/or Whole-time Directors), in such amounts or proportions and in such manner and in all respects as may be decided and directed by the Board of Directors and such payments shall be made in respect of the profits of the Company for each financial year, for a period of five years commencing from financial year 2024-25 onwards.”

6. **Payment of remuneration by way of commission to Mr. Narayan K Seshadri (DIN: 00053563), Non-Executive Non-Independent Chairperson**

To consider and if thought fit, to pass the following resolution as a Special Resolution:

“RESOLVED THAT pursuant to Section 197, 198 and other applicable provisions of the Companies Act, 2013, if any, Rules made thereunder and Regulation 17(6)(ca) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, consent of the shareholders be and is hereby accorded for the payment of remuneration by way of commission of ₹ 30 million for the financial year 2023-24 to Mr. Narayan K Seshadri (DIN: 00053563), Non-Executive Non-Independent Chairperson of the Company, exceeding 50% (fifty percent) of total annual remuneration payable to all Non-Executive Directors of the Company for the said financial year.”

By Order of the Board of Directors
For PI Industries Limited

Date: May 21, 2024
Place: Mumbai

Sd/-
Sonal Ramanand Tiwari
Company Secretary
Membership No. A16638



NOTES:

- i. The Ministry of Corporate Affairs ('MCA') vide its various circulars issued from time to time have permitted the holding of the Annual General Meeting ('AGM') through VC/OAVM till September 30, 2024. Accordingly, the 77th AGM is being conducted through VC/OAVM, hereinafter called as 'e-AGM'. For this purpose, the Company has availed the service of KFin Technologies Limited ('KFin'), Registrar and Share Transfer Agents ('RTA') of the Company for providing facility for voting through remote e-voting, participation in the e-AGM through VC/OAVM facility and e-voting during the e-AGM. The procedure for participating in the meeting through VC/OAVM is explained at note no. xxix below. The attendance of the Members attending the e-AGM through VC/OAVM will be counted for the purpose of reckoning the quorum under Section 103 of the Companies Act, 2013 ('the Act').
- ii. In terms of Sections 101 and 136 of the Act read with the rules made thereunder, Regulation 36 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations, 2015') and in terms of MCA circular dated September 25, 2023 and Securities and Exchange Board of India ('SEBI') circular dated October 07, 2023, the listed companies may send the notice of e-AGM and the integrated annual report, including financial statements, Board report, etc. by electronic mode in case the meeting is conducted through VC/OAVM. Accordingly, the Notice of the 77th e-AGM along with the Integrated Annual Report for the FY2024 is being sent only through electronic mode to those members whose e-mail addresses are registered with the Company/ Depositories. Members may note that the Notice of the 77th e-AGM and Integrated Annual Report for the FY2024 will also be available on the Company's website at <https://www.piindustries.com/investor-relations/co-go/annual-reports>, websites of the stock exchanges i.e. BSE Limited and National Stock Exchange of India Limited at www.bseindia.com and www.nseindia.com respectively, and on the website of KFin at <https://evoting.kfintech.com>. In this Notice, the term member(s) or shareholder(s) are used interchangeably.
- iii. The deemed venue of the e-AGM shall be the Registered Office of the Company situated at Udaisagar Road, Udaipur, Rajasthan-313001.
- iv. Pursuant to the provisions of the Act, a member entitled to attend and vote at the AGM is entitled to appoint a proxy to attend and vote on his/her behalf and the proxy need not be a member of the Company. Since this AGM is being held through VC/OAVM, physical attendance of members has been dispensed with. Accordingly, the facility for appointment of proxies by the members will not be available for the e-AGM. Hence, the Proxy Form and Attendance Slip are not annexed to this Notice.
- v. The Board of Directors has appointed Mr. Ashish K Friends, Company Secretary in Practice (FCS-5129 and CP No.4056), Proprietor, AK Friends & Co., Company Secretaries, Delhi, to act as the 'Scrutinizer' for scrutinizing the e-voting process in a fair and transparent manner. He has communicated his willingness to be appointed as such and will be available for the said purpose.
- vi. Corporate/Institutional Members (i.e. other than individuals, HUF, NRI, etc.) are required to send scanned image (PDF/JPG format) of certified true copy of relevant board resolution/ authority letter etc. together with attested specimen signature of the duly authorised signatory (ies) who is/are authorised to attend the e-AGM on its behalf and to vote through remote e-voting, to the Scrutinizer through e-mail at akfriends38@yahoo.co.in and may also upload the same in the e-voting module in their login. The scanned image of the above documents should be in the naming format PIIND_8223.
- vii. The Explanatory Statement pursuant to Section 102 of the Act forms a part of this Notice. The Board of Directors, having deemed it as unavoidable, proposes to seek approval of members for business stated at Item no. 4, 5 and 6.
- viii. Brief details of the Director, who is proposed to be re-appointed, is annexed hereto as per requirements of Regulation 36(3) of the SEBI Listing Regulations, 2015 and Secretarial Standards on General Meetings.
- ix. The facility of joining the e-AGM will be opened 30 minutes before and will remain open up to 30 minutes after the scheduled start time of the e-AGM, i.e., from 10:00 a.m. (IST) and will be available for 1,000 members on a first-come-first-served basis. This rule would however not apply to participation of large shareholders (i.e., shareholders holding 2% or more shareholding), promoters, institutional investors, directors, key managerial personnel, auditors, etc.
- x. Institutional investors, who are members of the Company are encouraged to attend and vote at the 77th e-AGM of the Company.
- xi. An interim dividend at the rate of Rs. 6/- per equity share of face value of Re. 1/- each i.e., 600% declared by the Board of Directors at its meeting held on February 09, 2024, has been paid to all the eligible members as on February 21, 2024, being the record date for the purpose of said interim dividend. The Board of Directors has recommended a final dividend of Rs. 9/- per equity share of face value of Re. 1/- each i.e., 900 % for the financial year ended March 31, 2024, for the approval of shareholders at this e-AGM. Pursuant to the provisions of Section 91 of the Act and Regulation 42 of the SEBI Listing Regulations, 2015, the Company has fixed Tuesday, August 20, 2024, as the 'Record Date' for the purpose of determining the members eligible to receive final dividend for the financial year 2023-24.
- xii. Subject to the provisions of Section 126 of the Act, dividend on equity shares, if declared, at the e-AGM, will be credited/dispatched on or before September 20, 2024:
 - a) to all those members holding shares in physical form, as per the details provided to the Company by KFin, as on closing hours on Tuesday, August 20, 2024, and
 - b) to all those beneficial owners holding shares in electronic form, as per beneficial ownership details provided to the Company by National Securities Depository Ltd. ('NSDL') and Central Depository Services (India) Ltd. ('CDSL'), as on closing hours on Tuesday, August 20, 2024.
- xiii. The Register of Members and Share Transfer Books of the Company will remain closed from August 21, 2024, to August 27, 2024, (both days inclusive) for the purpose of determining the names of Members eligible for dividend on equity shares, if declared at the e-AGM.
- xiv. SEBI, vide its circular dated 16 March 2023 read with circular dated 17 November 2023 mandated that the security holders (holding securities in physical form), whose folio(s) do not have PAN (Aadhar seeded) or choice of nomination or contact details or mobile number or bank account details or specimen signature updated, shall be eligible for payment of dividend in respect of such folios, only through electronic mode with effect from 1 April 2024, upon furnishing all the aforesaid details in entirety. Further, the Company will not dispatch the physical instrument such as banker's cheque or demand draft for the payment of dividend to the members holding shares in physical form as on record date.



As per the SEBI Listing Regulations, 2015 and pursuant to SEBI circular dated April 20, 2018, a listed entity shall use any electronic mode of payment approved by the Reserve Bank of India for making payment to the members. Accordingly, dividend, if declared will be paid through electronic mode, where the bank account details of the members are available. Where dividend is paid through electronic mode, intimation regarding such remittance will be sent separately to the members. In case of members holding shares in demat mode and where the dividend could not be processed through electronic mode, payment will be made through physical instrument such as banker's cheque or demand draft incorporating bank account details of such members.

To ensure timely credit of dividend through electronic mode, members are requested to keep their latest bank account details updated with their respective Depository Participant ('DPs') and Company's Registrar and Share Transfer Agent viz., KFin Technologies Limited ('KFin') in case they hold shares in physical mode.

- xv. SEBI has mandated that any service request from members holding securities in physical mode shall be entertained only upon registration of the PAN, KYC details and nomination. Moreover, to avail online services, the security holders can register mobile number and e-mail ID. Members are requested to submit Form ISR-1 duly filled and signed along with self-attested copy of the PAN card and such other documents as prescribed in the Form, to register or update:
- PAN, KYC details and nomination;
 - E-mail address to receive communication through electronic means, including Integrated Annual Report and Notice and other communications.

The said Form is available on the Company's website at <https://www.piindustries.com/investor-relations/sh-ce/Forms> and on the website of KFin at https://ris.kfintech.com/clientservices/isc/default.aspx#isc_download_hrd. Members have an option to submit the duly filled Form ISR-1 in person at any of the branches of KFin, details of which are available at <https://www.kfintech.com/contact-us/> or submit e-signed form online along with requisite documents by accessing the link <https://ris.kfintech.com/clientservices/isc/default.aspx#> or physical forms can be sent through post at following address:

KFin Technologies Ltd.
Unit: PI Industries Ltd.,
Selenium Building, Tower-B, Plot No 31 & 32,
Financial District, Nanakramguda, Serilingampally,
Hyderabad, Rangareddi, Telangana, India - 500032

Members holding shares in dematerialized mode, who have not registered/updated their aforesaid details are requested to register/update the same with the respective depository participants ('DPs').

- xvi. SEBI vide its circular dated January 25, 2022, has mandated that the listed companies shall henceforth issue the securities in dematerialised form only, while processing service requests such as issue of duplicate share certificates, transmission, transposition, etc. Accordingly, members who still hold shares in physical form are advised to dematerialise their holdings.
- xvii. In case of joint holders, the member whose name appears as the first holder in the order of names as per the Register of Members of the Company will be entitled to vote.
- xviii. **Inspection of documents:**

In accordance with the MCA circulars, following registers along with other documents referred in the Notice will be made accessible for inspection through electronic mode and shall remain open and be accessible to any member during the continuance of the meeting.

