

Sustainability Report
2026



Responsible *by* design





Responsible *by* design

RESILIENT DESIGN. RESPONSIBLE GROWTH

In a world defined by constant change and emerging challenges, PDS' Environmental, Social, and Governance journey is anchored in the theme **Resilient Design. Responsible Growth**. Guided by the belief of being Resilient by Design, the Company is shaping a future where resilience is not merely a response to change, but a principle embedded into the way it operates, innovates, and creates long-term value.

As the global landscape evolves, PDS designs with foresight, embedding resilience across environmental stewardship, social responsibility, and governance practices. From advancing sustainable operations and responsible resource use to nurturing inclusive workplaces and strengthening governance frameworks, every initiative reflects a deliberate effort to build systems that can adapt, endure, and thrive in an increasingly dynamic world. This journey is equally guided by a

commitment to responsible growth, where progress is measured not only by scale, but by the value it creates for people, the planet, and the broader ecosystem. It is a story of balance, where innovation is pursued with integrity, resilience is translated into action, and expansion is aligned with accountability. Through this theme, PDS continues to shape an ESG narrative that embodies what it means to be Resilient by Design creating meaningful, lasting impact through responsible growth.

Contents



04
About The Report

06
Leadership Messages

12
About The Company



16
Our Global Tapestry

18
Our Business Verticals

34
PDS Ventures



42
Value Rooted in Responsibility

44
Membership & Associations

45
Awards & Accolades



46
Leadership Messages - ESG

50
Sustainability at PDS

52
Sustainable Products

53
Supporting Global
Sustainability Agendas



58
Stakeholder Engagement

60
Materiality Assessment

62
Governance

74
Environmental



94
Social Responsibility

132
GRI Content Index

About the Report

APPROACH TO REPORTING

PDS presents its annual sustainability performance through this report, covering the Company's ESG approach, governance mechanisms, stakeholder engagement practices, and key sustainability initiatives across its operations and value chain. The report outlines PDS' approach towards managing environmental and social impacts, responsible sourcing, climate-related initiatives, workplace engagement, while aligning disclosures with applicable reporting requirements and sustainability frameworks.

SCOPE & BOUNDARY

This report presents the ESG performance of PDS Limited across its key subsidiaries, business verticals, sourcing offices, manufacturing operations, and value chain activities for FY 2025-26. The reporting scope includes major operating entities and verticals across design and product development, sourcing and supply chain solutions, manufacturing operations, and compliance and ESG functions located across India, Bangladesh, Sri Lanka, the UK, the US, and other operating geographies. The boundary also extends, where relevant, to supplier and partner ecosystems contributing to material environmental, social, and governance impacts across the Textiles, Apparel, Footwear and Luxury Goods value chain.

RESTATEMENT OF INFORMATION

As part of its commitment to accuracy and transparency, PDS periodically reviews previously disclosed information to ensure alignment with updated methodologies, improved data systems, and evolving reporting practices. During the current reporting cycle, certain data points have been restated to reflect enhanced data validation processes and refined calculation approaches. These restatements, where applicable, are clearly indicated within the report, along with explanations for any material changes. This ensures comparability over time while reinforcing the integrity of disclosures.

RESPONSIBILITY STATEMENT

The management of PDS affirms its responsibility for the preparation and presentation of this Sustainability Report. The information disclosed herein has been compiled with due care, based on internal data systems, validated processes, and inputs from relevant functions across the organisation. The Company remains committed to ensuring that the report reflects a true and fair view of its ESG performance, in line with applicable standards and best practices. This

responsibility extends to maintaining robust internal controls and continuously enhancing data quality and reporting mechanisms.

FORWARD-LOOKING STATEMENT

This report contains forward-looking statements based on PDS' current expectations, assumptions, and understanding of future business performance, sustainability priorities, and market conditions. Such statements may be identified by words such as "expects", "anticipates", "plans", "intends", "believes", "targets", "aims", and other similar expressions. These statements are subject to various risks, uncertainties, and external factors, including changes in economic conditions, regulations, market dynamics, and other unforeseen developments, which may cause actual outcomes to differ materially from those expressed or implied. While PDS believes these expectations are based on reasonable assumptions, no assurance is provided regarding the achievement of projected results or sustainability commitments.

REPORTING STANDARDS AND FRAMEWORKS

PDS' reporting approach is aligned with globally recognised sustainability

reporting frameworks and disclosure standards to ensure transparency, consistency, and comparability of ESG information. This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and the SEBI Business Responsibility and Sustainability Reporting (BRSR) requirements, while also reflecting alignment with the United Nations Global Compact (UNGC) principles, the United Nations Sustainable Development Goals (SDGs), and climate-related commitments under the Science Based Targets initiative (SBTi). Through this approach, PDS aims to strengthen stakeholder-relevant disclosures across environmental, social, governance, and climate-related priorities.

Chairman's Message



Long-term success is defined by how effectively we adapt, evolve, and create value responsibly.”



Dear Stakeholders,

Over the years, PDS has undergone a purposeful transformation, from a traditional sourcing organisation to a global platform business serving leading brands across key international markets. This evolution reflects our ability to stay agile, anticipate change, and continuously redefine how we create value in a dynamic global landscape.

As we scale this platform, sustainability is increasingly shaping our long-term strategic direction and organisational culture, influencing how we build partnerships, govern our business, and create lasting value. We recognise that responsible business has

become a defining pillar of long-term resilience, competitiveness, and sustainable value creation.

As part of our continued focus on strengthening governance and transparency, we have made progress in aligning our sustainability disclosures with the GRI Standards. This enables us to bring greater rigour to our reporting processes in a structured manner, while enhancing comparability and stakeholder confidence in our long-term performance.

Our focus remains on building a future-ready enterprise that is collaborative, innovation-led, and guided by strong governance, responsible business principles,

and create long-term stakeholder value. As we move forward, we will continue to strengthen governance, deepen stakeholder engagement, and scale sustainable practices in line with our growth ambitions.

I would like to express my sincere gratitude to our stakeholders for their continued trust and partnership as we shape a more responsible and resilient future together.

