

INDEPENDENT ASSURANCE STATEMENT

To,
To the Directors and Management,
Paradeep Phosphates Limited,
3rd Floor, No. 28, Union Street,
Off-Cubbon Road,
Bangalore- 560001

Paradeep Phosphates Limited (hereinafter referred to as “PPL”) engaged TÜV India Private Limited (“TUVI”) to conduct an independent external assurance of the non-financial Environmental, Social, and Governance (ESG) indicators disclosed in PPL’s Sustainability Report (hereinafter referred to as “the Report”) for the reporting period April 1, 2024 to March 31, 2025. The Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021. The scope of the assurance engagement covered the ESG disclosures and performance data presented for the stated reporting period. TUVI performed a limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information – which is specifically applicable to the assurance of non-financial and sustainability information.

Management's Responsibility

PPL has developed the Report content and is responsible for monitoring its ESG data and identifying material sustainability issues relevant to its operations. This includes the identification, establishment, and reporting of performance management systems, data governance, and quality control measures. The management of PPL is accountable for the accuracy and completeness of the ESG data, as well as the processes involved in collecting, analysing, and reporting the information disclosed through both web-based and printed formats. This responsibility extends to the maintenance and integrity of the company’s website where such information may be presented. PPL’s management is also responsible for preparing the ESG Report with reference to the applied criteria of the Global Reporting Initiative (GRI) Standards. It is incumbent upon PPL to ensure that the Report is free from any material misstatements, whether intentional or unintentional, thereby maintaining the trust and confidence of stakeholders in the disclosed information. Furthermore, PPL is responsible for ensuring the archiving and reproducibility of the disclosed ESG data, making it available to stakeholders upon request.

Scope and Boundary

The assurance engagement encompasses a review of the evidence (on a sample basis) for identified ESG indicators. The assurance engagement conducted by TÜV India Private Limited covered the following key activities:

1. Verification of Report Content and Material Topics
Assessed the application of the Report’s content in with reference to material topics identified through an applied materiality approach, and evaluated the quality of information disclosed, as guided by the principles outlined in the Global Reporting Initiative (GRI) Standards, over the defined reporting period.
2. Review of Governance Policies and Practices
Examined key governance-related policies and practices referenced in the Report, including but not limited to the Code of Conduct, Corporate Social Responsibility (CSR) policy, Prevention of Sexual Harassment (POSH) policy, and the Whistle Blower mechanism, along with related initiatives and performance disclosures.
3. Review of GRI Standards Requirements
Reviewed the non-financial disclosures presented in the Report for alignment with the applicable requirements of the GRI Standards.
4. Verification of Environmental and Social Data
Verified the reliability of selected disclosures related to environmental and social topics, by sampling and testing supporting data and documentation.
5. Assessment of Specified Information for Stakeholder Relevance
Evaluated the specified ESG information selected for assurance to ensure it reflects material concerns and is meaningful and relevant to the Report’s intended stakeholders.

TUVI has verified the disclosures as per GRI Standard 2021 given in annexure 1.

The reporting boundaries for above disclosures under annexure 1 includes PPL Goa Plant at Zuarinagar, Goa - 403726, PPL Paradeep plant at Paradeep, Jagatsinghpur, Odisha - 754145 and corporate office at Bengaluru - 560001, Karnataka. PPL has reported 02 Nos. of plants and Corporate Office in India. Onsite verification along with the remote assessments were conducted at Paradeep Plant, Goa Plant and corporate office on 26th & 27th Sep 2025. The assurance activities were carried out together with a desk review of entire plants and offices as per reporting boundary.

Our Responsibility

The responsibility of TUVI under this assurance engagement is to perform independent limited assurance and to express a conclusion based on the procedures conducted. The engagement was carried out with reference to the agreed scope of

work, specifically focused on selected non-financial Environmental, Social, and Governance (ESG) indicators. This engagement did not include an evaluation of the adequacy or effectiveness of PPL's overall sustainability strategy, governance, or management systems, nor an assessment of the sufficiency of the Report against the overarching principles of the GRI Standards or the ISAE 3000 (Revised) standard, beyond the elements explicitly covered within the defined scope. The ESG data was verified on a sample basis, and the responsibility for the accuracy, completeness, and authenticity of the information remains solely with PPL. The reporting organization is also accountable for the archiving and retention of all related data for a reasonable period to support transparency and traceability.