- Register of contracts or arrangements in which directors are interested under Section 189 of the Act.
 - Register of directors and key managerial personnel and their shareholding under Section 170 of the Act.
 - Certificate from Secretarial Auditor of the Company certifying that the Employee Stock Option Scheme of the Company is being implemented in accordance with the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
- xix. For ease of conduct, members who would like to ask questions/express their views on the items of the businesses to be transacted at the meeting can send in their questions/comments in advance at investor@piind.com or by log in to <https://emeetings.kfintech.com/> and clicking on the tab 'Post your Queries' during the period starting from 09:00 AM (IST) August 22, 2024 till 05:00 PM (IST) August 23, 2024 mentioning their name, DP ID Client ID/Folio no., e-mail ID, mobile number, etc. The queries may be raised precisely and in brief to enable the Company to answer the same suitably depending on the availability of time at the meeting.
- xx. During the e-AGM, the Chairperson shall, after responding to the questions raised by the members in advance, formally propose to vote on the resolutions as set out in the Notice of the e-AGM and announce the start of the casting of vote through the e-voting system. After the members participating through VC/OAVM facility, eligible and interested to cast votes, have cast the votes, the e-voting will be closed with the formal announcement of closure of the e-AGM.
- xxi. The Scrutinizer shall, immediately after the conclusion of voting at the e-AGM, first count the votes cast at the meeting, thereafter unblock the votes cast through remote e-voting in the presence of at least two witnesses, not in the employment of the Company and make a consolidated Scrutinizers' report of the total votes cast in favour or against, if any, within prescribed timelines and provide the same to the Chairperson of the Company or any officer of the Company authorised by him in writing, who shall countersign the same and declare the result thereof.
- xxii. The results declared along with the Scrutinizer's report shall be placed on the Company's website at <https://www.piindustries.com/investor-relations/sh-ce/Annual-General-Meeting> and on the website of KFin at <https://evoting.kfintech.com> immediately after the declaration of results by the Chairperson or any officer of the Company authorized by him. The results will simultaneously be communicated to the Stock Exchanges, where the equity shares of the Company are listed. The resolutions shall be deemed to be passed at the e-AGM of the Company.



- xxiii. In terms of Section 124(5) of the Act, final dividend amount for FY 2016-17 remaining unclaimed for a period of 7 years shall become due for transfer in October 2024 to the Investor Education and Protection Fund ('IEPF') established by the Central Government. Further, in terms of Section 124(6) of the Act, in case of such members whose dividends are unpaid for a consecutive period of 7 years, the corresponding shares shall also be transferred to the IEPF's demat account. Members who have not claimed dividends from FY 2016-17 onwards have been requested to approach the Company/KFin for claiming the same as early as possible, to avoid transfer of the relevant shares to the IEPF's demat account.
- xxiv. To enable compliance with TDS requirements pursuant to Finance Act, 2020, Members are requested to complete and / or update their Residential Status, PAN, Category as per the Income-tax Act, 1961 with their DPs or in case shares are held in physical form, with the Company by sending email to the Company's email address at investor@piind.com. For details, members may refer to the 'Communication on TDS on Dividend Distribution' appended to this e-AGM Notice.
- xxv. For more details on shareholders' matters, please refer to the chapter on 'General Shareholder Information', included in the Integrated Annual Report.
- xxvi. Since the meeting will be conducted through VC/OAVM facility, the route map is not annexed to this Notice.
- xxvii. In case a person becomes a member of the Company after dispatch of the Notice of the 77th e-AGM and is a member as on the cut-off date for e-voting, i.e. Tuesday, August 20, 2024, such person may obtain the User ID and Password from KFin by e-mail request on evoting@kfintech.com from its registered e-mail ID. In case the e-mail ID is not registered, such member may, subject to procedure listed out at note no. xv. to obtain the necessary details.
- xxviii. This Notice is being sent to all the members whose names appear as on July 26, 2024, in the Register of Members or in the Register of beneficial owners as received from KFin.
- xxix. The instructions for members for remote e-voting and joining annual general meeting are as under:
 - a. In compliance with the provisions of Section 108 of the Act, read with Rule 20 of the Companies (Management and Administration) Rules, 2014, as amended from time to time, Regulation 44 of the SEBI Listing Regulations, 2015 and in terms of SEBI circular no. SEBI/HO/CFD/CMD/ CIR/P/2020/242 dated December 9, 2020 in relation to e-voting facility provided by listed entities, the members are provided with the facility to cast their vote electronically, through the e-voting services provided by KFin. Further, pursuant to the aforesaid circular issued by SEBI on 'e-voting facility provided by listed companies', e-voting process has been enabled to all the **individual demat account holders**, by way of single login credential, through their demat accounts / websites of Depositories / DPs in order to increase the efficiency of the voting process.
 - b. Individual demat account holders would be able to cast their vote without having to register again with the e-voting service provider ('ESP') thereby not only facilitating seamless authentication but also ease and convenience of participating in e-voting process. Shareholders are advised to update their mobile number and e-mail ID with their DPs to access e-voting facility.
 - c. Members can cast their vote online from 09:00 AM (IST), August 23, 2024 till 05:00 PM (IST), August 26, 2024. Voting beyond the said date shall not be allowed and the remote e-voting facility shall be blocked. The voting rights of members shall be in proportion to their shares in the paid-up equity share capital of the Company as on the cut-off date, being August 20, 2024. A person who is not a member as on the cut-off date should treat this Notice for information purpose only.
 - d. Any person holding shares in physical form and non-individual shareholders, who acquire shares of the Company and becomes a member of the Company after sending of the Notice and holding shares as on the cut-off date, may obtain the login ID and password by sending a request from their registered email ID at <https://evoting.kfintech.com> or Toll free number 1800 309 4001. However, if he / she is already registered with KFin for remote e-voting then he /she can use his / her existing User ID and password for casting the vote.
 - e. In case of individual shareholders holding securities in demat mode and who acquires shares of the Company and becomes a member of the Company after sending of the Notice and holding shares as of the cut-off date may follow steps mentioned below under 'Login method for remote e-voting and joining virtual meeting for individual shareholders holding securities in Demat mode.'
 - f. The details of the process for remote e-voting or joining and voting in e-AGM are explained herein below:

a. Login method for remote e-voting in case of individual shareholders holding shares in demat mode.

Type of shareholders	Login Method
Individual Shareholders holding securities in Demat mode with NSDL	<p>A. User already registered for NSDL IDeAS facility:</p> <ol style="list-style-type: none"> 1. Open web browser and type the following URL: https://eservices.nsd.com/ either on a Personal Computer or on a mobile. Once the home page of e-Services is launched, click on the 'Beneficial Owner' icon under 'Login' which is available under 'IDeAS' section. 2. A new screen will open. Enter your User ID and Password. After successful authentication, you will be able to see e-voting services. Click on 'Access to e-voting' under e-voting services and you will be able to see e-voting page. 3. Click on options available against Company name or e-voting service provider – KFin and you will be re-directed to e-voting service provider website for casting your vote during the remote e-voting period.
	<p>B. User not registered for IDeAS e-Services:</p> <p>Option to register is available at https://eservices.nsd.com. Select 'Register Online for IDeAS' Portal or click at https://eservices.nsd.com/SecureWeb/IdeasDirectReg.jsp and proceed with completing the required fields. After successful registration, please follow the steps given above to cast your vote.</p>



Type of shareholders	Login Method
----------------------	--------------

- C. **By visiting the e-voting website of NSDL:**
1. Visit the e-voting website of NSDL. Open web browser and type the following URL: <https://www.evoting.nsd.com/> either on a Personal Computer or on a mobile. Once the home page of e-voting system is launched, click on the icon 'Login' which is available under 'Shareholder/Member' section.
 2. A new screen will open. Enter your User ID (i.e., your sixteen-digit demat account number held with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-voting page.
 3. Click on options available against Company name or e-voting service provider – **KFin** and you will be redirected to e-voting service provider website for casting your vote during the remote e-Voting period.

D. **NSDL Speede**

Shareholders/Members can also download NSDL Mobile App 'NSDL Speede' facility by scanning the QR code mentioned below for seamless voting experience.

NSDL Mobile App is available on



Individual Shareholders holding securities in Demat mode with CDSL	<p>A. Existing user who have opted for Easi/Easiest:</p> <ol style="list-style-type: none"> 1. Shareholders can login through their existing user ID and password. Option will be made available to reach e-voting page without any further authentication. Open web browser and type: www.cdslindia.com and click on login icon and select New System Myeasi. 2. After successful login of Easi/Easiest the user will be also able to see the e-voting Menu. The menu will have links of e-voting service provider i.e. KFin Technologies Limited. Click on e-Voting Service Provider, i.e., KFin to cast your vote. <p>B. User not opted for Easi/Easiest:</p> <p>Option to register for Easi/Easiest is available at CDSL website www.cdslindia.com, proceed with completing the required fields. After successful registration, please follow the steps given above to cast your vote.</p> <p>C. By visiting the e-voting website of CDSL:</p> <ol style="list-style-type: none"> 1. The user can directly access e-voting page by providing Demat Account Number and PAN No. from a link in www.cdslindia.com. The system will authenticate the user by sending OTP on registered Mobile & e-mail id as recorded in the Demat Account. 2. After successful authentication, user will be able to see the e-voting option where the e-voting is in progress and will also be able to directly access the system of e-Voting Service Provider, i.e., KFin.
Individual Shareholders (holding securities in demat mode) logging through their depository participant(s)	<ol style="list-style-type: none"> 1. Shareholders can also login using the login credentials of their demat account through their Depository Participant registered with NSDL/CDSL for e-voting facility. After logging, you will be able to see e-voting option. 2. Once you click on e-voting option, you will be redirected to NSDL/ CDSL website after successful authentication, wherein you can see e-voting feature. 3. Click on options available against Company name or e-voting service provider- KFin and you will be redirected to e-voting service provider website for casting your vote during the remote e-voting period.

Important note: Members who are unable to retrieve User ID / Password are advised to use Forgot user ID or Forgot Password option available at abovementioned websites.