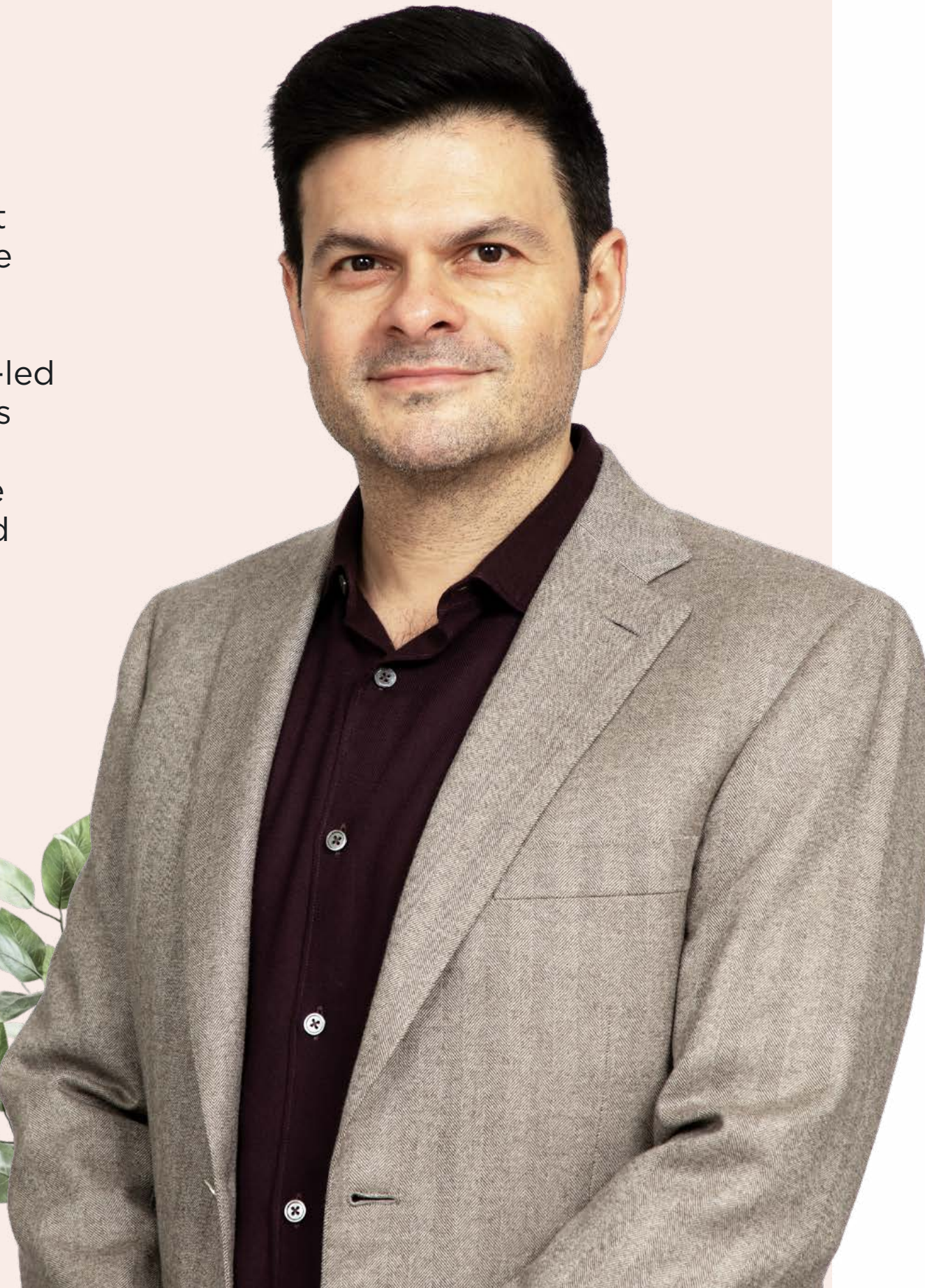
Warm regards,

Dr. Deepak Kumar Seth
Chairman

Executive Vice Chairman's Message



In a world of constant change, the ability to build agile, innovation-led ecosystems will define sustainable growth and long-term relevance”.



Dear Stakeholders,

At PDS, we view change not as a challenge but as a catalyst for transformation. As the global fashion industry continues to evolve, shaped by digital acceleration, shifting consumer expectations, and sustainability as a non-negotiable driver, we are focussed on building a business that is adaptable, forward-looking, and positioned for long-term value creation.

A key priority for us has been strengthening the PDS ecosystem, where entrepreneurship, technology, and partnerships come together to unlock new opportunities. Through PDS Ventures, we continue to support emerging

solutions across materials, manufacturing, and commerce, enabling more efficient, transparent, and circular operations. These investments are helping us stay ahead of industry shifts while creating pathways for scalable innovation.

At the same time, we are accelerating our digital transformation journey, enhancing visibility and responsiveness across our global supply chain. By leveraging data and technology, we are improving decision-making, reducing complexity, and enabling greater agility in a dynamic and complex market environment.

What differentiates PDS is our ability to combine global scale with entrepreneurial agility. This enables us to adapt quickly, collaborate effectively, and deliver consistently sustainable value across diverse markets. I take this opportunity to thank our employees, partners, and stakeholders for their continued trust and support in this journey.

Regards,

Pallak Seth
Executive Vice Chairman

Group CEO's Message



As a global sourcing platform, our responsibility extends beyond compliance; we are committed to building a resilient, transparent, and ethical business model across our value chains to create long-term value for all stakeholders.



Dear Stakeholders,

During the year, PDS continued to advance its evolution as a global platform business by prioritising disciplined execution and operational excellence. In the face of shifting macroeconomic conditions, our focus has been on sustaining financial resilience while building scalable capabilities to support future growth.

As we transition into a more structured and forward-looking phase of our journey, we are increasingly aligning business performance with ESG priorities. From emissions reduction and circularity to responsible sourcing, sustainability is being embedded into how we operate, scale, and partner across our global value chain.

The evolving regulatory and compliance landscape, particularly across key markets such as Europe and the UK, has further reinforced the need for agility and preparedness.

At PDS, we are proactively strengthening our compliance frameworks, enhancing traceability, and investing in systems that enable greater transparency and accountability across our operations and supplier ecosystem.