TUVI does not assume liability or co-responsibility for:

1. Any inaccuracies or erroneous data reported by PPL;
2. Any decisions made by individuals or entities based on this assurance statement.

This assurance is provided on the assumption that all data and information made available to TUVI by PPL were complete, accurate, and true to the best of PPL's knowledge.

Verification Methodology

TUVI adopted a risk-based approach, focusing on verification efforts on issues of high material relevance to PPL business and its stakeholders. During the assurance engagement, TUVI applied a risk-based approach, concentrating verification efforts on the Key Performance Indicators (KPIs) disclosed within the Report. The primary objective was to evaluate the reliability of the reported information and the effectiveness of the underlying data management systems, information flows, and internal controls.

As part of the engagement, TUVI conducted the following activities:

1. **Review of Stakeholder Engagement and Materiality Process.** TUVI reviewed the approach adopted by PPL for the stakeholder engagement and materiality determination process (based on the principle of materiality requirements of the GRI Standards). Assessed PPL's approach to stakeholder engagement and the process for identifying and prioritizing material ESG topics, ensuring alignment with established reporting frameworks and principles.
2. **Verification of Disclosures and Internal Controls.** Verified selected disclosures and assertions made in the Report, and evaluated the robustness and adequacy of the related data management systems, information flows, and internal control procedures.
3. **Document Review and Data Assessment** TUVI examined and reviewed the documents, data, and other information made available by PPL for the reported disclosures, including the disclosure on management approach and performance disclosures. Examined pertinent documentation, datasets, and other supporting evidence provided by PPL for all reported KPIs. This review was performed on a sample basis, focusing on non-financial information disclosures.
4. **Stakeholder Interviews** Engaged with key personnel, including data owners and decision-makers across relevant functions of PPL, during the onsite and remote verification phase to gather insights and corroborate information.
5. **Assessment of ESG Policy Implementation** Conducted sample-based evaluations of the implementation of ESG-related policies as described in the Report to verify adherence and effectiveness.
6. **Verification of Data Generation and Management Processes** Reviewed, on a sample basis, the procedures for generating, collecting, managing, and reporting both quantitative data and qualitative information included in the ESG disclosures for the reporting period.

The Report was evaluated against the following criteria: adherence to the principles of stakeholder inclusiveness, materiality, responsiveness, completeness, neutrality, relevance, sustainability context, accuracy, reliability, comparability, clarity, and timeliness, as prescribed in the GRI Standards 2021, and International Standard on Assurance Engagements (ISAE) 3000 (Revised).

Action Plan

The following improvement areas were identified and shared with Paradeep Phosphates Limited (PPL). These recommendations align with PPL management's existing objectives and sustainability initiatives. Notably, PPL has already recognized many of these areas, and the assurance team supports their continued focus to advance the organization's sustainability goals:

1. **SOP for appraising CSR projects:** PPL may consider further upgrading the existing Standard Operating Procedure (SOP) for Corporate Social Responsibility (CSR) projects to incorporate a structured mechanism for prioritizing projects by integrating the evaluation parameters and performance aspects prescribed under the SASB indicator RT-CH-210a.1,
2. **Controlled documents:** The policies may be maintained as controlled documents, with defined procedures for version control, approval, distribution, and periodic review,
3. **Internal Training:** Internal training programs on sustainability may be conducted to further enhance the knowledge and understanding of data owners,
4. **Smart data acquisition system:** PPL may further strengthen its internal data management framework by adopting a cloud-based data acquisition system. This would further facilitate periodic monitoring, improve data accuracy, and streamline performance reviews.
5. **Materiality determination:** PPL may conduct a double materiality assessment, incorporating stakeholder engagement in alignment with relevant global and national sector-specific standards, in accordance with the principles outlined under the Corporate Sustainability Reporting Directive (CSRD).

Our Conclusion

In our opinion, and based on the scope of this assurance engagement, the ESG disclosures and related reference information provided by PPL offer a fair representation of the material topics and are aligned with the general content and quality requirements of the applicable Global Reporting Initiative (GRI) Standards. PPL has appropriately disclosed Key Performance Indicators (KPIs) and actions aimed at creating value over the short, medium, and long term. The selected KPIs disclosed by PPL are fairly represented, and the underlying data management processes reflect a commitment to transparency and integrity. TÜVI did not perform assurance procedures on forward-looking statements, such as targets, forecasts, expectations, or ambitions presented in the Report. Consequently, no conclusions are drawn on such prospective information. This assurance statement has been prepared in accordance with the terms of our engagement and is limited to the scope and boundaries defined therein.