For Technical Assistance:

Helpdesk for Individual Shareholders holding securities in demat mode who need assistance for any technical issues related to login through Depository i.e., NSDL and CDSL:

<p>Members facing any technical issue - NSDL</p> <p>Email: evoting@nsdl.co.in</p> <p>Toll free no.: 1800 1020 990 or 1800 22 44 30</p>	<p>Members facing any technical issue - CDSL</p> <p>Email: helpdesk.evoting@cdslindia.com</p> <p>Phone No.: 022- 23058738 or 22-23058542-43</p>
---	--



b. Login method for Members other than individuals holding shares of the Company in demat mode and all Members holding shares of the Company in physical mode:

Members whose email IDs are registered with the Company/ Depository Participant (s), will receive an email from KFin which will include details of E-Voting Event Number (EVEN: 8223), USER ID and password. They will have to follow the following process:

- i. Launch internet browser and type the URL: <https://evoting.kfintech.com> in the address bar.
- ii. Enter the login credentials i.e. User ID and password mentioned in your email. In case of physical folio, the User ID will be EVEN (E-Voting Event Number), followed by folio number. In case of Demat account, User ID will be your DP ID and Client ID. However, if you are already registered with KFin for e-voting, you can use your existing User ID and password for casting the vote.
- iii. After entering the correct details, click on LOGIN.
- iv. You will now reach the password change menu wherein you are required to mandatorily change your password. The new password shall comprise of minimum 8 characters with at least one upper case (A- Z), one lower case (a-z), one numeric value (0-9) and a special character (@,#,\$, etc.,). The system will prompt you to change your password and update your contact details like mobile number, email ID etc. on first login. You may also enter a secret question and answer of your choice to retrieve your password in case you forget it. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential.
- v. You need to login again with the new credentials.
- vi. On successful login, the system will prompt you to select the 'EVENT' i.e., 'PI INDUSTRIES LIMITED- AGM' and click on 'Submit'
- vii. On the voting page, the number of shares (which represents the number of votes) held by you as on the cut-off date will appear. If you desire to cast all the votes assenting/dissenting to the resolution, enter all shares and click 'FOR' / 'AGAINST' as the case may be or partially in 'FOR' and partially in 'AGAINST', but the total number in 'FOR' and/or 'AGAINST' taken together should not exceed your total shareholding as on the cut-off date. You may also choose the option 'ABSTAIN', in which case, the shares held will not be counted under either head.
- viii. Members holding multiple folios/ demat accounts shall choose the voting process separately for each folio/ demat accounts.
- ix. Cast your votes by selecting an appropriate option and click on 'SUBMIT'. A confirmation box will be displayed. Click 'OK' to confirm, else 'CANCEL' to modify. Once you confirm, you will not be allowed to modify your vote subsequently. During the voting period, you can login multiple times till you have confirmed that you have voted on the resolution(s).

c. Access to join e-AGM of the Company on KFin system to participate and vote at the e-AGM

- i. Members will be provided with a facility to attend the AGM through VC / OAVM or view the live webcast platform provided by KFin at <https://emeetings.kfintech.com/> by using the remote e-voting login credentials provided in the email received from the Company/KFin. After logging in, click on the Video Conference tab and select the EVEN: 8223 of the Company. Click on the video symbol and accept the meeting etiquettes to join the meeting. Please note that the members who do not have the User ID and Password for e-voting or have forgotten the User ID and Password may retrieve the same by following the remote e-voting instructions mentioned above.
- ii. Members will be required to grant access to the webcam to enable VC/ OAVM. Further, members connecting from Mobile Devices or Tablets or through Laptop connecting via Mobile Hotspot may experience Audio/Video loss due to fluctuation in their respective network. It is therefore recommended to use Stable Wi-Fi or LAN Connection to mitigate any kind of aforesaid glitches.
- iii. The members who have not cast their vote through remote e-voting shall be eligible to cast their vote through e-voting system available during the e-AGM. E-voting during the e-AGM is integrated with the VC / OAVM platform. The members may click on the voting icon displayed on the screen to cast their votes. Members who have voted through remote e-voting will still be eligible to attend the e-AGM.
- iv. A member can opt for only single mode of voting i.e., through remote e-voting or voting at the e-AGM. If a member casts votes by both modes, then voting done through remote e-voting shall prevail and vote at the e-AGM shall be treated as invalid. Once the vote on a resolution(s) is cast by the member, the member shall not be allowed to change it subsequently.
- v. Voting at e-AGM will be kept open till 30 minutes of the end of the e-AGM.
- vi. A video guide assisting the members attending e-AGM either as a speaker or participant is available for quick reference at URL <https://emeetings.kfintech.com/>, under the "e-AGM Tutorial" tab placed on top of the page.

GENERAL INSTRUCTIONS

- i. **Speaker Registration:** The members who wish to speak during the meeting may register themselves as speakers for the e-AGM to express their views. They can send an email at investor@piind.com or visit <https://emeetings.kfintech.com/> and login through the user ID and password provided in the mail received from KFin. On successful login, select 'Speaker Registration' which will be open from 09:00 AM (IST) August 22, 2024 till 05:00 PM (IST) August 23, 2024. Members shall be provided a 'queue number' before the meeting. The Company reserves the right to restrict the speakers at the e-AGM to only those members who have registered themselves, depending on the availability of time for the e-AGM.
- ii. In case of any query and/or grievance, in respect of voting by electronic means, members may refer to the Help & Frequently Asked Questions (FAQs) and E-voting user manual available at the download section of <https://evoting.kfintech.com> (KFin Website) or contact Ms. C Shobha Anand, at shobha.anand@kfintech.com or call KFin's toll free No. 1-800-309-4001 for any further clarifications.

By Order of the Board of Directors
For PI Industries Limited

Sd/-
Sonal Ramanand Tiwari
Company Secretary
Membership No. A16638

Date: May 21, 2024
Place: Mumbai



EXPLANATORY STATEMENT PURSUANT TO SECTION 102 OF THE COMPANIES ACT, 2013

Item No.4: Ratification of remuneration payable to Cost Auditor for the financial year 2024-25

Section 148(3) of the Companies Act, 2013 read with Companies (Audit and Auditors), Rules, 2014 require the Board to appoint an individual, who is a cost accountant or a firm of cost accountants, as Cost Auditor on the recommendations of the Audit Committee, which shall also recommend remuneration for such Cost Auditor and such remuneration shall be considered and approved by the Board of Directors and subsequently ratified by the shareholders.

M/s K.G. Goyal & Co., Cost Accountants (Firm Registration No. 000017) have furnished a certificate regarding their eligibility for re-appointment as Cost Auditors of the Company. They have vast experience in the field of cost audit and have conducted the audit of the cost records of the Company for previous years under the provisions of the Act. The Board of Directors, at their meeting held on May 21, 2024, on recommendation of the Audit Committee, approved the re-appointment of M/s K.G. Goyal & Co., Cost Accountants, as the Cost Auditor of the Company for the financial year 2024-25 at an audit fee of ₹0.33 Million (Rupees three hundred thirty thousand only) plus taxes and out of pocket expenses as may be necessary for carrying out cost audit of the Company.

The resolution contained in Item No. 4 of the Notice, accordingly, seeks members' ratification for the remuneration of Cost Auditor of the Company for the financial year 2024-25.

None of the Directors or Key Managerial Personnel or their relatives are directly or indirectly concerned or interested, financially or otherwise, except to the extent of their respective shareholding, if any, in the resolution as set out at Item no.4 of the Notice.

The Board recommends this ordinary resolution set out in Item no. 4 of the Notice for consideration and approval of the members.

Item No. 5: Payment of commission to Non-Executive Directors of the Company for a period of next 5 years commencing from financial year 2024-25 within limits specified under Section 197 of the Companies Act, 2013

The shareholders at the 72nd AGM held on September 09, 2019, approved by way of a Special Resolution under Section 197 & 198 of the Act, the payment of remuneration by way of commission to the Non-Executive Directors of the Company, of a sum not exceeding one percent per annum of the net profits of the Company calculated in accordance with the provisions of Section 198 of the Act, be paid to and distributed amongst the Directors of the Company or some or any of them (other than the Managing Director(s) and/or Whole-time Directors), in such amounts or proportions and in such manner and in all respects as may be decided and directed by the Board of Directors and such payments shall be made in respect of the profits of the Company for each financial year, for a period of five years commencing April 01, 2024.

Considering the rich experience and expertise brought to the Board by the Non-Executive Directors, it is proposed that remuneration not exceeding one per cent of the net profits of the Company, calculated in accordance with Section 198 of the Act, be continued to be paid and distributed amongst the Non-Executive Directors of the Company in accordance with the recommendation of the Nomination and Remuneration Committee and approval of the Board of Directors of the Company, for each financial year commencing from April 01, 2024. The payment of commission would be in addition to the sitting fees payable for attending the Meetings of the Board and Committees thereof.

Except Mr. Mayank Singhal, Vice Chairperson & Managing Director and Mr. Rajnish Sarna, Joint Managing Director, all the Directors of the Company are interested in the resolution as set out at Item no. 5 of the Notice to the extent of commission that may be received by them.

The Board recommends this ordinary resolution set out in Item no. 5 of the Notice for approval of the members.

Item No. 6: Payment of remuneration by way of commission to Mr. Narayan K Seshadri (DIN: 00053563), Non-Executive Non-Independent Chairperson

The shareholders at the 72nd AGM held on September 09, 2019, had approved the payment of remuneration by way of commission to Non-Executive Directors of the Company not exceeding one per cent of the net profits of the Company for the relevant financial year. In line with the Nomination and Remuneration Policy of the Company, the compensation to the Non-Executive Directors takes the form of commission on profits. Though shareholders have approved payment of commission up to one per cent of net profits of the Company for each year, the actual commission paid to the Non-Executive Directors is restricted to a fixed sum within the above limit. This sum is reviewed at the end of financial year after taking into consideration various factors such as business/ financial performance of the Company, activities handled /supervised, time spent for attending to the affairs and business of the Company, extent of responsibilities shouldered by each Director and evaluation of performance made by the Board. Keeping in view all these factors, a considerable amount of time has been spent by Mr. Narayan K Seshadri with exceptional contribution in the overall growth for the organization through strategic meetings held during the year evaluating various M&A opportunities, reviewing the business with leadership team, mentoring the leadership team, member of steering committees i.e., Audit Committee, Nomination and Remuneration Committee, Risk Management Committee and M&A Committee, the duties and responsibilities of Mr. Seshadri have increased manifold. Accordingly, a higher amount of commission has been proposed for Mr. Seshadri, Chairperson for devoting his valuable time to the organisation. Accordingly, the Board of Directors on the recommendation(s) of Nomination and Remuneration Committee has approved a higher amount of commission to be paid to him in the capacity of Non-Executive Chairperson as compared to other Non-Executive Directors.