Our commitment to the Science Based Targets initiative (SBTi) marks a critical step in aligning our growth trajectory with global climate goals. By establishing a clear decarbonisation pathway across Scopes 1, 2, and 3, we are integrating climate considerations into operational and strategic decision-making.

Through initiatives focussed on circularity, resource efficiency, and responsible production, we are working closely with partners to build a more resilient and future-ready value chain.

Beyond operations, we remain committed to creating a positive impact on the communities

we engage with. Initiatives such as our World Health Day engagement reflect our belief that business responsibility extends beyond the workplace, contributing to the well-being of our people and society at large.

As we move forward, our focus will remain on executing with discipline, scaling responsibly, and aligning growth with sustainability imperatives to create long-term value for our stakeholders while contributing meaningfully to a more sustainable and inclusive industry.

I want to thank our teams, partners, and stakeholders for their continued trust and collaboration in this journey.

Warm regards,

Sanjay Jain
Group CEO

About the Company

CORPORATE PROFILE

PDS Limited is a global fashion infrastructure company operating across the Textiles, Apparel, Footwear and Luxury Goods sector through integrated sourcing, product development, manufacturing, and supply chain solutions. Founded in 1999, the Company has evolved into a diversified business platform supporting global brands and retailers across apparel, accessories, footwear, and home categories.

With operations spanning multiple global markets, PDS

operates through an asset-light and collaborative business model that combines design capabilities, sourcing expertise, virtual manufacturing, innovation, and supply chain agility to deliver scalable and responsive solutions across the fashion value chain. The Company's integrated ecosystem is supported by long-standing customer relationships, strategic supplier partnerships, and technology-enabled operational capabilities.

Economic Highlights

₹19,666 Cr

GMV

₹13,110 Cr

REVENUE

+4.2%

REVENUE GROWTH

+4.9%

GMV GROWTH

21%

GROSS MARGIN

₹354 Cr

EBIT (CONSOLIDATED)

+₹178 Cr

NET PROFIT / PAT

USD 550 Mn

WORKING CAPITAL LINES

Operational Performance

1.3 Mn

UNITS HANDLED PER DAY

600+

FACTORY PARTNERS

250+

FASHION BRANDS

22+

COUNTRIES SERVED

Innovation & Technology

77

ACTIVE PDS VENTURES PORTFOLIO COMPANIES

AI-enabled supply chain initiatives



DEMAND FORECASTING



VENDOR SCORING



DEFECT DETECTION

Supply Chain & Governance

Suppliers assessed on ESG parameters

600+

Higg Index members on Worldly platform

Employees covered under ethics training

100%

Supplier audits / assessments conducted

100%

Board

44%

ESG sessions (38 sessions)

PDS: An Overview

Building resilience through innovation, collaboration, and responsible growth

Founded in 1999, PDS Limited has steadily evolved from a sourcing-led enterprise into a globally connected fashion infrastructure platform supporting brands, retailers, and supply chain partners across the fashion ecosystem. Over the past 25 years, the Company has expanded its capabilities across design-led sourcing, virtual manufacturing, product development, supply chain solutions, and brand management, enabling greater agility and responsiveness in a dynamic global industry.

Today, PDS works with global brands across apparel, accessories, footwear, and home categories through a diversified international

presence. Its operating model combines local market understanding with integrated global capabilities, enabling collaborative execution across sourcing, product development, manufacturing, and supply chain operations while supporting evolving customer and market requirements.

Innovation and technology continue to play an increasingly important role in strengthening operational resilience and supply chain visibility across the PDS ecosystem. The Company continues to invest in AI-enabled platforms, traceability solutions, digital supply chain tools, and innovation-led partnerships through PDS Ventures to accelerate

sustainable transformation and next-generation fashion solutions.

PDS also continues to strengthen its commitment to responsible business practices through ethical sourcing, responsible manufacturing, renewable energy adoption, and community-focussed initiatives across its value chain. This approach is further reinforced through LEED Zero-certified manufacturing facilities, supplier engagement programmes, and recognitions such as being certified as a 'Great Place to Work' in India and Sri Lanka.



OUR MISSION

To provide our customers outstanding service and innovative designs sourced in the most ethical manner.



OUR VISION

Be the most admired global enterprise providing innovation fashion solutions in the most ethical and trusted way.



OUR VALUES

- Entrepreneurial Spirit
- Customer Centricity
- People First
- Transparency, Collaboration and Teamwork
- Trust, Integrity and Ethics
- Social Responsibility

What We Do

Customised Service offerings


Manufacturing

GIANT TIGER

George.


PRIMARK®

TESCO

MATALAN


Design-Led Sourcing

finisterre

George.


Superdry.

KOHL'S

PRIMARK®

Bershka

MANGO


Sourcing as a Service

RALPH LAUREN

George.

s.Oliver


Sainsbury's


Brands

TED BAKER LONDON


GERRY WEBER

ROKSANDA





Silver Cross

Our Foundations



Strong Leadership



ESG



Financial Strength



Tech Enabled

Governance

6c's & I | 3 Balance Sheet Focus
(Cash, Capability and Credibility)

PDS Ventures

Feeding innovation

Our Global Tapestry

Canada
USA
Chile
Portugal
UK
Norway
Germany
Turkey
South Africa
Egypt
Jordan
Dubai
India
Sri Lanka
Bangladesh
China
Hong Kong
Myanmar
Vietnam
Cambodia



Progress Apparels
Bangladesh Ltd.



GoodEarth Apparels Ltd.,
Bangladesh



Norlanka Manufacturing
Ltd., Sri Lanka



Knit Gallery India Pvt.
Ltd. (KGIP), India



Map not to scale.
For illustrative purposes only.

Our Business Verticals

At a Glance

PDS operates through a portfolio of specialised business verticals serving different segments of the global fashion value chain. These verticals encompass capabilities across design and product development, sourcing and supply chain, manufacturing and production, and compliance and support services. Together, they contribute to PDS’ integrated offering for global brands and retailers.



