



# Sustainability Governance

We established a sustainability governance framework that includes a comprehensive induction process covering Granules' purpose and objectives.

Granules has established a three-tier governance structure to effectively manage sustainability across all organizational levels.

At the top level, the Sustainability and CSR Committee, comprising Board members, sets strategic objectives, oversees performance, and ensures alignment with corporate values by integrating sustainability into business strategy.

At the executive level, the management team develops roadmaps, executes plans, and monitors progress, reporting directly to the Board-level committee. This team provides strategic direction and coordination for achieving sustainability targets.

At the plant level, execution teams led by Plant Heads and involving cross-departmental members implement specific sustainability initiatives and projects. These teams are responsible for meeting targets, tracking progress, addressing challenges, and updating the management team. This structure ensures a comprehensive, coordinated approach to sustainability across strategic, managerial, and operational dimensions.

Frequency of Meetings

## Tier 1

### Sustainability & Corporate Social Responsibility Committee of the Board

- ▶ Chairman & Managing Director
- ▶ Executive Director
- ▶ Independent Directors

Half-yearly

#### Functions

##### Governance

Oversight, decision-making

##### Strategy

Alignment of sustainability with organizational vision and mission

##### Risk Management

Identifying and mitigating ESG risks and opportunities

##### Fostering Resilience

Driving adaptation to ESG trends and changing regulations

##### Performance Monitoring

Prioritizing continuous sustainability improvement by monitoring metrics and goals

## Tier 2

### Management Team at the Executive Level

**Chairperson:** Joint Managing Director & Chief Executive Officer

**Convener:** Chief Strategy & Sustainability Officer

#### Members

- ▶ Chief Financial Officer
- ▶ Head of Sourcing and Supply Chain
- ▶ Head of API Operations
- ▶ Head of FD Operations
- ▶ Chief Human Resource Officer
- ▶ Head of EHS
- ▶ Head of Legal
- ▶ Head of Marketing
- ▶ Head of IT

Quarterly

#### Functions

##### Roadmap

Review of ESG goals progress

##### Coordination

Overseeing implementation of sustainability processes and monitoring targets across various time frames

##### Data Monitoring

Advising measures on quarterly evaluation of ESG key performance indicators (KPIs)

## Tier 3

### Execution Team at Plant Level

**Chairperson:** Plant Heads

**Invited members:** Head of API/FD Operations, Chief Strategy & Sustainability Officer, Corporate Head of EHS

**Convener & Co-Convener:** Head of Engineering & Plant Head of EHS

#### Members

- ▶ Engineering and Projects
- ▶ Production/Manufacturing
- ▶ Procurement and Supply Chain
- ▶ EHS
- ▶ HR
- ▶ Corporate Sustainability Team
- ▶ Other departments as and when required

Monthly

#### Functions

##### Execution

Implementing envisaged goals at a granular level

##### Monitoring

Regular reviewing dashboard data and providing monthly scorecards recommendations