Disclosures Evaluation

TÜVI is of the opinion that PPL's sustainability disclosures generally meet the requirements of the GRI Standards. The following reporting elements have been appropriately addressed:

- Universal Standards:
 - 1) GRI 1: Foundation 2021 – Requirements and principles for using the GRI Standards;
 - 2) GRI 2: General Disclosures 2021 – Information on PPL's organizational profile, strategy, ethics and integrity, governance, stakeholder engagement, and reporting practices;
 - 3) GRI 3: Material Topics 2021 – Information on PPL's identification and management of material topics.
- Topic-Specific Standards:
 - 1) GRI 300 Series (Environmental topics) and
 - 2) GRI 400 Series (Social topics) – These were applied to report the company's impacts on relevant environmental and social issues. TÜVI finds that the material topics and associated Topic-specific Standards are appropriately identified and addressed in PPL's ESG disclosures.

Conclusion of Assurance Procedures: Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the information subject to this limited assurance engagement was not prepared, in all material respects, in accordance with the stated criteria.

Principles Observed in the Assurance Process

- **Independence:** TÜVI conducted this engagement in compliance with the International Ethics Standards Board for Accountants (IESBA) Code, which adopts a threats and safeguards approach to independence. The assurance team was selected to avoid risks of self-interest, self-review, advocacy, familiarity, or intimidation, ensuring objectivity throughout the engagement.
- **Quality Control:** TÜVI maintains a comprehensive system of quality control, in line with the International Standard on Quality Control (ISQC). The assurance team adhered to the IESBA Code's principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour. All procedures were conducted in accordance with applicable ethical and professional standards.

Evaluation of the adherence to contemporary Principles

Stakeholder Inclusiveness: Stakeholder identification and engagement is carried out by PPL on a periodic basis to bring out key stakeholder concerns as material topics of significant stakeholders. In our view, the Report meets the requirements.

Sustainability Context: PPL established the relationship between ESG and organizational strategy within the Report, as well as the context in which disclosures are made. In our view, the Report meets the requirements with regards to the sustainability Context.

Materiality: The materiality determination process has been conducted and reviewed based on materiality and the requirements of the GRI Standards, considering involvement of internal and external stakeholders in upstream and downstream value chain in identifying the material issues to the PPL range of businesses. The Report fairly brings out the aspects, topics, and their respective boundaries of the diverse operations of PPL. In our view, the Report meets the requirements.

Responsiveness: TÜVI believes that the responses to the material aspects are fairly articulated in the report, i.e., disclosures on PPL policies and management systems, including governance. In our view, the Report meets the requirements.

Impact: PPL communicates its sustainability performance through regular, transparent internal and external reporting throughout the year, aligned with GRI Standards 2021 as part of its policy framework encompassing environmental, social, ethical, and other policies. PPL reports on sustainability performance to the Board of Directors, who oversees and monitors the implementation and performance of objectives, as well as progress against goals and targets for addressing sustainability-related issues.

Completeness: The Report has fairly disclosed the selected non-financial KPIs, as per GRI Standards 2021. In our view, the Report meets the requirements.

Reporting Principles for defining report quality: The majority of the data and information were verified by TÜVI's assurance team during the remote assessment and found to be fairly accurate. The disclosures related to ESG issues and performances are reported in a balanced manner and are clear in terms of content and presentation. In our view, the Report meets the requirements.

Reliability: The majority of the data and information were verified by TÜVI's assurance team and found to be fairly accurate. Some inaccuracies in the data identified during the verification process were found to be attributable to transcription, interpretation, and aggregation errors, and these errors have been corrected. Therefore, in reference to the

GRI Standards 2021. TÜV concludes that the ESG data and information presented in the Report are fairly reliable and acceptable. In our view, the Report meets the requirements.

Neutrality: The disclosures related to ESG issues and performance are reported in a neutral tone, in terms of content and presentation. In our view, the Report meets the requirements.

This assurance statement does not endorse any environmental and social claims (related to the product, manufacturing process, packaging, disposal of product etc.) as well as advertisements by the reporting organization. TÜV does not permit use of this statement for Greenwashing or misleading claims.

