



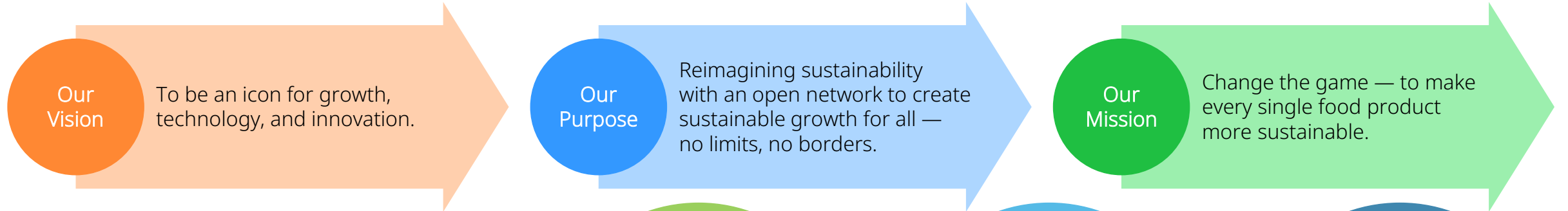
Sustainability Factsheet

FY2024-25



Reimagining
Sustainability

UPL's Sustainability Pillars



Driving Sustainable Food Systems



Striving for Environmental Sustainability



Empowering Resilient and Sustainable Society



Crop Protection

- Transforming Food Systems
- Partnering with Nature
- Enabling Farmer Resilience

Seeds and Post Harvest

- Enhance Global Food Security
- Reduce Environmental Impacts
- Strengthening Community Wellbeing

Active Ingredient & Specialty Chemicals

- Enabling Safe & Sustainable Food Systems
- Promoting Sustainable Manufacturing
- Ensuring Ethical & Responsible Manufacturing

OpenAg® – No Limits, No Borders

Sustainability Goals and Progress

Dimension	Goals & Targets	KPI	Baseline FY 2020	Target FY 24-25	Performance 24-25
Environment 1	Reduce 60% water consumption, carbon emission & waste intensity by 2030 from baseline 2020	Water (KL/MT)	8.69	20% Reduction	49% Reduction
		Carbon (Kg/MT)	1,337	25% Reduction	38% Reduction
		Waste (Kg/MT)	3,538	25% Reduction	52% Reduction
		People Benefitted (Nos)	0.5Mn	3Mn	1.75Mn
Social 2	Safety first & benefit 3Mn people by 2030	LTIFR (No.)	1.38	<0.5	0.29 Employees 0.14 Contractors
		Fatality (No.)	0	0	0
		Economic 3	55% Revenues from sustainable & differentiated products and 70% sustainable sourcing by 2030	Sustainable & Differentiated Products Revenue (%)	25%
Sustainable Sourcing (%)	20%			60%	60%

Sustainability Performance and Recognition

SBTi Verified Target



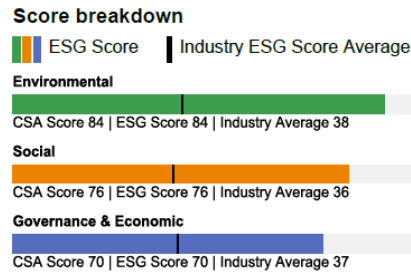
Included in DJSI World Index



Annual Participation in CDP Disclosure



Rated First Among Agrochemicals



Logo Holder of RC & FTSE4Good



Highest Score Among Agrochemicals



Governance and Leadership

Board of Directors

- Lead Independent Director appointed for stronger governance
- **Diversity:** 70% Male, 30% Female representation
- **Oversight:** Sustainability Committee and CSR Committee
- Quarterly reviews on sustainability performance, climate progress, and governance compliance

Information Security & Data Privacy Governance

- Information Security Policy, Global Business Information Protection, and Cybersecurity Framework
- ISO 27001 certified, with >90% staff trained
- Controls include MFA, VPN, vulnerability management, real-time monitoring, and structured incident management
- Global privacy program covering all employees, vendors, partners, and customers

Policy Framework

- Code of Conduct
- Responsible Care
- Anti-Bribery & Corruption
- Whistleblower
- Human Rights
- Child Labour
- Tax Strategy
- Environmental Policy
- Insider Trading
- Dividend Distribution
- Risk Management
- Materiality of Information Related Party Transactions
- Material Subsidies

Enterprise Risk Management (ERM)

- ERM aligned with COSO and ISO standards
- Overseen by the Risk Management Committee and reviewed by the Audit Committee
- Climate risk governed under TCFD — with analysis of physical (floods, heat, water stress) and transition risks (regulation, markets, technology)

Certifications and Ratings

- ISO certifications: ISO 14001, ISO 45001, ISO 27001
- Certified under Responsible Care
- Listed in FTSE4Good and DJSI World Index
- Achieved DJSI CSA score of 77, outperforming peers