Design COE Limited

Our commitment to sustainability at Design COE Limited is defined by responsible growth, transparency, and a dedication to long-term impact. We are transforming our supply chain by integrating DNA-based cotton verification for definitive traceability, accelerating our transition to recycled and preferred fibres, and aggressively minimising our energy, water, and carbon intensity across all operations.

True progress, however, extends beyond environmental metrics. We remain steadfast in championing women’s empowerment and cultivating an equitable, inclusive workplace culture. Today, sustainability is not a parallel corporate initiative — it is the core framework through which we innovate, source, and manufacture, delivering enduring value for our brand partners, our communities, and the future of fashion.

Golam Moinuddin
*Executive Director
Design COE Limited*

Design COE Limited is PDS’ design and product development hub serving the North American market. By combining digital design capabilities with agile sourcing and product innovation, the business accelerates speed-to-market while supporting more efficient and sustainable product development.

Metric	Details
Scope 1 Emissions	-
Scope 2 Emissions	43.94 tCO ₂ e
% of Recycled Input Material Used	6.5%
Energy Consumption	262.94 GJ
Water — Consumption	524.79 kl
Workforce Diversity — Female %	13.5%
Workforce Diversity — Male %	86.5%
New Suppliers Screened Using Social Criteria	100%
Confirmed Incidents of Corruption	0



Zamira Fashion Ltd.

At Zamira, we believe that great denim is built on more than craftsmanship — it's built on trust, purpose, and the courage to lead change. Since 2007, we have stayed true to our singular passion for denim while continuously raising the bar on sustainability, design excellence, and supply

chain integrity. As we move through 2026, our commitment remains clear: to be the partner our clients can rely on, the employer our people are proud of, and the company our planet deserves. Together, we are not just making jeans — we are shaping a better future for fashion.

Thomas Mueller
Managing Director

At Zamira, sustainability is not a separate initiative or a box to be checked. **We began our sustainability journey in 2016, long before it became the industry imperative it is today, and over the past decade it has become fully embedded in how we design products, select materials, develop washes, choose manufacturing partners and manage our supply chain.**

As a denim specialist, we recognise that our industry has a significant environmental footprint. Denim is a product we are passionate about, but its traditional manufacturing processes can be intensive in their use of water, energy and chemicals. This gives us both a responsibility and an opportunity: to use our specialist knowledge to help create better products with lower impact.

Our Zamira Cares framework guides this commitment through six key areas: **Fabrics & Materials; Transparency & Traceability; Chemicals & Water Management; New Technologies & Low-Impact Washes; Longevity & Circularity;**

and Carbon Emissions & Energy Management.

One of our strongest areas of focus has been reducing the environmental impact of denim finishing. Through our Denim Innovation Labs in China and Bangladesh, we work closely with mills, laundries, chemical suppliers and technology partners to develop and commercialise lower-impact products. Technologies such as laser finishing, ozone, eFlow and NoStone allow us to significantly reduce the use of water, chemicals and energy compared with conventional washing processes, while still achieving the aesthetics, quality and commercial viability our customers expect.

Responsible material selection is equally important. We continue to expand the use of preferred and more responsible fibres, including recycled materials and responsibly sourced cotton, while working with our customers and supply-chain partners to improve transparency and traceability from raw material to finished garment.

Our engagement with initiatives including the Science Based Targets initiative, **U.S. Cotton Trust Protocol, Keep Cotton** and previously **The Jeans Redesign** supports this direction and helps us align our actions with wider industry objectives.

Digitalisation is another important part of our sustainability strategy. Zamira introduced 3D product development using CLO in 2019, enabling our teams and customers to make more decisions digitally, reduce unnecessary physical sampling and shorten development cycles. Our proprietary PLM platform further improves visibility, coordination and accountability throughout the product-development process.

We also recognise that responsible sourcing goes beyond environmental performance. Our manufacturing partners are selected and continuously evaluated against social, environmental and technical standards. We believe long-term partnerships, transparency and shared accountability are essential

to creating meaningful and lasting change.

Ten years into our sustainability journey, our ambition continues to evolve. We are increasingly focussed on measurable impact, greater traceability, lower carbon emissions and more transparent

reporting. Sustainability is never a finished project; it requires continuous improvement, innovation and collaboration across the entire value chain.

For Zamira, the objective is simple: **to make better denim in a better way** — combining great

design, commercial relevance and responsible sourcing. We believe sustainability and business performance should not compete with each other. **The future of our industry depends on our ability to make them work together.**

Metric	Details
Scope 1 Emissions	35.64 tCO ₂ e
Scope 2 Emissions	117.64 tCO ₂ e
% of Recycled Input Material Used	5.18%
Energy Consumption	1,217.76 GJ
Water — Consumption	1,171.86 kl
Workforce Diversity — Female %	24.4%
Workforce Diversity — Male %	75.6%
New Suppliers Screened Using Social Criteria	100%
Confirmed Incidents of Corruption	0



Krayons Sourcing Ltd.

At Krayons, our purpose is to build a business that leaves the world better than we found it. Sustainability, for us, is not a framework we adopt — it is a value we live by, across every sourcing decision, every supplier relationship and every product we bring to market. We believe that responsible business begins with accountability: ensuring our supply chain is ethically governed,

our environmental footprint is continuously reduced and our people and partners are empowered to do better. From championing recycled materials to upholding the highest standards of transparency and integrity, we are committed to making fashion a force for good. Because at Krayons, what is right for the planet is right for our people and right for our business.

Mr. Rajnish Kapoor
Director
Krayons Sourcing Limited & Skope Apparels FZCO

Krayons Sourcing Ltd. is a design-led apparel sourcing business with operations across India and Bangladesh. It provides end-to-end solutions spanning product development, sourcing, quality assurance and logistics. The business integrates responsible sourcing, digital innovation and operational excellence to deliver value for global customers while advancing sustainable supply chain practices.