Under his Chairpersonship, the Company's revenue has grown from Rs. 33,068 Million to Rs. 71,454 Million in a span of 5 years. Pursuant to Regulation 17(6)(ca) of SEBI Listing Regulations, 2015, the approval of shareholders by special resolution is required to be obtained every year, in which the annual remuneration payable to a single Non-Executive Director exceeds fifty per cent of the total annual remuneration payable to all Non-Executive Directors.

Considering the role that he is expected to play, the Board believes that the remuneration payable to Mr. Seshadri commensurate with the efforts and the time spent by him on behalf of the Company. Accordingly, the Board has recommended remuneration by way of commission payable to him for the financial year ended March 31, 2024, in excess of fifty per cent of the total annual remuneration payable to all Non-Executive Directors of the Company and accordingly recommends passing of resolution at item no. 6 for approval of the shareholders as a Special Resolution.

Except Mr. Seshadri, none of the Directors, Key Managerial Personnel or their relatives are directly or indirectly concerned or interested, financially or otherwise, except to the extent of their respective shareholding, if any, in the resolution as set out at Item no.6 of the Notice.

By Order of the Board of Directors
For PI Industries Limited

Sd/-
Sonal Ramanand Tiwari
Company Secretary
Membership No. A16638

Date: May 21, 2024
Place: Mumbai



Annexure- A

Disclosure relating to Director pursuant to Regulation 36(3) of the SEBI Listing Regulations, 2015 and Clause 1.2.5 of the Secretarial Standards on General Meetings:

Name of the Director	Mr. Narayan K Seshadri
DIN	00053563
Age	67 years
Date of Birth	April 13, 1957
Qualification	Chartered Accountant
Experience	Over 42 years of experience
Brief resume and nature of their expertise in specific functional areas	<p>Mr. Narayan K Seshadri, with more than 42 years of distinguished corporate career, is a qualified Chartered Accountant who had started his business, consultancy career with Arthur Anderson. Joining KPMG afterwards, Mr. Seshadri rose to the position of Managing Partner of its business advisory practice in India. Mr. Seshadri had also worked with some large Fortune 500/ FTSE 100 companies to small start-ups in various international jurisdictions.</p> <p>He is also on the Board of many prominent Indian Companies such as AstraZeneca Pharma India Ltd., SBI Life Insurance Co. Ltd., Max Healthcare Institute Ltd., TVS Supply Chain Solutions Limited, etc. He is the founder and also serves as a board member of Tranzmute Capital & Management Pvt. Ltd., which provides new ideas on management and capital structuring to first generation entrepreneurs and family businesses. Mr. Seshadri was among the earliest private sector finance professionals to spot the opportunity in buying out troubled companies and reviving them. He was the member of Andersen's Global CEO Advisory Council, the only Indian partner to hold such a position.</p> <p>Mr. Seshadri has been associated with the Company since 2006, he took the reigns as Chairperson of the Company with effect from October 5, 2016. During his tenure the Company has benefited significantly from Mr. Seshadri's expertise and experience across multiple disciplines from financial, legal and regulatory, risk management, corporate governance and human capital management. Furthermore, he has played a pivotal role in setting the strategic direction and growth plan while overseeing the Group's businesses policies and ensuring high governance standards.</p>
Terms and condition of appointment / Re-appointment	Appointed as a Director liable to retire by rotation
Last drawn remuneration	The details of remuneration paid to him for FY 23-24 is provided in the annual return. The same can be accessed at https://www.piindustries.com/investor-relations/co-go/annual-return
Remuneration proposed to be paid	He will be eligible for payment of sitting fee and commission, as approved by the Board of Directors in accordance with the Nomination and Remuneration Policy of the Company.
Date of first appointment on the Board	January 27, 2006
Shareholding in the Company as on 31.03.2024	4,84,259 equity shares of Re.1/- each (0.32%)
Disclosure of inter-se relationship with other Directors, Manager and other Key Managerial Personnel	None
No. of Meetings of Board attended during the year	7 (seven)
Names of the listed Companies in which person holds Directorship	<ol style="list-style-type: none"> 1. PI Industries Limited 2. AstraZeneca Pharma India Limited 3. SBI Life Insurance Company Limited 4. Max Healthcare Institute Limited 5. TVS Supply Chain Solutions Limited
Names of listed companies in which person ceased to be a Director in past three years	<ol style="list-style-type: none"> 1. Kalpataru Projects International Limited



Chairpersonship/
committee
membership of listed
companies

- 1. PI Industries Limited**
 - Audit Committee - Member
 - Nomination and Remuneration Committee - Member
 - Risk Management Committee - Member
 - M&A Committee - Member
- 2. AstraZeneca Pharma India Limited**
 - Audit Committee - Member
 - Nomination and Remuneration Committee- Member
- 3. SBI Life Insurance Company Limited**
 - Audit Committee - Chairperson
 - Nomination and Remuneration Committee - Chairperson
 - Investment Committee - Chairperson
 - Policyholder Protection Committee - Chairperson
 - Risk Management Committee - Member
 - Corporate Social Responsibility Committee - Member
- 4. TVS Supply Chain Solutions Limited**
 - Audit Committee - Chairperson
 - Nomination and Remuneration Committee - Member
- 5. Max Healthcare Institute Limited**
 - Risk Management Committee - Chairperson
 - IT Strategy Committee - Member
 - Debenture Committee - Member



COMMUNICATION ON TAX DEDUCTION AT SOURCE ('TDS') ON DIVIDEND DISTRIBUTION

As you may be aware w.e.f. 1st April 2020, Dividend Distribution Tax u/s 115-O of the Income-tax Act, 1961 ('the IT Act') payable by domestic companies on declaration of dividend has been abolished. Pursuant to this amendment and certain consequential amendments brought vide Finance Act, 2020, the Company would be under an obligation to TDS in accordance with the provisions of the IT Act, from dividend distributed on or after 1st April 2020.

Please take note of the below TDS provisions and information/document requirements for each shareholder:

Section 1: For all members - Details that should be completed and /or updated, as applicable

All members are requested to ensure that the below details are completed and/or updated, as applicable, in their respective demat account/s maintained with the Depository Participant/s; or in case of shares held in physical form, with the Company, by August 14, 2024. Please note that these details as available on book closure date in the Register of Members/ Register of Beneficial Ownership will be relied upon by the Company, for the purpose of complying with the applicable TDS provisions:

- i. Valid Permanent Account Number (PAN);
- ii. Residential status as per the IT Act i.e. Resident or Non-Resident for FY2024-25;
- iii. Category of the member:
 - o Mutual Fund
 - o Insurance Company
 - o Alternate Investment Fund (AIF) Category I and II
 - o AIF Category III
 - o Government (Central/State Government)
 - o Foreign Portfolio Investor (FPI) /Foreign Institutional Investor (FII): Foreign Company
 - o FPI/FII: Others (being Individual, Firm, Trust, AJP, etc.)
 - o Individual
 - o Hindu Undivided Family (HUF)
 - o Firm
 - o Limited Liability Partnership (LLP)
 - o Association of Persons (AOP), Body of individuals (BOI) or Artificial Juridical Person (AJP)
 - o Trust
 - o Domestic company
 - o Foreign company;
- iv. Email Address;
- v. Address with PIN code;
- vi. Mobile number;
- vii. Bank account details;

Following additional documents are to be submitted by the shareholders holding shares in physical form:

- viii. Scanned copy of cancelled cheque leaf of the above-mentioned bank account (In case, the cancelled cheque leaf does not bear your name, please attach a copy of the bank pass-book statement, duly self-attested); and
- ix. Self-attested copy of your PAN card.

Section 2: TDS provisions and documents required, as applicable for relevant category of Members

Members are requested to take note of the TDS rates and document/s, if any, required to be submitted to the Company by August 14, 2024, for their respective category, in order to comply with the applicable TDS provisions.

A. For resident members:

- i. **Mutual Funds:** No TDS is required to be deducted as per section 196(iv) of the IT Act subject to specified conditions. Self-attested copy of valid SEBI registration certificate needs to be submitted.
- ii. **Insurance companies:** No TDS is required to be deducted as per section 194 of the IT Act subject to specified conditions. Self-attested copy of valid IRDA registration certificate needs to be submitted.
- iii. **Category I and II Alternative Investment Fund:** No TDS is required to be deducted as per section 197A (1F) of the IT Act subject to specified conditions. Self-attested copy of valid SEBI registration certificate needs to be submitted.
- iv. **Recognised Provident funds:** No TDS is required to be deducted as per Circular No.18/2017 subject to specified conditions. Self-attested copy of a valid order from Commissioner under Rule 3 of Part A of Fourth Schedule to the IT Act, or Self-attested valid documentary evidence (e.g. relevant copy of registration, notification, order, etc.) in support of the provident fund being established under a scheme framed under the Employees' Provident Funds Act, 1952 needs to be submitted.



- v. **Approved Superannuation fund:** No TDS is required to be deducted as per Circular No.18/2017 subject to specified conditions. Self-attested copy of valid approval granted by Commissioner under Rule 2 of Part B of Fourth Schedule to the IT Act needs to be submitted.
- vi. **Approved Gratuity Fund:** No TDS is required to be deducted as per Circular No.18/2017 subject to specified conditions. Self-attested copy of valid approval granted by Commissioner under Rule 2 of Part C of Fourth Schedule to the IT Act needs to be submitted.
- vii. **National Pension Scheme:** No TDS is required to be deducted as per Section 197A (1E) of the IT Act.
- viii. **Government (Central/State):** No TDS is required to be deducted as per Section 196(i) of the IT Act.
- ix. **Any other entity entitled to exemption from TDS:** Valid self-attested documentary evidence (e.g. relevant copy of registration, notification, order, etc.) in support of the entity being entitled to exemption from TDS needs to be submitted.
- x. **Other resident members:**
 - a. TDS is required to be deducted at the rate of 10% under u/s 194 of the IT Act.
 - b. No TDS is required to be deducted, if aggregate dividend distributed or likely to be distributed during the financial year to individual shareholder does not exceed Rs.5000/-
 - c. Normal dividend/s declared in the preceding financial year 2023-24 would be considered as the basis to determine applicability of the said threshold for the entire financial year.
 - d. No TDS is required to be deducted on furnishing of valid Form 15G (for individuals, with no tax liability on total income and income not exceeding maximum amount which is not chargeable to tax) or Form 15H (for individual above the age of 60 years with no tax liability on total income).
 - e. TDS is required to be deducted at the rate of 20% u/s 206AA of the IT Act, if valid PAN of the shareholder is not available. TDS is required to be deducted at the rate prescribed in the lower tax withholding certificate issued u/s 197 of the Act, if such valid certificate is provided.