Ethics, Transparency & Grievance Redressal

- Independent whistleblower platform (Tip-Offs Anonymous, managed by Deloitte) with multilingual access
- Zero tolerance for corruption and anti-competitive behavior
- Strong disclosure practices aligned with regulatory standards and sustainability best practices

Driving Sustainable Food Systems

Innovative Solutions for Sustainable Farming

1

- **ProNutiva®**: Combines biosolutions and conventional tools to produce residue-free, sustainable food
- **OpenAg® Centre**: Innovation hub, partnerships to drive research in biosolutions and sustainable technologies
- **Advanta**: 900+ hybrids across 40 crops, empowering farmers to adopt multi-cropping and rotation practices that enhance soil health, climate resilience, and food security

Regenerative Agriculture Initiatives

2

- Finalized the Embrapa Low-Carbon Soybean Project, establishing baselines on 67 farms across 5 regions
- Partnered with Future Climate Group to develop a carbon-measurement methodology linked to biosolutions
- Through the Smart Carbon Farm model, UPL helps farmers enhance soil health, increase productivity, and generate carbon credits

Food Value Chain Approach

3

- Digital Passport: End-to-end traceability to ensure transparency from farm to table
- Capacity-building programs like Applique Bien® to train farmers on safe input use and best practices

Impact Metrics

4

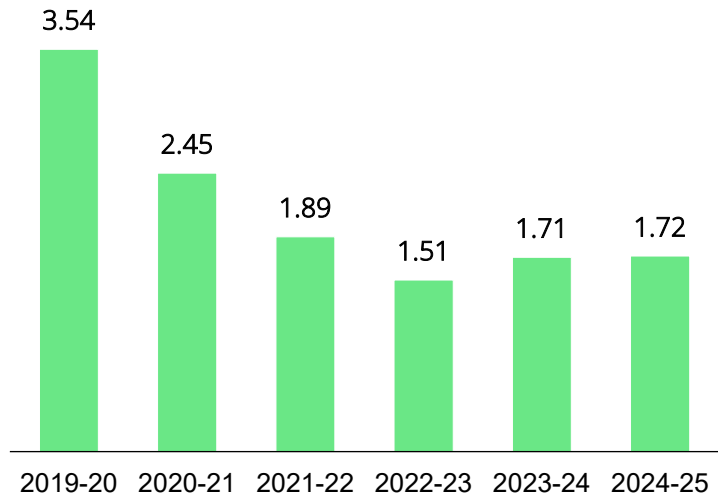
- 64,000 Mt of CO₂ sequestered in FY2025 through regenerative agriculture pilots
- Supported farmers globally with biosolutions, improving yields and reducing environmental impact

Striving for Environmental Sustainability

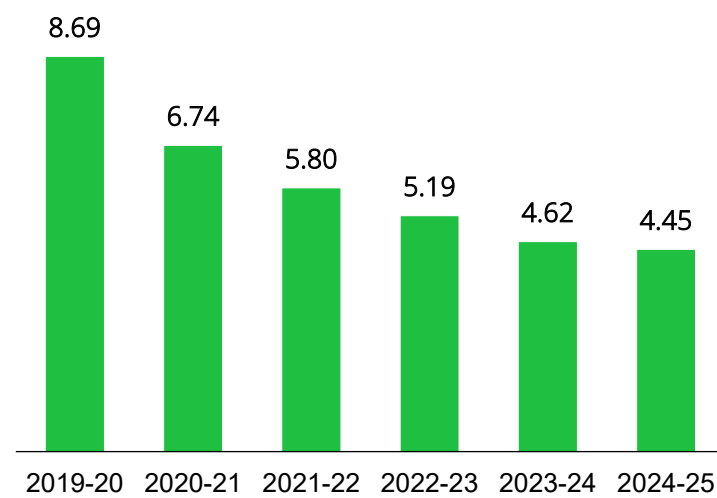
Energy Management	Climate Change	Water Stewardship	Waste & Circularity	Biodiversity & Nature-Positive Actions	Flagship Sustainability Initiatives
<ul style="list-style-type: none"> ~19% reduction in energy intensity since FY20 (11.49 → 9.28 GJ/MT) 15% increase in renewable energy share year-on-year 176,231 GJ annual energy savings through efficiency projects Energy monitoring deployed across global operations 	<ul style="list-style-type: none"> Science-aligned decarbonisation pathway with SBTi “Well-Below 2°C” targets FY34 goals: 63% Scope 1&2 intensity reduction, 42% Scope 3 reduction; carbon neutrality by 2040 Delivered 38% CO₂ reduction vs. 2020 baseline — exceeding the 2025 target Emissions cut through biomass blending, green PPAs & process innovation (~40,000 MtCO₂e avoided) 	<ul style="list-style-type: none"> 49% reduction in water intensity from FY20 Advanced technologies deployed: Forward Osmosis (FO), Zero Liquid Discharge (ZLD), effluent segregation, ScaleBan Water balance FY25: 4.19M KL withdrawal, 1.40M KL treated discharge 13,000 KL annual savings from recycling and load-reduction initiatives 	<ul style="list-style-type: none"> Approach - “Reduce–Reuse–Recycle–Responsible Disposal” FY25 waste handled: 74,877 Mt recycled / co-processed; 3,100 MT waste reduced through key initiatives Packaging redesign, solvent recovery & material substitution to reduce hazardous waste Strong compliance via TSDFs, audits & training 	<ul style="list-style-type: none"> EIAs + Environmental Management Plans across all new facilities Biodiversity risk assessments using global tools (e.g., WWF Biodiversity Risk Filter) Community-led conservation programs Nature-positive actions embedded in agriculture via crop diversity, soil-health initiatives & regenerative practices 	<ul style="list-style-type: none"> Biomass-fuelled seed dryers (Thailand): >95% emission reduction Barranquilla Plant: 100% renewable electricity + 7,502 m³ water reuse Reduced logistics emissions: 839Mt CO₂e saved via Maersk ECO Delivery biofuels ProNutiva® Pepper Project (Türkiye): Zero-residue, export-ready production Plastic reduction: biodegradable mulch replacing plastic, cutting waste by 15 Mt