Metric	Details
Scope 1 Emissions	33.42 tCO ₂ e
Scope 2 Emissions	48.36 tCO ₂ e
% of Recycled Input Material Used	8%
Energy Consumption	703.23 GJ
Water — Consumption	7,880.53 kl
Workforce Diversity — Female %	7.2%
Workforce Diversity — Male %	92.8%
New Suppliers Screened Using Social Criteria	100%
Confirmed Incidents of Corruption	0

clovercollections

Clover Collection

We are committed to responsible sourcing, ethical manufacturing, and minimising our environmental impact across the entire supply chain. By working closely with certified factories and promoting eco-friendly materials, we aim to create products that meet global standards while protecting our planet. We also emphasise social compliance, ensuring safe working conditions and fair practices for all workers. Our vision is to build a more sustainable future through continuous improvement, innovation, and strong partnerships with our customers, making sustainability not just a goal, but a shared responsibility.

Firojul Islam
Director - Asia Clover Collections Ltd.

Clover Collection is a global apparel sourcing and buying house that connects international retailers with a diverse network of manufacturing partners. Its integrated sourcing model emphasises quality, agility and responsible supply chain management to meet evolving customer requirements.

Metric	Details
Scope 1 Emissions	-
Scope 2 Emissions	47.73 tCO ₂ e
% of Recycled Input Material Used	10%
Energy Consumption	285.63 GJ
Water — Consumption	1,135.26 kl
Workforce Diversity — Female %	14.17%
Workforce Diversity — Male %	85.83%
New Suppliers Screened Using Social Criteria	100%
Confirmed Incidents of Corruption	0



Collaborative Sourcing Services (CSS)

We are committed to responsible sourcing, ethical manufacturing, and minimising our environmental impact across the entire supply chain. By working closely with certified factories and promoting eco-friendly materials, we aim to create products that meet global standards while protecting our planet. We also emphasise social compliance, ensuring safe working conditions and fair practices for all workers. Our vision is to build a more sustainable future through continuous improvement, innovation, and strong partnerships with our customers, making sustainability not just a goal, but a shared responsibility.

Kabir Ahmed
In Country Director Collaborative Sourcing Services FZCO

Collaborative Sourcing Services (CSS) operates as a dedicated sourcing partner, providing customised sourcing and supply chain solutions to key retail customers. Through close collaboration with manufacturing partners, the business ensures product quality, operational efficiency and responsible sourcing across the value chain.

Metric	Details
Scope 1 Emissions	10.92 tCO ₂ e
Scope 2 Emissions	29.07 tCO ₂ e
% of Recycled Input Material Used	15%
Energy Consumption	342 GJ
Water — Consumption	364.14 kl
Workforce Diversity — Female %	28.9%
Workforce Diversity — Male %	71.1%
New Suppliers Screened Using Social Criteria	100%
Confirmed Incidents of Corruption	0

ORIGIN
Origin Global Ltd.

As we progress through FY 2025-26, sustainability remains central to our strategy. We continue to balance economic performance with environmental and social responsibility through improved energy efficiency, waste reduction, and a culture of inclusion and accountability.

Guided by global standards, we ensure transparent and consistent reporting. Our

teams have embedded ESG priorities across operations, driving measurable impact. We remain focussed on strengthening our roadmap through innovation and collaboration. Notably, Origin Global Limited achieved Giga Guru status on both the Higg Index and Project Gigaton platforms, reflecting our commitment to transparency and continuous improvement.

Gaurav Pandey
CEO
Origin Global Limited,
Hong Kong

Formerly operating as PDS Far East, Origin Global Limited is a Hong Kong-based business offering design-led sourcing and global supply chain solutions. The business has achieved Giga Guru status on both the Higg Index and Project Gigaton platforms, reflecting its advanced position on sustainability performance measurement and supplier engagement.

Metric	Details
Scope 1 Emissions	47.40 tCO ₂ e
Scope 2 Emissions	51.97 tCO ₂ e
% of Recycled Input Material Used*	45%
Energy Consumption	296.52 GJ
Water — Consumption	825.88 kl
Workforce Diversity — Female %	9.7%
Workforce Diversity — Male %	90.3%
New Suppliers Screened Using Social Criteria	100%
Confirmed Incidents of Corruption	0

*100% recycled polyester and 100% BCI cotton

 PDS ASIA STAR
PDS Asia Star Corporation Limited

PDS Asia Star

In PDS Asia Star Corporation Limited, we firmly believe sustainable growth must align with planetary and human wellbeing. Guided by our four pillars – Respect Water, Reduce Emissions, Think Circular, Build Community – we embed

sustainability across our global supply chain. We commit to science-driven targets, transparent governance, ethical practices, and empowering our teams and partners to drive responsible, inclusive progress in the fashion industry.

Alex Feng
Managing Director
PDS Asia Star
Corporation Limited

PDS Asia Star Corporation Limited provides integrated sourcing, merchandising and supply chain management services, supporting regional sourcing execution and supplier coordination across China, Bangladesh, India and Turkey. The business strengthens production planning, customer servicing and supply chain responsiveness across its Asian manufacturing network.

Metric	Details
Scope 1 Emissions	0.24 tCO ₂ e
Scope 2 Emissions	23.75 tCO ₂ e
% of Recycled Input Material Used	2.11%*
Energy Consumption	141.09 GJ
Water — Consumption	336.48 kl
Workforce Diversity — Female %	12.5%
Workforce Diversity — Male %	87.5%
New Suppliers Screened Using Social Criteria	100%
Confirmed Incidents of Corruption	0

*Knit & Sweater



Sourcing Solutions

We are proud of the progress we have made by using eco-conscious practices throughout our operations. Our design and development unit now operates on over 74% renewable energy, supported by an effluent treatment plant with EPA-certified sludge processing, recognizing the increasing challenge of groundwater depletion and declining water-table levels in Pakistan due to excessive

groundwater extraction, we have implemented rainwater harvesting systems as part of its sustainable water management strategy. Through this system capture and store rainwater for plantation and landscaping purposes while also contributing to groundwater recharge and aquifer replenishment, reflecting the business’s commitment to environmental performance alongside operational excellence.

Imran Rath
CEO
Sourcing Solutions

Sourcing Solutions is a global apparel, textile and fabric sourcing business connecting international fashion brands and retailers with reliable manufacturing partners across Pakistan, India, China and Bangladesh. With an office in Lahore and an international network of design, product development and sales teams, it provides end-to-end sourcing and supply chain solutions spanning supplier identification, product development, merchandising, quality assurance, production monitoring, compliance and logistics. With expertise across woven, knitwear, denim, activewear and fashion apparel, the business combines strong manufacturing partnerships, technical capabilities and responsible sourcing practices to deliver quality, cost-effective and timely solutions.

