**Sustainability Policies Governance Framework**

To enhance consistency and strengthen governance across the sustainability policy framework, a common governance structure has been incorporated across all policies, covering the following key elements:

## 1. Objectives of the Policies

The policies are designed to support responsible management practices, compliance with applicable legal and regulatory requirements, continual improvement in performance, and alignment with relevant sustainability principles, industry standards and stakeholder expectations.

They also provide an overarching framework for integrating sustainability considerations into the Company's operations, decision-making processes, risk management practices and business activities, while promoting accountability, transparency and responsible conduct across the organization.

## 2. Governance and Authority

The Risk Management & ESG Committee of the Board of Directors shall provide governance oversight in respect of these policies and shall oversee implementation, monitor performance against commitments and objectives, and review relevant risks, opportunities and emerging developments pertaining to the respective policies.

## 3. Implementation and Review

The policies shall be implemented through the Company's management systems, operational processes, internal controls, monitoring mechanisms, awareness programmes and other relevant measures. Employees, contractual workforce, business partners and other applicable stakeholders are expected to support and comply with the provisions of the policies.

Each policy shall be reviewed at least once every three years, or earlier if warranted by changes in applicable laws and regulations, business operations, risk profile, stakeholder expectations, scientific developments, industry practices or other relevant considerations.

Any new policies required pursuant to any applicable act or governance standard shall be introduced and incorporated into the Company's sustainability policy framework.

## 4. Amendments to the Policies

In the event of any amendment to applicable laws, regulations, standards or other legal requirements resulting in any inconsistency between such requirements and the provisions of the policies, the applicable legal or regulatory requirements shall prevail, and the policies shall stand amended accordingly from the effective date of such requirements.

# Fire Safety Policy

Effective: 09th September 2026

**Introduction:**

At PI Industries Limited, we are committed to preventing fire incidents and protecting the health and safety of all our employees, contract workforce, visitors, business partners, communities, assets, and the environment. We strive to maintain safe workplaces by identifying and mitigating fire risks, strengthening emergency preparedness, and promoting a culture of fire safety across all our facilities and operations.

**Commitments**

We remain committed:

- To comply with applicable fire safety laws, regulations, codes and standards.
- To identify, assess, and manage fire and explosion risks through effective hazard identification, risk assessment, and control measures, and to investigate incidents and near misses to prevent recurrence and minimize impacts on people, assets, operations, and the environment
- To integrate fire safety into business planning, operations, projects, maintenance, and management of change processes, while ensuring reliable fire detection, protection, suppression, emergency response, and evacuation systems through periodic inspection, testing, and maintenance.
- To monitor and continually improve fire safety performance through inspections, audits and reviews for strong fire safety culture.
- To aim to achieve 100% completion of planned fire safety training, emergency drills, and critical fire protection system inspections across applicable facilities annually.

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**Governance & Review**

The Board of Directors oversees the implementation of this Policy and fire safety performance, while the EHS Function supports fire risk management, compliance, and continual improvement. All employees, contractors, and relevant stakeholders are expected to comply with fire safety requirements and report fire hazards and incidents. This Policy shall be reviewed at least once every three years and in case of any regulatory amendment(s) or inconsistency with the legal provisions contained in this Policy, such regulatory provisions shall prevail. This Policy shall stand amended accordingly from the effective date as laid down under such regulatory amendment(s).

Sd/-
Mayank Singhal, Chairperson
Risk Management and ESG Committee