Environmental Footprint Reduction

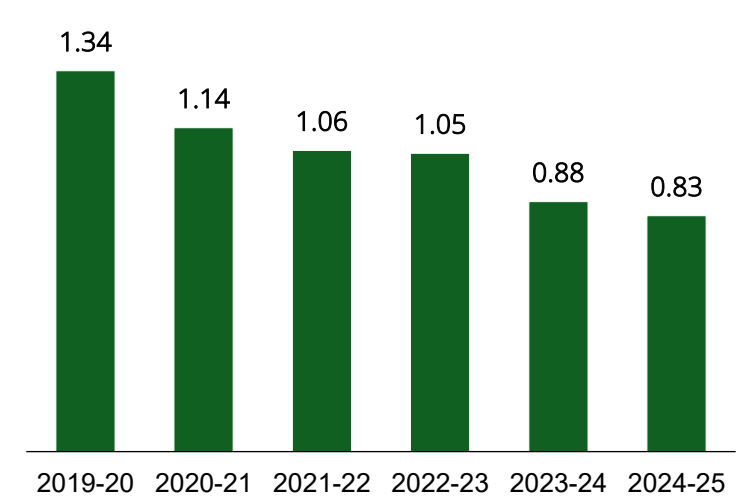
Waste Disposal Trend
(Ton / Ton Production)



Water Consumption Trend
(M³ / Ton Production)



Carbon Emission Trend
(MtCO₂e / Ton Production)



Reduced from Baseline FY20 By

52%

49%

38%

Empowering Resilient and Sustainable Society

Zero Harm & Safety Culture	Strengthening Communities	Diversity & Inclusion	Employee Training & Development	Building Internal Talent Pipeline	Employee Engagement
<ul style="list-style-type: none"> • 0 fatalities (employees + contractors) • 110,750+ safety training hours delivered globally • 800+ employees trained in first aid, firefighting & emergency response • Health surveillance across all sites, including OHCs and medical screenings 	<ul style="list-style-type: none"> • 1.75 million lives improved through education, health & livelihood programs • Mobile health vans covering 6,400+ villages with 100,000+ OPDs • Empowered 14,700 individuals, including 3,700 women, through Village Savings & Loan Associations (VSLAs) • Climate-resilient support for 5,000+ tribal farmers 	<ul style="list-style-type: none"> • Inclusion programs supporting women leaders and specially-abled across global sites • ESG Voices platform promoting dialogue on gender, race & disability inclusion • 14,700 individuals empowered via Village Savings & Loan Associations (VSLAs) 	<ul style="list-style-type: none"> • Enabling Business Success Role-linked programs (Summit Academy, NPP, Sales, H&S, Finance for Non-Finance) • On-Demand Learning: Digital, self-paced learning (Skill Assessments, Leadercamps, Live Learnings, AI role plays) • Managerial Excellence: UPLift programs for leaders, managers & first-time managers. • Building Tomorrow's Leaders: High-potential development through ALDP, Stand Tall, coaching, mentoring, job rotations 	<ul style="list-style-type: none"> • ALDP developed 30 emerging leaders with blended learning and cross-functional exposure • Stand Tall supported 28 female leaders through 9-month leadership journey • Strong succession pipeline built through mentoring, coaching & job rotations 	<ul style="list-style-type: none"> • 94% participation and 89% engagement score in the 2025 Annual Engagement Survey • Strengthened connection via global, regional townhalls and weekly newsletters





For more details, please connect with,

Mritunjay Chaubey
Chief Sustainability Officer
mritunjay.chaubey@upl-ltd.com