Metric	Details
Scope 1 Emissions	82.3 tCO ₂ e
Scope 2 Emissions	22.51 tCO ₂ e
% of Recycled Input Material Used	0%
Energy Consumption — Total	202.83 GJ
Water — Total Withdrawn	3,040.73 kl
Water — Total Discharged	3,71.73 kl
Workforce Diversity — Female %	13.04%
Workforce Diversity — Male %	86.96%
Confirmed Incidents of Corruption	0
New Suppliers Screened Using Social Criteria	100%
Data Breaches / Loss of Customer Data	0

Water — Recycled from ETP - 1,594.095 kl; Water — Total Consumption - 2,669.007 kl
*Chemical Drums (Re-use): 120 kg ETP Sludge (Re-use): 150 tonnes = 150,000 kg



Poeticgem

We are proud to share the continued progress of Poeticgem’s sustainability journey through the past year. This year, we strengthened supply chain transparency, expanded Scope 3 emissions mapping, and aligned further with PDS Limited’s SBTi-approved climate targets. We accelerated supplier consolidation, advanced circular design and responsible material sourcing, and integrated digital product development tools to reduce waste and improve

efficiency. We have also engaged key suppliers to support them to increase their sustainability initiatives, which are reflected in the increase in their HIGG Index. Alongside this, we continued investing in employee wellbeing, ethical sourcing, and community education initiatives in Bangladesh. As we move into FY 2026/27, we remain committed to building a more responsible, resilient, and future-ready business driven by collaboration, innovation, and measurable impact.

Anuj Banaik
Managing Director
Poeticgem

Poeticgem is an integrated fashion solutions business spanning design, sourcing, manufacturing and sustainability, operating manufacturing facilities in Bangladesh and Sri Lanka alongside an extensive network of audited partner factories. Through its Scholarship Programme (2025-26), Poeticgem supported 193 students whose parents work at supplier sites, reflecting its long-standing commitment to community investment and responsible supply chain partnerships.

Metric	Details
Scope 1 Emissions	171.58 tCO ₂ e
Scope 2 Emissions	208.62 tCO ₂ e*
% of Recycled Input Material Used	60%
Energy Consumption	2,579.97 GJ
Water — Consumption	4,810.42 kl
Workforce Diversity — Female %	73%
Workforce Diversity — Male %	27%
New Suppliers Screened Using Social Criteria	100%
Data Breaches / Loss of Customer Data	0

*72.54 tCO₂e emissions avoided through renewable energy use



GoodEarth Apparels Ltd.

We are transforming apparel manufacturing through sustainable practices, renewable energy, and responsible operations to create a truly modern and environmentally conscious manufacturing facility.

Manoj Dimri
CEO
GoodEarth Apparels Ltd.



GoodEarth Apparels Ltd. is a Bangladesh-based woven garment manufacturer catering to global apparel brands. The business combines modern manufacturing capabilities with strong quality systems, ethical labour practices and responsible production to deliver reliable and sustainable apparel solutions.

Metric	Details
Scope 1 Emissions	225.19 tCO ₂ e
Scope 2 Emissions	512.13 tCO ₂ e*
% of Recycled Input Material Used	0%
Energy Consumption	11,369.82 GJ
Water — Consumption	34,454 kl
Water Discharge	21,727 kl
Workforce Diversity — Female %	65%
Workforce Diversity — Male %	25%
Confirmed Incidents of Corruption	0
New Suppliers Screened Using Social Criteria	100%
Data Breaches / Loss of Customer Data	0

*623.50 tCO₂e emissions avoided through renewable energy use



Norlanka

Sustainability continues to guide our operations, innovation, and growth. This momentum has persisted over the past year as we have advanced our work on climate action, circularity, and resource efficiency, driving environmental responsibility as a source of long-term value and resilience across our businesses. We believe that development begins with purpose. We are not merely reacting to change; we are actively helping to define it by empowering our

teams, aligning with global best practices, and being accountable to our stakeholders. We are committed to cultivating a sustainable future that benefits our businesses, the people we serve, and the ecosystems we depend on. “Working together and innovating to make a real difference and inspire action from everyone to ensure we leave behind a healthier and more resilient planet for future generations”.

Chandana Ranatunga
Chief Executive Officer
Norlanka

Norlanka is a Sri Lanka-based apparel manufacturer offering end-to-end solutions across multiple product categories. Backed by an extensive manufacturing network and in-house capabilities, the business delivers quality products while promoting responsible manufacturing and resource-efficient operations.

Metric	Details
Scope 1 Emissions	99.30 tCO ₂ e
Scope 2 Emissions	649.11 tCO ₂ e**
% of Recycled Input Material Used*	0.06%
Energy Consumption	6,952.46 GJ
Water — Consumption	14,849.12 kl
Water — Discharge	8,234.75 kl
Workforce Diversity — Female %	61.7%
Workforce Diversity — Male %	38.3%
Confirmed Incidents of Corruption	0
New Suppliers Screened Using Social Criteria	100%
Data Breaches / Loss of Customer Data	0

*95–98% Recycled Fabric - 0.02%, Recycled Other Fabric - 15.86%, Recycled Trims (Hangers + Packaging) - 7%

**303.13 tCO₂e emissions avoided through renewable energy use

Waste Recycled : 401,590.40 kg, Waste Reused - 33,912.31 kg



Progress Apparels (Bangladesh) Ltd. (PABL)

Valued Stakeholders,

Sustainability is our cornerstone. Just as immunity defends the body, ethical sustainability shields PABL from superficial practices. Aligning with PDS Limited, we achieved 100% of our FY 2024-25 targets. Moving forward, we are driving UN SDG 12 by targeting 45% of production from sustainable sources.

Beyond ecological milestones, we champion shared value by nurturing our workforce and local communities. Our roadmap prioritises women’s empowerment, targeting 20% female mid-level management by 2026. Through proactive management and teamwork, we remain dedicated to smarter objectives, securing a safer environment for generations to come.