B. For non-resident members:

- i. **FPI and FII:** TDS is required to be deducted at the rate of 20% (plus applicable surcharge and cess) u/s 196D of the IT Act.
- ii. **Any entity entitled to exemption from TDS:** Valid self-attested documentary evidence (e.g. relevant copy of registration, notification, order, etc. by Indian tax authorities) in support of the entity being entitled to exemption from TDS needs to be submitted.
- iii. **Other non-resident members:**
 - a) TDS is required to be deducted at the rate of 20% (plus applicable surcharge and cess) u/s 195 of the IT Act.
 - b) Shareholder may be entitled to avail lower TDS rate as per Double Tax Avoidance Treaty (DTAA) between India and the country of tax residence of the shareholder, on furnishing the below specified documents:
 - 1. Self-attested copy of PAN;
 - 2. Self-attested copy of valid Tax Residency Certificate (TRC) obtained from the tax authorities of the country of which the shareholder is a resident;
 - 3. Self-declaration in Form 10F filed on Income tax portal; and
 - 4. Self-declaration on letterhead of having no Permanent Establishment in India, Beneficial ownership of shares and eligibility to claim treaty benefits.
 - c) TDS is required to be deducted at the rate prescribed in valid lower tax withholding certificate issued u/s 197 of the IT Act, if such valid certificate is provided.

TDS to be deducted at higher rate in case of non-linkage of PAN with Aadhaar

As per Section 139AA of the Act, every person who has been allotted a PAN and who is eligible to obtain Aadhaar, shall be required to link the PAN with Aadhaar. In case of failure to comply to this, the PAN allotted shall be deemed to be invalid/inoperative and tax shall be deducted at the rate of 20% as per the provisions of section 206AA of the IT act. The Company will be using online functionality of the Income-tax department for the above purpose and no claim shall lie against the Company for such taxes deduction. If you have not linked your PAN with Aadhaar, kindly do so, to avoid higher tax deduction.

TDS to be deducted at higher rate in case of 'Specified person'

TDS is required to be deducted at the rates specified u/s 206AB of the IT Act, if dividend is payable to 'specified person' and tax shall be deducted at higher of the following rates namely:

- At twice the rate specified in the relevant provision of the IT act
- At twice the rate or rates in force; or
- At the rate of five percent

For the purpose of section 206AB, the term 'specified person' means:

"A person who has not furnished the return of income for the assessment year relevant to the previous year immediately preceding the financial year in which tax is required to be deducted, for which the time limit for furnishing the return of income under sub-section (1) of section 139 has expired and the aggregate of tax deducted at source and tax collected at source in his case is rupees fifty thousand or more in the said previous year. Provided that the term specified person shall not include a non-resident who does not have a permanent establishment in India."



If the provisions of section 206AA is applicable to a specified person, in addition to the provision of this section, the tax shall be deducted at higher of the two rates provided in this section and in section 206AA.

Details and / or documents as mentioned above in Section 1 and Section 2, as applicable to the member, need to be sent, duly completed and signed, through registered email address of the member with PAN being mentioned in the subject of the email to reach investor@piind.com by August 14, 2024. Please note that no communication in this regard, shall be accepted post August 14, 2024.

Section 3: Other general information for the members

- i. For all self-attested documents, members must mention on the document “certified true copy of the original”. For all documents being sent / accepted by email, the member undertakes to send the original document/s on the request by the Company.
- ii. In case, the dividend income is assessable to tax in the hands of a person other than the registered member as on the book closure date, the registered member is required to furnish a declaration containing the name, address, PAN of the person to whom TDS credit is to be given and reasons for giving credit to such person.
- iii. TDS deduction certificate will be sent to the members’ registered email address in due course.
- iv. Surcharge rates applicable for financial year 2024-25 for non-residents:
 - a. Individual, HUF, AOP, BOI, AJP, Trust

Dividend Income	Rate
Upto Rs. 50 lakhs	NIL
Income exceeds Rs. 50 lakhs but does not exceed Rs. 1 crore	10%
Income exceeds Rs. 1 crore	15%

- b. Co-operative society or Firm, registered under applicable Indian law

Aggregate Income	Rate
Income exceeds Rs. 1 crore	12%

- c. Foreign company

Dividend Income	Rate
Income exceeds Rs. 1 crore but does not exceed Rs.10 crores	2%
Income exceeds Rs. 10 crore	5%

- v. Normal dividend/s declared in the preceding financial year 2023-24 would be considered as the basis to determine applicability of the surcharge rate.
- vi. Health and Education Cess of 4% is applicable for financial year 2024-25 for non-residents.
- vii. Application of TDS rate is subject to necessary due diligence and verification by the Company of the shareholder details as available in Register of Members on the Book Closure Date, documents, information available in public domain, etc. In case of ambiguous, incomplete or conflicting information, or the valid information/documents not being provided, the Company will arrange to deduct tax at the maximum applicable rate.
- viii. In case TDS is deducted at a higher rate, an option is still available with the shareholder to file the return of income and claim an appropriate refund, if eligible.
- ix. In the event of any income tax demand (including interest, penalty, etc.) arising from any misrepresentation, inaccuracy or omission of information provided / to be provided by the member/s, such member/s will be responsible to indemnify the Company and also, provide the Company with all information / documents and co-operation in any appellate proceedings.

Note: Above communication on TDS sets out the provisions of law in a summary manner only and does not purport to be a complete analysis or listing of all potential tax consequences. Shareholders should consult with their own tax advisors for the tax provisions applicable to their particular circumstances.

(Refer Section 2(II)(iii)(b)(4) of above Communication on TDS on Dividend Distribution)

Kindly refer to the below links to download the format of any of the above-mentioned forms or declarations:

[Click here to download](#) - Form 15H

[Click here to download](#) - Form 15G

[Click here to download](#) - Form 10F

[Click here to download](#) - Procedure to file Form 10F

[Click here to download](#) - Self declaration (Non-resident shareholder)



TCFD report 2023-24

Aligning with the TCFD framework

At PI, we see sustainability not just as a risk but as a growth and innovation opportunity. We are committed to integrating sustainability into our organizational culture, aligning it with ESG principles to create value for stakeholders, society, and the planet.

We drive decision-making with sustainability focused KPIs, ambitious targets, and benchmarks to capitalize on the evolving sustainability landscape. Leaning on the TCFD framework for identifying, assessing, and managing climate-related risks and opportunities we have addressed environmental impact, social responsibility, and transparent governance practices, ensuring we meet global sustainability standards.

By adopting the TCFD recommendations, our intention is to provide transparent and consistent information on integration of climate-related financial risks and opportunities in our wider enterprise risk management framework and business strategy.

TCFD content index

Dimension	Details	Recommendations	Reference to disclosure
Governance	Disclose the organization's governance around climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities	TCFD report pg 397 IR pg 75
		Describe management's role in assessing and managing climate-related risks and opportunities	TCFD report pg 398
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	TCFD report pg 397
		Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	TCFD report pg 399
		Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	TCFD report pg 401
Risk management	Disclose how the organization identifies, assesses, and manages climate-related risks	Describe the organization's processes for identifying and assessing climate-related risks	IR pg 89, 90
		Describe the organization's processes for managing climate-related risks	IR pg 91 TCFD report pg 401
		Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	IR pg 89 TCFD report pg 401
Metrics and targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	TCFD report pg 402 IR pg 51
		Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	TCFD report pg 402 IR pg 166
		Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	TCFD report pg 402 IR pg 51



Governance

Oversight of climate-related issues:

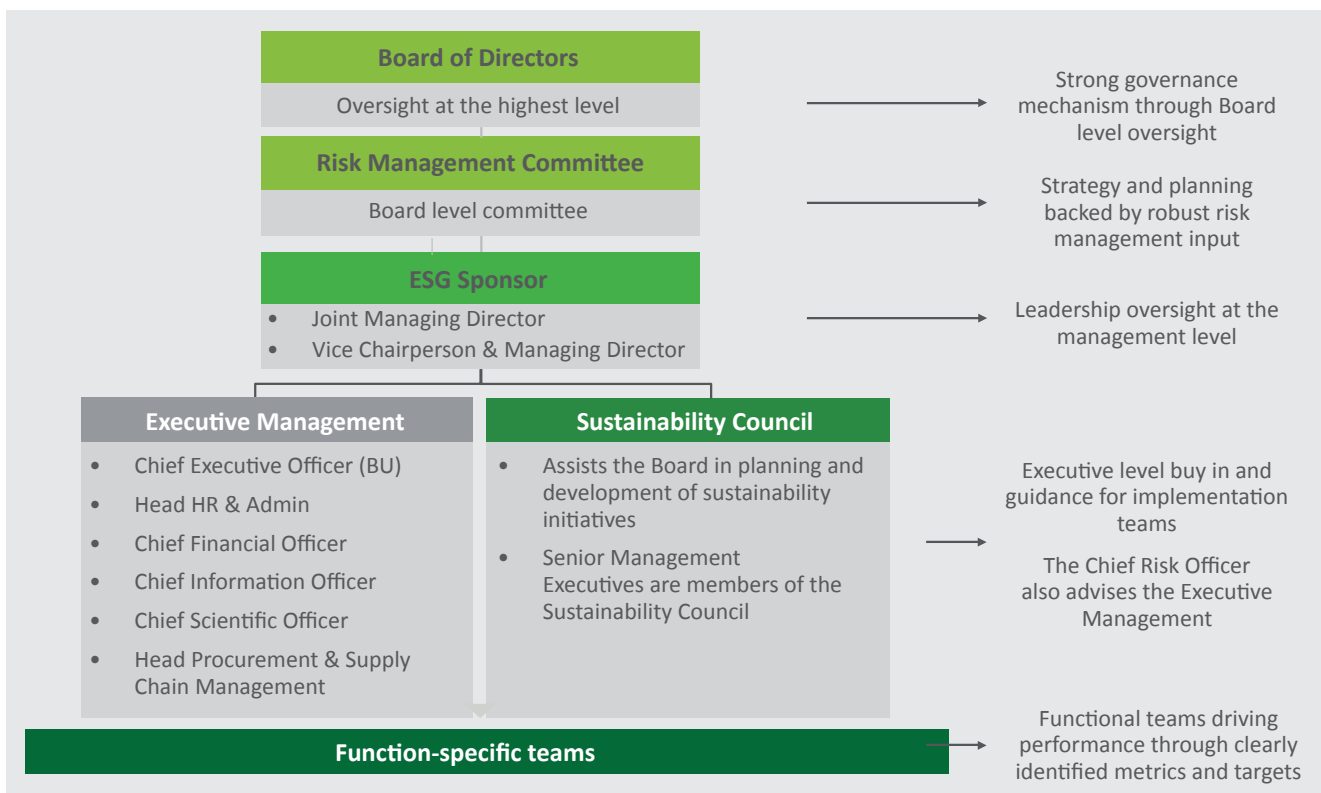
Based on TCFD recommendations, PI has set up a robust governance mechanism in managing climate-related risks and opportunities for the organization. PI’s approach for governance ensures that oversight and accountability trickles down from the highest levels of the organization to various functions.

