

Employee Benefits

At Sun Pharma, we continuously benchmark our employee benefits and opportunities against market trends to meet the evolving needs of our diverse global teams and their families. By offering flexible benefits programmes, including insurance policies, retirement arrangements, and allowances, we empower our employees to achieve their full potential while meeting their personal and health goals. We also support our employees with retirement benefits such as contributions to a pension fund and mandatory retirement provisions per applicable laws and regulations.⁷⁹

Sun Pharma Employee Benefits

| | |
|---------------------------|---|
| Global parental leave | Professional allowance* |
| Medical insurance | Housing allowance* |
| Accident insurance | Education allowance for school fees* |
| Life insurance | Phone allowance* |
| Car allowance* | Meal allowance* |
| Transportation allowance* | Variable/Performance pay for certain employee categories* |

*These provisions are contingent upon the HR policy of the individual global locations

We offer a range of leaves designed to support our employees' improved work-life balance and flexibility needs. Through our Company's portal, our employees across global operations can enjoy the flexibility of choosing their shift hours or opting to work from home at certain locations.

We provide maternity, adoption, and paternity leave. We offer resources such as on-site lactation facilities and partnerships with nearby creches to support employees transitioning back to work after parental leave. The table below provides details on parental leave taken during FY23.⁸⁰

| Description | Male | Female |
|--|--------|--------|
| Number of employees entitled to parental leave | 14,242 | 2,103 |
| Number of employees who availed parental leave | 831 | 175 |
| Number of employees who returned to work in the reporting period after parental leave ended | 830 | 122 |
| Number of employees who returned to work after parental leave ended in previous year who were still employed 12 months after they returned to work | 672 | 111 |
| Return to work rate (%)* | 99.9% | 69.7% |

*Does not account for spillover of maternity /paternity leave across financial years.

Employee Engagement Survey

Every two years, we undertake an Organisational Health Index (OHI) survey to help us identify and address gaps between our employee engagement approach and employee experience. The survey adopts and incorporates global and functional benchmarks. The employee sentiments recorded from

the survey results give us valuable insights to improve the overall work culture at Sun Pharma. Our employee engagement scores have improved each year over the last survey cycles.

In FY23, we underwent the Great Place to Work® Survey and achieved an employee engagement score of 84% across our operations.

We also received the following external recognitions:

1. India's Best Workplaces for Millennials 2023
2. India's Best Employers Among Nation-Builders 2023
3. India's Top Workplaces in Pharma, Healthcare & Biotech Industry

Metrics Covered by the Survey



Job satisfaction



Purpose



Stress levels



Happiness

Recognitions and Rewards

The power of recognition goes beyond monetary benefits. Our employee appreciation programmes are platforms to commend notable contributions and celebrate exceptional achievements. The programmes act as catalysts, igniting a sense of belongingness and a continuous drive for excellence.

⁷⁹GRI 201-3, GRI 401-2, ⁸⁰GRI 401-3