Manoj Dimri

CEO
Progress Apparels
(Bangladesh) Ltd.

Progress Apparels (Bangladesh) Ltd. is a woven apparel manufacturer operating a 270,000 sq. ft. LEED Gold-certified facility producing approximately 900,000 garments per month. PABL combines strong quality and compliance credentials with responsible production practices, a predominantly female workforce and active supplier screening to meet the expectations of its international brand customers.

Metric	Details
Scope 1 Emissions	3,765.94 tCO ₂ e
Scope 2 Emissions	2,005.61 tCO ₂ e
% of Recycled Input Material Used	32%
Energy Consumption	38,359.68 GJ
Water — Consumption	1,43,552.7 kl
Water — Discharge	6,512 kl
Workforce Diversity — Female %	73.4%
Workforce Diversity — Male %	26.6%
Confirmed Incidents of Corruption	0
New Suppliers Screened Using Social Criteria	100%
Data Breaches / Loss of Customer Data	0

Waste — Recycled or Reused - 9,645.77 kg



Spring Near East

At Spring Near East, sustainability remains central to how we source, collaborate, and grow across our regional supply network. During FY 2025-26, we continued to strengthen supplier engagement, expand lower-impact product development, and support more transparent and resilient supply chain practices across our region.

As part of the PDS Group, we believe meaningful progress is driven through partnership, innovation, and accountability. We remain committed to contributing to a more responsible and future-ready fashion industry through continuous improvement and long-term collaboration.

Safak Kipik

CEO
Spring Near East

Spring Near East is a regional sourcing and manufacturing platform with strong sustainability integration, operating facilities across Türkiye, Egypt, Morocco and Tunisia, supported by London-based design capabilities. The business combines sourcing agility, production reliability and deep supplier collaboration with advanced sustainability practices, achieving high female leadership representation and strong supplier screening performance across its regional network.

Metric	Details
Scope 1 Emissions	62.43 tCO ₂ e
Scope 2 Emissions	35.14 tCO ₂ e*
% of Recycled Input Material Used	10.4%
Energy Consumption	887.68 GJ
Water — Consumption	1,399 kl
Water — Industrial Discharge	-
Workforce Diversity — Female %	76%
Workforce Diversity — Male %	24%
Confirmed Incidents of Corruption	0
New Suppliers Screened Using Social Criteria	100%

* 69.95 tCO₂e emissions avoided through renewable energy use



At Knit Gallery India Private Limited, sustainability is integral to our vision of creating long-term value for our stakeholders. We are committed to responsible manufacturing by minimising our environmental impact, promoting ethical business practices, ensuring employee well-being, and strengthening governance standards. Sustainability is embedded in every aspect of our

operations, driving innovation, efficiency, and resilience. As we move forward, we remain focussed on continuous improvement and transparent reporting while working closely with our customers, employees, suppliers, and communities. Together, we are building a more sustainable future for our business, society, and the generations to come.

Vijayanand A
CEO
Knit Gallery India Private Limited

Knit Gallery is a vertically integrated knitwear manufacturer based in Tirupur, India, serving leading international fashion brands. With a focus on quality, innovation and operational efficiency, the business delivers high-quality knitted apparel while embedding sustainable manufacturing practices across its operations.



Simple Approach

At the heart of our sustainability strategy is a commitment to putting people first across every stage of our supply chain. Over the past year, we have strengthened our approach to responsible sourcing by deepening collaboration with our factory partners, improving compliance standards, and expanding programs that support ethical and environmentally responsible practices.

In this challenging economic climate, our customer expectations continue to evolve with increasing demand for transparency, accountability and measurable environmental impact. In response, we have focussed

not only on meeting regulatory requirements but on embedding sustainability into every day decision-making across our operations and partnerships.

A key part of our progress this year has been our investment in supplier engagement and capacity building. By providing guidance, training and ongoing support, we are helping our partners align with shared goals and create lasting improvements in working conditions, operational standards and environmental performance.

While we are proud of the progress we have made, we also recognise that sustainability is an ongoing journey. There is

still more work to do, and we remain committed to setting higher standards, strengthening accountability, and delivering meaningful results for our customers, partners, employees and communities.

I would like to thank our teams and partners for their dedication and collaboration throughout the year. Their efforts have created strong momentum for the future and position us to continue making measurable progress in the years ahead.

Sunny Malhotra
CEO
Simple Approach

Simple Approach supports responsible sourcing, supplier compliance, ESG and supply chain transparency across the PDS Group, with teams across Hong Kong, Manchester, London, Tirupur and Dhaka. The business continued the Amader Kotha grievance hotline and monitoring service in 2025-26 to strengthen worker voice, safe reporting channels and accountability mechanisms, and expanded environmental compliance activities across Tier 1 and 2 suppliers using FEM assessment data.

Metric	Details
Scope 1 Emissions	955.85 tCO ₂ e
Scope 2 Emissions	442.02 tCO ₂ e*
% of Recycled Input Material Used	13%
Energy Consumption	4,552.47 GJ
Water — Consumption	4,509.28 kl
Water — Discharge	8.96 kl
Workforce Diversity — Female %	23%
Workforce Diversity — Male %	77%
Confirmed Incidents of Corruption	0
New Suppliers Screened Using Social Criteria	100%
Data Breaches / Loss of Customer Data	0

*11.87 tCO₂e emissions avoided through renewable energy use



Designing the Future of Fashion

ABOUT PDS VENTURES

At the intersection of innovation and impact, PDS Ventures reflects the Company's commitment to shaping the future of fashion through resilient design and responsible growth. As the strategic investment arm of PDS Group, PDS Ventures invests in early- and growth-stage start-ups driving transformation across sustainable materials, circular solutions, supply chain technology, traceability, transparency and fashion-tech innovation. Through a combination of strategic capital, R&D collaboration and operational integration, the platform connects emerging technologies with the scale, infrastructure and global expertise of the broader PDS ecosystem to accelerate commercial adoption and measurable ESG impact. By partnering with brands, suppliers and industry stakeholders, PDS Ventures supports scalable solutions that address critical challenges such as waste, emissions and resource inefficiencies, while advancing circularity, decarbonisation and long-term sustainability across the global fashion value chain.