The Board of Directors monitors and assesses climate-related risks and opportunities through the Risk Management Committee’s mandate and its activities

The Risk Management Committee, a subcommittee of the Board, includes not only the top executive and independent board members but also the ESG Board Sponsor and Risk Champions. These individuals play a vital role in promoting risk management across the organization and monitoring various risks and opportunities related to climate and the environment. Intentional effort is made to ensure that the, climate-related risks are integrated into the overall strategic planning and risk management processes.

Respective Risk Champions, and Business Owners work together to ensure implementation of PI’s climate-related strategy through initiatives aligned with product and process innovation, operational efficiency and water stewardship.

Governance framework for climate-related strategy



The below table highlights the roles and responsibilities of the Board of Directors and senior management executives in the governance and risk management process along with the controls and checks in place to oversee and effectively manage climate-related risks and opportunities.

The Risk Management policy provides the governance structure for sustainability related activities undertaken across the organization. Further, PI has also published various policies aligned with its sustainable equitable growth ambitions and can be found on PI’s website at <https://www.piindustries.com/sustainability/ehs/sustainable-procurement-policy/>

Governing body	Roles and responsibilities	Meeting frequency	Performance measurement
Board of Directors	<ul style="list-style-type: none"> Provide overall vision and strategic direction, providing oversight on macro-level changes, business criticality and overall guidance 	As required	Corporate governance Board evaluation system (third party evaluation)
Risk Management Committee	<ul style="list-style-type: none"> Reviewing and guiding annual budgets Overseeing major capital expenditures Overseeing acquisitions, mergers, and divestitures Reviewing innovation/R&D priorities Overseeing and guiding employee incentives Reviewing and guiding the business strategy based on the risk management process 	Bi-annual	Organizational goals related to risk identification and management including climate-related risk management



Governing body	Roles and responsibilities	Meeting frequency	Performance measurement
Sustainability Council	<ul style="list-style-type: none"> Drive the sustainability agenda with oversight on relevant policies, initiatives, and budgets. Provide insights to the Board of Directors on key developments and progress on public commitments around sustainable initiatives 	Quarterly	Corporate KPIs and sustainability-related targets
Executive Committee	<ul style="list-style-type: none"> Approving annual budgets for climate mitigation activities Overseeing major capital and/or operational expenditures related to low-carbon products or services (including R&D) Spearheading climate-related acquisitions, mergers, and divestitures Providing climate-related employee incentives 	Monthly	Corporate KPIs Individual KPIs related to management of climate-related risks and opportunities linked to performance-based incentives*
Management Committee	<ul style="list-style-type: none"> Developing a climate transition plan Implementing a climate transition plan Assessing climate-related risks and opportunities Identifying climate-related issues for integration into the strategy Managing climate-related risks and opportunities Conducting climate-related scenario analysis Setting climate-related corporate targets for approval by executive management Measuring and reporting progress against climate-related corporate targets Managing public policy engagement on behalf of the organization that may impact the climate Leading value chain engagement on climate-related issues according to the organization's sustainability strategy and goals 	Monthly	Function KPIs Individual KPIs corresponding to achievement of sustainability related targets linked to performance incentives

Strategy

Through a comprehensive process of enterprise risk management, we, at PI, have been implementing business strategy based on a detailed feasibility study on all businesses, new projects, and related activities to minimize risk exposure and its effects on capital and earnings. Departmental functions maintain a detailed Risk Register tracking and monitoring potential risks that could impact the business.

Following the TCFD recommendations, we have conducted a climate risk assessment covering both physical and transition risks. We have initiated several measures to mitigate the impact of climate change, build resilience, and invest in adaptation strategies. These initiatives include inorganic expansion into allied business verticals, product, and process innovation, and de-risking our manufacturing and supply chain functions.

As described under Manufactured and Natural capital in the Annual Integrated Report for FY23-24, PI has undertaken initiatives aligned with energy management, emissions control and water stewardship in pursuant to its sustainability goals and ambitions.

Further, using the scenarios provided by the Intergovernmental Panel on Climate Change (IPCC), PI has sought to understand potential future climate changes and their impact and relevance to PI's manufacturing operations and downstream business in India.

Potential physical risks

Risk	Risk type	IPCC scenario	Description
Increased severity and frequency of extreme weather events such as cyclones and floods	Acute physical risk	RCP 2.6, RCP 6.0, RCP 4.5	Immediate and severe impact of climate change. Cyclones can cause significant damage to infrastructure, disrupt supply chains, and result in substantial economic losses and human casualties. Coastal flooding due to rising sea levels, storm surges, and due to other extreme weather events such as hurricanes and typhoons can destroy infrastructure and contaminate water supplies
Low levels of water/water scarcity/stress	Acute physical risk	RCP 2.6, RCP 6.0, RCP 4.5	Resulting from insufficient water availability due to high demand for limited water sources among agricultural, industrial, and domestic users. This can lead to conflicts over water rights, reduced agricultural yields, and increased costs for water extraction and distribution



Risk	Risk type	IPCC scenario	Description
Frequency of droughts	Chronic physical risk	RCP 2.6, RCP 6.0, RCP 4.5	Due to longer term shift in climate patterns, increased frequency of droughts can have severe and widespread impact on agriculture, water supply, natural ecosystem increasing risks of wildfires, economic losses and community conflict and migration
Extreme heat and rising temperatures	Chronic physical risk	RCP 2.6, RCP 6.0, RCP 4.5	Sustained higher temperatures can cause widespread and severe impacts on human health, ecosystems, and economies

Scenarios considered for analysis²³

Scenario	Description	Global mean temperature change	Mitigation measures
RCP 2.6	A low-emission scenario that assumes significant mitigation efforts to limit global warming to below 2°C above pre-industrial levels. It requires early and aggressive reductions in greenhouse gas emissions	Low increase; likely to stay below 2°C by 2100	Requires widespread adoption of renewable energy sources, increased energy efficiency, and the deployment of carbon capture and storage (CCS) technologies along with strong international cooperation and significant policy interventions, incl. carbon pricing, subsidies for clean energy, and regulations to reduce emissions
RCP 4.5	A stabilization scenario where emissions peak around 2040 and then decline. It represents moderate mitigation efforts, leading to stabilization of radiative forcing at 4.5 W/m ² by 2100.	Medium-low increase between 2°C to 3°C by 2100	Significant shift towards renewable energy sources incl. wind, solar and bioenergy; carbon sequestration through reforestation and sustainable agriculture, strong climate policies such as carbon pricing, emissions trading systems, and subsidies for clean energy
RCP 6.0	A stabilization scenario with emissions peaking around 2080 and then declining. This scenario assumes less aggressive mitigation measures compared to RCP4.5, leading to stabilization of radiative forcing at 6.0 W/m ² by 2100.	Medium-high increase between 2.6°C to 3.1°C by 2100	Significant shift towards renewable energy sources incl. wind, solar and bioenergy; carbon sequestration through reforestation and sustainable agriculture, strong climate policies such as carbon pricing, emissions trading systems, and subsidies for clean energy technologies
RCP 8.5	A high-emission scenario where emissions continue to rise throughout the 21st century, leading to significant global warming. It represents a future with little to no climate policies, resulting in radiative forcing of 8.5 W/m ² by 2100.	High increase by about 4°C to 6.1°C by 2100	Implementation of mitigation measures would be challenging

Potential transition risks

Risk	Driver	Driver description
Policy and legal	Carbon pricing mechanisms	Used a tool to reduce GHG emissions and to direct capital towards cleaner energy and low-carbon solutions. These include policies such as carbon tax, carbon border adjustment mechanism, emission trading systems among others
Policy and legal	Mandates on, and regulation of, existing products and services	Refers to challenges and opportunities that business will face when regulations are imposed to reduce carbon emissions or promote sustainability Ex. Changes in water availability or tariffs due to increased regulation of available water resources, share of renewable energy, phasing out of fossil fuel use, sourcing of raw materials among others
Technology	Substitution of existing products and services with lower emissions options	Pertains to the development and use of emerging technologies such as renewable energy, battery storage, energy efficiency, and carbon capture and storage to support transition to a lower-carbon economy
Technology	Costs to transition to lower emissions technology	Financing the transition to lower emissions technology is expected to affect the competitiveness of organizations, their production and distribution costs, and ultimately the demand for their products and services from end users

²³IPCC Special Report Emissions Scenarios (2000)



Scenarios considered for analysis²⁴

Scenario	Description	Global mean temperature change
STEPS	Conservative and realistic outlook compared to scenarios that assume more aggressive policy actions. Presents a clear picture of the current trajectory of energy systems	More than 2°C
IEA 2DS (ETP 2DS)	Aligned with the goals of the Paris Agreement, the 2-Degree Scenario developed by the IEA outlining a pathway to limit the global temperature rise to 2°C above pre-industrial levels by the end of the 21st century	Limited to 2°C

Impact of identified risks

By identifying and understanding physical and transition risks, PI has been able to incorporate them into our financial forecasts and budgets. Aligning with our growth strategy, this exercise has enabled more effective allocation of resources while also preparing us for financial impacts from climate-related risks allowing us to make informed decisions about our investments and expenditures.

