



Date : 09th February 2023

Charter for PPL's ESG Steering Committee

The purpose of Environmental, Social, and Governance Steering Committee ("ESG Committee") is to support PPL's (Paradeep Phosphate Ltd) on-going commitment to environmental, corporate social responsibility, and corporate governance.

Objective:

The ESG Steering Committees broad objectives will be the following:

- (a) setting general strategy relating to ESG,
- (b) developing, implementing, and monitoring initiatives and policies based on that strategy,
- (c) overseeing communications with employees, investors and stakeholders with respect to ESG,
- (d) monitoring and assessing developments relating to, and improving PPL's understanding of ESG
- (e) appraising the Promoters, Investors, Board of Directors on matters and performance of the company relating to ESG

Duties and Responsibilities:

The duties and responsibilities of the ESG Steering Committee shall be as follows:

- a. Assist in setting the strategy with respect to ESG, and to consider and recommend policies, practices, and disclosures that conform with the strategy;
- b. To oversee reporting and disclosure with respect to ESG for stakeholders including board of directors, promoters and investors;
- c. To assist in overseeing internal and external communications regarding the company's position or approach to ESG;
- d. To consider current and emerging ESG trends that may affect the business, operations, performance or public image of PPL or are otherwise pertinent to the company and its stakeholders, and to make recommendations on how PPL's policies, practices and disclosures can adjust to or address these current trends;
- e. To put systems in place, as deemed necessary and appropriate, to monitor ESG;
- f. To review and assess internal ESG KPIs annually and recommend necessary changes;
- g. To perform such other duties, tasks, and responsibilities relevant to the purpose of the ESG Committee as may from time to time be requested.

A handwritten signature in blue ink, appearing to be 'S.V.', is located below the list of duties and responsibilities.

PARADEEP PHOSPHATES LIMITED

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ESG Committee Composition:

The ESG Committee composition will take into account expertise in relevant and varied disciplines, including environmental, operations, sustainable investing, legal, investor relations, government affairs, corporate governance, and human capital.

The committee composition will be from the following functions:

- a) Managing Director (Chairman of the Committee)
- b) President and Chief Operating Officer
- c) Chief Sustainability Officer
- d) Chief Commercial Officer
- e) Chief Procurement Officer
- f) Chief Manufacturing Officer – Paradeep Plant
- g) Chief Manufacturing Officer – Goa Plant
- h) DGM Corporate Strategy, IR and ESG

Committee Meetings:

The committee shall meet quarterly and on occasion as deemed necessary or appropriate.

Thanking you

For Paradeep Phosphates Limited

A handwritten signature in blue ink, reading 'N. Suresh Krishnan', is positioned above the printed name and title.

N. Suresh Krishnan
Managing Director & CEO

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