Our Assurance Team and Independence

TÜV is an independent and neutral third-party organization providing sustainability assurance services through a team of qualified environmental and social specialists. TÜV affirms its independence and impartiality in relation to this assurance engagement and confirms that no conflict of interest exists. During the reporting year, TÜV did not undertake any other engagements with PPL that could compromise the objectivity, independence, or impartiality of our findings, conclusions, or recommendations. TÜV was not involved in the preparation of any content or data presented in PPL's Report, with the sole exception of this independent assurance statement. Furthermore, TÜV maintains complete neutrality and impartiality with respect to all individuals interviewed during the course of the assurance process.

For and on behalf of TÜV India Private Limited



Date: 08-10-2025
Place: Mumbai, India



Project Reference No: 8124245804

Revision:01

Annexure 1

Topic	Indicator	GRI Disclosure
General Disclosures	Organizational details	2-1
	Entities included in the organization's sustainability reporting	2-2
	Reporting period, frequency and contact point	2-3
	Employees	2-7
	Workers who are not employees	2-8
	Governance structure and composition	2-9
	Nomination and selection of the highest governance body	2-10
	Chair of the highest governance body	2-11
	Role of the highest governance body in overseeing the management of impacts	2-12
	Delegation of responsibility for managing impacts	2-13
	Role of the highest governance body in sustainability reporting	2-14
	Evaluation of the performance of the highest governance body	2-18
	Remuneration policies	2-19
	Process to determine remuneration	2-20
	Annual total compensation ratio	2-21
	Statement on sustainable development strategy	2-22
	Policy commitments	2-23
	Embedding policy commitments	2-24
	Processes to remediate negative impacts	2-25
	Mechanisms for seeking advice and raising concerns	2-26
	Compliance with laws and regulations	2-27
	Membership associations	2-28
	Approach to stakeholder engagement	2-29
	Collective bargaining agreements	2-30
Material Topics	Process to determine material topics	3-1
	List of material topics	3-2
	Management of material topics	3-3
Materials	Materials used by Weight or Volume	301-1
	Recycled Input materials used	301-2
	Reclaimed products and their packaging materials	301-3
Procurement practices	Proportion of spending on local suppliers	204-1
Anti-corruption	Communication and training about anti-corruption policies and procedures	205-2
	Confirmed incidents of corruption and actions taken	205-3
Anti-competitive Behaviour	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	206-1
Energy	Energy consumption within the organization	302-1
	Energy intensity	302-3
	Reduction of energy consumption	302-4
Water and Effluents	Water withdrawal	303-3
	Water discharge	303-4
	Water consumption	303-5
Emissions	Direct (Scope 1) GHG emissions	305-1
	Energy indirect (Scope 2) GHG emissions	305-2
	Other indirect (Scope 3) GHG emissions	305-3
	GHG emissions intensity	305-4
	Reduction of GHG emissions	305-5
	Nitrogen Oxides (NOX), Sulphur Oxides (SOX), and other significant air emissions	305-7
Waste	Waste generated	306-3
	Waste diverted from disposal	306-4
	Waste directed to disposal	306-5
Supplier Environmental Assessment	Suppliers screened using environmental criteria	308-1
	Negative environmental impacts in the supply chain and actions taken	308-2
Employment	New employee hires and employee turnover	401-1
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2
	Parental leave	401-3
Labor/Management Relations	Minimum notice periods regarding operational changes	402-1
Occupational Health and Safety	Occupational health and safety management system	403-1
	Occupational health services	403-3
	Worker training on occupational health and safety	403-5
	Work-related injuries	403-9
Training and Education	Average hours of training per year per employee	404-1
	Programs for upgrading employee skills and transition assistance programs	404-2
	Percentage of employees receiving regular performance and career development reviews	404-3
Diversity and Equal Opportunity	Diversity of governance bodies and employees	405-1
	Ratio of Basic Salary and Remuneration of Women to Men	405-2
Non-discrimination	Incidents of discrimination and corrective actions taken	406-1
Child Labour	Operations and suppliers at significant risk for incidents of child labour	408-1
Forced or Compulsory Labor	Operations and suppliers at significant risk for incidents of forced or compulsory labour	409-1
Local communities	Operations with local community engagement, impact assessments, and development programs	413-1
Marketing and Labelling	Requirements for product and service information and labeling	417-1
Customer Privacy	Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1

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