Risk identified	Scope of impact on PI's business
Increased severity and frequency of extreme weather events such as cyclones and floods	Timeline for impact: 0.5-1 year Impact: 10% reduction in annual revenues is expected from decreased production capacity (e.g., transport difficulties, supply chain interruptions)
Low levels of water/water scarcity/stress	Timeline for impact: 0.5-1 year
Drought	Impact: Increased operating costs (e.g., inadequate water supply to use in production and for cooling processes)
Extreme heat and rising temperatures	Timeline for impact: 1-2 years Impact: Increased cooling costs including procurement of water, use of electricity for cooling; impact on sales and last mile distribution
Carbon pricing mechanism	Timeline for impact: 0.5-1 year Impact: Increased pricing of GHG emissions due to introduction of carbon taxes or cap-and-trade systems; capital investment in less carbon intensive technologies, equipment upgrade and/or switching to cleaner fuels
Mandates on, and regulation of, existing products and services	Timeline for impact: 0.5-1 year Impact: Increased production costs due to changing input prices (e.g., energy, water)
Substitution of existing products and services with lower emissions options	Timeline for impact: 1-2 years Impact: Reduced demand for existing products and services; write-offs and early retirement of existing assets (e.g., damage to property and high emission emitting assets)
Costs to transition to lower emissions technology	Timeline for impact: 1-2 years Impact: Costs to adopt/deploy new practices and processes

Building business resilience: PI's strategic response to climate-related risks

PI has aligned climate change mitigation and adaptation strategies with business opportunities with the potential to lead to long-term sustainability and competitiveness for the organization. In the coming years, PI's focus will include opportunities around increasing resource efficiency and cost savings, adopting low-emission energy sources, developing new products and services, accessing new markets, and leveraging policies that subsidize efficiencies and clean energy. Additionally, building resilience along the supply chain will also be a key focus area.

Physical risk identified	Transition risk identified	Transition opportunities leveraged*
Low levels of water/water scarcity/ stress	Mandates on, and regulation of, existing products and services Ex. Changes in water policy	Focus on energy transition and low carbon operations
Drought	Substitution of existing products and services with lower emissions options	Enhancing the Ecoscale rating of our products Increasing share of biologicals by 29% in FY23-24 in our domestic agribusiness portfolio Reducing water footprint by implementing Zero Liquid Discharge at our R&D facility and Formulation plant
Extreme heat and rising temperatures Increased severity and frequency of extreme weather events such as cyclones and floods	Costs to transition to lower emissions technology	Reducing emissions of greenhouse gases by increasing share of renewable energy, and by switching to cleaner fuels

*Details of initiatives undertaken can be found under the Strategy and Resource allocation section of the Annual Integrated Report FY23-24

²⁴International Energy Agency website



Risk management

Approach used

The organization’s approach to risk identification and management has been detailed in the annual integrated report under the Risk and Opportunities section. The organization-wide risk identification process is also followed to identify and prioritize climate-related risks. Continuous review and monitoring as part of feasibility studies conducted on all businesses, new projects and related activities due to the dynamic nature of climate-related risks has ensured their effective integration in overall risk management and mitigation measures.

Tools used

This report has been prepared based on guidelines given by globally used resources prescribed by WRI as well as India specific resources provided by the Niti Aayog in India. The Central Ground Water Board measures and publishes status of the ground water table in all Indian states. The butterfly effect in the context of climate change which highlights the interconnectedness of the Earth’s climate system underscores the complexity of undertaking a climate risk analysis exercise and the challenges of predicting the full extent of climate change impacts. Nevertheless, this exercise has helped PI strengthen its business strategy.

According to the World Bank-published country climate risk profile on India, historical temperature rise has been slightly lower than the global average. However, future projections align with or slightly exceed global expectations. By the end of the century, the average temperature in India is projected to increase by 1.1°C to 4.1°C compared to the 1986–2005 baseline, depending on the emissions pathway in the 21st century. The most significant temperature increases are expected in northern India, with annual minimum and maximum temperatures rising more than the national average. Delay in Indian monsoons in 2023, heatwaves experienced in different parts of the country and erratic rainfall patterns have been the result of El Nino which has been a global climate phenomenon.

Metrics and targets

Derived from IPCC guidelines and GRI 305 standard, PI’s measurement of GHG emissions from operations are based on the consumption of fuels and electricity at different manufacturing sites, formulation plant and R&D facility which serve both PI Industries Limited as well as Jivagro Limited. Detailed approach and methodology have been described in PI’s Annual Integrated Report FY23-24, under the Natural capital section.

GHG emissions

Emissions	FY20-21	FY21-22	FY22-23	FY23-24
Direct emissions or Scope 1	46,978.48	58,950.73	65,879.45	60,471.79
Indirect emissions or Scope 2	96,346.00	112,389.00	106,785.00	108,101.10

Targets and performance

PI unveiled its sustainability commitments in the financial year ending March 2021, outlining a comprehensive roadmap for the next five years.

Our organization provides performance-linked monetary incentives for employees for the management of climate-related issues. Derived from the organization-wide targets for reducing our environmental impact as given below, various functions have been assigned specific KPIs for their role in driving operational eco-efficiency.

Performance is tracked through regular performance reviews and appraisals and covers employees including our various Business Unit Managers, our Site Heads, the EHS Head, Environment Lead and the Workplace Safety Head as well as our Business Unit CEOs.

Metric	Performance in FY23-24 from FY20-21	SDG alignment
Increase renewable energy usage to 20 percent of total	Increased share of renewable usage in total electricity mix to 5.35%	SDG 12
Reduce specific CO2 emissions by 25 percent	Reduced by 3.71% from FY20-21	SDG 12
Reduce landfill waste by 25 percent	Reduced by 14% from FY20-21	SDG 12
Reduce specific freshwater consumption by 25 percent	Reduced by 36.30% from FY20-21	SDG 6, 12



UNGC Communication on Progress

PI Industries support the Ten Principles of the UN Global Compact and the Communication on Progress indicates PI Industries' commitment to sustainability.

UNGC Principle Index

Principles

Human rights			
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Human Capital Pg 126 Human Rights Commitment Code of Conduct	413-1	We value all stakeholders, whether internal or external, we believe it is our duty to help shift to cleaner energy in a fair way that protects the environment and respects human rights. We plan to achieve this by working closely with everyone involved and taking a comprehensive approach. We have clear policies and rules on human rights that apply to everyone we work with, including partners, suppliers, and employees. These rules are based on international standards set by organizations like the International Labour Organization (ILO), the United Nations (UN), and the United Nations Global Compact (UNGC).
Principle 2: Make sure that they are not complicit in human rights abuses.			
Labour			
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Human Capital Pg 126 Human Rights Commitment	407-1, 408-1, 409-1, 405-1, 405-2, 406-1	We prioritize Labor Rights as a key part of our commitment to Human Rights. We adhere to the International Labour Organization's (ILO) Core Conventions on Rights at Work and we require the same from our business associates and partners. Our Human Rights Policy outlines our commitments and is detailed in our Integrated Report. This ensures that our workforce is protected from issues like child labor, slavery, servitude, or harassment.
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	Employee Code of Conduct Supplier Code of Conduct OHS Policy		
Principle 5: The effective abolition of child labour	Equal Employment Policy		
Principle 6: The elimination of discrimination in respect of employment and occupation.			
Environment			
Principle 7: Businesses should support a precautionary approach to environmental challenges.	Natural Capital Pg 162 Environment Management Policy	302-4, 303-1, 303-2, 304-1, 304-3	In our approach to sustainability, we see opportunities for transformation through collaboration that will shape our long-term direction. We use key performance indicators (KPIs) focused on sustainability to help guide our decisions. Our ambitious targets position us at the forefront of the changing sustainability landscape. Our comprehensive reporting framework addresses our environmental impact, social responsibility, and governance. Our strong corporate policies ensure that our decisions are guided by key ESG considerations.
Principle 8: Undertake initiatives to promote greater environmental responsibility.	Sustainable Procurement Water Management Policy		
Principle 9: Encourage the development and diffusion of environmentally friendly technologies.			
Anti-corruption			
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Corporate Governance Pg 75 Anti-Bribery and Corruption Policy Tax Policy	205-1, 205-2, 205-3	Ensuring ethical and comant operations is fundamental to PI's Corporate Governance strategy. We prioritize managing our exposure to key issues such as anti-corruption and bribery across our value chain. Our comprehensive group-wide policies on anti-bribery and corruption, anti-money laundering, and anti-tax evasion include robust measures for assessing, understanding, and reporting on these risks. We maintain a strict stance against engaging with counterparties who do not adhere to these principles and decline tenders if we determine the associated risks are too high.



GHG Calculation Methodology

Derived from IPCC guidelines and GRI 305 standard, PI's measurement of GHG emissions from operations are based on the consumption of fuels and electricity at different manufacturing sites, formulation plant and R&D facility which serve both PI Industries Limited as well as Jivagro Limited. Consequently, our direct and indirect sources of emissions include:

- Direct emissions/Scope 1 emissions: CO₂ emissions and emissions from other GHGs from stationary combustion including ROU assets to the extent that data is available
- Indirect emissions/Scope 2 emissions: CO₂ emissions from electricity consumption at manufacturing sites and office premises

In FY23-24, using the emissions factor approach for measuring CO₂ and CO₂e emissions, we have considered 2020-21 as the base year for reporting. Following standard operating procedures and controls, our teams track and measure emissions from MIS and vendor invoices for fuel consumption, electricity consumption bills from power utilities, water bills provided by local authorities and third-party vendors as well as raw material purchase invoices provided by suppliers. Our teams developed a contextualized calculation tool while referencing inventories of emission factors given by the Task Force on National Greenhouse Gas Inventories (IPCC) and the Central Electricity Authority (CEA) in India. Further, we have considered GWP values (100 year period) and GHG emission factors for R-410 & R-404 from the Department for Environment, Food and Rural Affairs (DEFRA). For emission factors and GWP (100 years) values for other greenhouse gases, IPCC AR-6 has been considered as the primary source. We review our calculation methodology annually and get it verified by a third party as well.

To enhance our sustainable business practices and transparency, we have adopted CO₂e (carbon dioxide equivalent) calculations for Scope 1 and Scope 2 emissions aligning to global standards starting from FY23-24. Consequently, we have restated the values from FY20-21 to ensure comparability with FY23-24 data. This is a result of a change at the inventory level for emissions measurement at PI. Based on the extent of comparable data available, we have recalculated GHG emissions from production activities for FY20-21 and FY21-22. Whereas the data from FY22-23 onwards includes emissions from non-production activities such as PI-owned depots, company vehicles and agricultural equipment such as tractors and boom sprayers.



GRI content index

GRI STANDARD	DISCLOSURE	Section in the IR
GRI 2: General Disclosures 2021	2-1 Organizational details	About PI Industries Limited - Pg 30
	2-2 Entities included in the organization's sustainability reporting	Reporting scope and boundaries - Pg 13
	2-3 Reporting period, frequency and contact point	Reporting scope and boundaries - Pg 13 Key reports available for download - Pg 12
	2-4 Restatements of information	About PI Industries Limited - Pg 30
	2-5 External assurance	External assurance - Pg 24
	2-6 Activities, value chain and other business relationships	PI's value chain - Pg 42 & 43
	2-7 Employees	BRSR General Disclosures - Pg 228 Human capital - Pg 129
	2-8 Workers who are not employees	BRSR General Disclosures - Pg 228
	2-9 Governance structure and composition	Corporate information - Pg 38 & 39 Board effectiveness - Pg 77 Corporate Governance Report - Pg 206
	2-10 Nomination and selection of the highest governance body	Nomination and Remuneration Committee- Pg 208
	2-11 Chair of the highest governance body	Corporate Governance Report – Board of Directors Pg 206
	2-12 Role of the highest governance body in overseeing the management of impacts	Building resilience through effective risk management - Risk Governance- Pg 89 TCFD report - Governance - Pg 398
	2-13 Delegation of responsibility for managing impacts	Building resilience through effective risk management - Risk Governance- Pg 89 TCFD report - Governance - Pg 398
	2-14 Role of the highest governance body in sustainability reporting	Reporting scope and boundaries - Pg 13 Oversight on sustainability - Pg 82
	2-15 Conflicts of interest	Board effectiveness - Pg 77 Corporate Governance Report Board evaluation - 207
	2-16 Communication of critical concerns	Building resilience through effective risk management - Pg 89
	2-17 Collective knowledge of the highest governance body	Corporate Governance Report Annexure II - Pg 221 BRSR Principle 1 - Pg 234
	2-18 Evaluation of the performance of the highest governance body	Corporate governance report – Board evaluation - Pg 207
	2-19 Remuneration policies	Corporate governance report - Nomination and Remuneration Policy; Director's Remuneration Pg 208 & 209
	2-20 Process to determine remuneration	Corporate governance report - Nomination and Remuneration Committee - Pg 209 Nomination and Remuneration Policy; Director's Remuneration - Pg 209 & 210
	2-21 Annual total compensation ratio	Board report, Annexure C - Pg 200
2-22 Statement on sustainable development strategy	From the desk of our leadership - Pg 56	
2-23 Policy commitments	Human capital - Pg 131	
2-24 Embedding policy commitments	Policies for sustainable growth - Pg 81	
2-25 Processes to remediate negative impacts	Human capital - Pg 131	
2-26 Mechanisms for seeking advice and raising concerns	Stakeholder engagement framework- Pg 72 BRSR Principle 3, Essential Indicators, Q6 - Pg 240	



GRI STANDARD	DISCLOSURE	Section in the IR
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Environmental violations - Pg 171 BRSR Principle 1 Essential Indicator 1 Q2 - 234
	2-28 Membership associations	Social & relationship capital – Corporate citizenship - Pg 155
	2-29 Approach to stakeholder engagement	Stakeholder engagement framework - Pg 72
	2-30 Collective bargaining agreements	Human capital – Promoting freedom of association and fostering social dialogue - Pg 131
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality assessment - Pg 62
	3-2 List of material topics	Materiality assessment - Pg 62
	3-3 Management of material topics	Materiality assessment - Pg 62
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Performance highlights - Pg 50 Financial capital - Pg 108
	201-2 Financial implications and other risks and opportunities due to climate change	TCFD report FY2023-24 - pg 397 Risk and Opportunities - Pg 89
	201-3 Defined benefit plan obligations and other retirement plans	BRSR - Pg 239
	201-4 Financial assistance received from government	Financial Capital - Pg 110
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	BRSR - Pg 247
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Social and relationship Capital - Pg 159
	203-2 Significant indirect economic impacts	Future outlook - Pg 68
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	BRSR - Pg 258
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	BRSR - Pg 234
	205-2 Communication and training about anti-corruption policies and procedures	BRSR - Pg 234
	205-3 Confirmed incidents of corruption and actions taken	BRSR - Pg 235
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	BRSR - Pg 257
GRI 207: Tax 2019	207-1 Approach to tax	Financial Capital - Pg 108
	207-2 Tax governance, control, and risk management	Financial Capital - Pg 108
	207-3 Stakeholder engagement and management of concerns related to tax	Financial Capital - Pg 108
GRI 301: Materials 2016	301-1 Materials used by weight or volume	BRSR Principle 2 Essential Indicators Q2b - Pg 236 BRSR Principle 2 Leadership Indicators Q3 - Pg 237
	301-2 Recycled input materials used	Manufactured capital - Unified Environmental Performance Management Capabilities - Pg 118 Natural capital – Water management - Pg 168 BRSR Principle 2 Essential Indicators Q2b - Pg 236
	301-3 Reclaimed products and their packaging materials	BRSR Principle 2 Leadership Indicators Q4 - Pg 238
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Natural capital – Energy management - Pg 165 BRSR Principle 6 Essential Indicators Q1 - Pg 250
	302-3 Energy intensity	BRSR Principle 6 Essential Indicators Q1 - Pg 250
	302-4 Reduction of energy consumption	Manufactured capital - Focus on energy transition and low carbon operations - Pg 115 Natural capital – Energy management - Pg 165
	302-5 Reductions in energy requirements of products and services	Manufactured capital - Pg 93,115



GRI STANDARD	DISCLOSURE	Section in the IR
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Natural capital – water management - Pg 168 BRSR Principle 6 Essential Indicators Q3 - Pg 250, 251 BRSR Principle 6 Leadership Indicators Q1 - Pg 255
	303-2 Management of water discharge-related impacts	Natural capital – Waste management - Pg 168
	303-3 Water withdrawal	Natural capital – water management - Pg 168 BRSR Principle 6 Essential Indicators Q4 - Pg 251 BRSR Principle 6 Leadership Indicators Q1 - Pg 255
	303-4 Water discharge	Natural capital – Water management - Pg 168 BRSR Principle 6 Essential Indicators Q4 - Pg 251
	303-5 Water consumption	Natural capital – water management - Pg 168 BRSR Principle 6 Essential Indicators Q4 - Pg 251
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	BRSR Principle 6 Essential Indicators Q11 - Pg 254
	304-2 Significant impacts of activities, products and services on biodiversity	BRSR Principle 6 Leadership Indicators Q3 - Pg 256
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Natural capital – Emissions measurement and control - Pg 166,167 BRSR Principle 6 Essential Indicators Q7 - Pg 252
	305-2 Energy indirect (Scope 2) GHG emissions	Natural capital Emissions measurement and control - Pg 166,167 BRSR Principle 6 Essential Indicators Q7 - Pg 252
	305-4 GHG emissions intensity	Natural capital – Minimizing impact of climate change - Pg 170 BRSR Principle 6 Essential Indicators Q7 - Pg 252
	305-5 Reduction of GHG emissions	Natural capital – Emissions measurement and control - Pg 166,167 Natural capital – Minimizing impact of climate change - Pg 170
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Natural capital – Emissions measurement and control - Pg 167,167 BRSR Principle 6 Essential Indicators Q6 - Pg 252
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Natural capital – Waste management - Pg 168, 169 BRSR Principle 6 Essential Indicators Q9 - Pg 253
	306-2 Management of significant waste-related impacts	Natural capital – Waste management - Pg 168, 169
	306-3 Waste generated	Natural capital – waste management - Pg 168, 169 BRSR Principle 6 Essential Indicators Q9 - Pg 253
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Natural capital – waste management - Pg 168, 169 BRSR Principle 6 Essential Indicators Q9 - 253
	306-5 Waste directed to disposal	Natural capital – waste management Pg 168, 169 BRSR Principle 6 Essential Indicators Q9 253
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	BRSR – Principle 6 Leadership Indicators Q7 - Pg 256
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human capital - Pg 145
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human capital - Pg 138
	401-3 Parental leave	Human capital - Pg 146, BRSR Principle 3 pg 239
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Human capital - Pg 143
	403-2 Hazard identification, risk assessment, and incident investigation	Human capital - Pg 143



GRI STANDARD	DISCLOSURE	Section in the IR
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Human capital - Pg 143
	403-4 Worker participation, consultation, and communication on occupational health and safety	Human capital - Pg 143
	403-5 Worker training on occupational health and safety	BRSR – Principle 3 - Pg 242
	403-6 Promotion of worker health	Human capital - Pg 143
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human capital - Pg 143
	403-8 Workers covered by an occupational health and safety management system	Human capital - Pg 143
	403-9 Work-related injuries	Human capital - Pg 149, BRSR Principle 3-Pg 242
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human capital - Pg 147
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital - Pg 135 BRSR - Principle 3 - Pg 244
	404-3 Percentage of employees receiving regular performance and career development reviews	Human capital - Pg 147
	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees
405-2 Ratio of basic salary and remuneration of women to men		Human capital - Pg 148
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human capital - Pg 128 BRSR – Principle 5 - Pg 248
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human capital - Pg 131 BRSR – Principle 5 - Pg 248
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human capital - Pg 128 BRSR – Principle 5 - Pg 248
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	BRSR – Principle 5 - Pg 248
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social and relationship capital - Pg 156
	413-2 Operations with significant actual and potential negative impacts on local communities	Social and relationship capital - Pg 156
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management - Pg 83
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management - Pg 83
GRI 415: Public Policy 2016	415-1 Political contributions	Social and relationship capital - Pg 155
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	BRSR – Principle 9 - Pg 260
	417-3 Incidents of non-compliance concerning marketing communications	BRSR – Principle 9 - Pg 260
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	BRSR – Principle 9 - Pg 260







Inspired by Science

Registered Office: PI Industries Ltd

Udaisagar Road, Udaipur - 313001.

Tel: +91 – 0294 - 6651100 | Fax: +91 – 0294 - 2491946

CIN: L24211RJ1946PLC000469

Corporate Office: PI Industries Ltd

5th Floor, Vipul Square, B Block, Sushant Lok, Phase - 1, Gurugram-122009.

Tel: +91 - 124 - 6790000 | Fax: +91 - 124 - 4081247 | Email: investor@piind.com

Website: www.piindustries.com