OUR APPROACH

Innovate

Through PDS Ventures, we aim to drive disruptive technologies and innovations that strengthen the PDS ecosystem.

Empower

Supporting portfolio growth through supply chain access, partnerships, and commercialisation across the global fashion ecosystem.

Invest

We develop new partnerships and invest in businesses aligned with the PDS vision.

77

active PDS Ventures portfolio companies

Global partners



RALPH LAUREN

BESTSELLER



FASHION FOR GOOD



firesideventures



Investment Portfolio

Tech Enablers

SELECTIKA^{AI}

- Visual AI platform for fashion e-commerce personalisation
- Empowers e-commerce websites to sell more effectively with visual AI and a personalisation system, using auto-tagging as the foundation for its solutions

lovethesales

- AI-powered marketplace for discounted fashion
- Using AI and technology to create a fashion marketplace that clears retailers in season excess stock before it gets sold at a deep discount

Manufacturing Processes and Solutions

Manny AI

- AI platform for agile fashion manufacturing
- Developing real-time AI-powered production planning for factories and brands to allow them to automatically plan production based on your staff roster, delivery dates and react in real-time to changes

NATURE COATINGS

- Black pigments from wood waste
- Producing the first ever high-performance black pigment that contains 0 carcinogens (PAHs) and is made from wood waste

Material Science Innovation

PACT

- Collagen-based leather alternative
- Making luxurious alternative leather from marine waste collagen

Solarcore[®]

- Ultra-thin & lightweight thermal insulation material
- Developing ultra-thin, lightweight aerogel insulation, bringing space-age thermal performance to multiple industries

Traceability & Transparency

Fabacus

- Data platform transforming brand licensing and product data management
- Fabacus is digitally transforming businesses within the licensing & retail industries, empowering brands to digitalise product and licensing programs

northbound

- AI platform reducing container logistics costs in global supply chains
- Northbound is developing a B2B Logistics SaaS platform for trade and production companies to manage and optimise their inbound cargo from ports into warehouses

Circular Solutions

refiberd.

- AI-powered textile material detection for circular fashion
- Refiberd uses artificial intelligence and hyperspectral imaging to identify textile fibre composition and contaminants, enabling accurate sorting of garments for recycling, resale authentication, and supply chain transparency

PENTATONIC[®]

- AI platform enabling brands to monetise resale and circular product flows
- Pentatonic provides an AI-powered platform that enables brands to manage trade-ins, resale, refurbishment, repair, and recycling, helping companies capture value from products after purchase and turn post-sale activity into a revenue and data engine

Trailblazer Programme

The collaboration between PDS Ventures and Global Fashion Agenda (GFA) returned for a third year of the Trailblazer Programme in 2026, continuing their shared commitment to identifying and backing breakthrough innovations driving sustainability and transformation across the fashion industry. Finalists were selected from a highly competitive global pool across three strategic themes Working With Nature, Closed-

Loop Pathways, and Tech-Powered Transformation, representing pioneering advancements in materials, chemistry, and technology tackling the industry's most pressing environmental and operational challenges. The programme was brought to life at the Global Fashion Summit: Copenhagen Edition 2026 through a Trailblazer Exhibition, a Celebration Dinner, and an on-stage session titled "Innovating for

Tomorrow: Meet the Trailblazers," fostering collaboration between innovators, brands, investors, and sustainability leaders. Synflux was named the Trailblazer Programme 2026 winner, recognised for its AI-driven software designed to minimise material waste across the fashion supply chain, with tailored strategic support through the PDS Limited ecosystem to accelerate its growth and scale its impact.



Synflux

Trailblazer Programme 2026 winner

Synflux was named the winner of the Trailblazer Programme 2026, recognised under the Tech-Powered Transformation category for its innovative approach to reducing material waste across the fashion supply chain. Fabric loss at the pattern-cutting stage remains a longstanding challenge in garment production, contributing to broader resource inefficiency across the industry. Synflux tackles this through Algorithmic Couture, its AI-driven software that uses machine learning and 3D simulation to automatically generate optimised, low-waste pattern layouts from garment design data reducing material waste while maintaining the fit, functionality, and quality of the finished garment. Having already demonstrated impact through collaborations with established global brands, Synflux exemplifies the kind of innovation the Trailblazer Programme was designed to surface: solutions that are both environmentally meaningful and commercially viable. As PDS Limited Executive Vice Chairman Pallak Seth noted, "Synflux stood out for its ability to deliver measurable environmental impact while also making strong commercial sense." The company will receive an investment package from PDS Ventures alongside tailored strategic support through the PDS Limited ecosystem to accelerate its growth and broaden its impact across the industry.

Portfolio Spotlight

Blue Kaktus

Blue Kaktus designs AI-powered supply chain solutions that enable apparel brands, retailers, and manufacturers to operate with greater speed, end-to-end visibility, and precision across the entire fashion value chain.

PDS and Blue Kaktus are working together to implement their solutions across the PDS ecosystem of brands and supply chain partners.

SMARTEX.AI

Smartex.ai is transforming the textile industry with AI-powered, real-time fabric inspection and digital quality control — delivering objective, actionable data from production to enable better decisions, higher efficiency, and reduced waste.

PDS and Smartex.ai are collaborating to scale these capabilities within the PDS supply chain ecosystem and network of brands and retailers.

Strengthening Brand & Market Presence

NEW WEBSITE

PDS Ventures website launch

The newly redesigned PDS Ventures website is now live, reflecting the evolution of the portfolio and the team's ambition to be a leading voice in sustainable fashion innovation.

The website brings to light how we're partnering with visionary founders and collaborating with strategic partners across the fashion ecosystem to invest in transformative ideas.

[View announcement on LinkedIn](#)



NEWSLETTER

Quarterly newsletter

PDS Ventures launched its quarterly newsletter in early 2026 to share regular updates on investments, portfolio progress, and the founders and ideas shaping the future of fashion and retail.

"The launch of our PDS Ventures newsletter marks an important step in bringing our community closer to the breakthrough ideas and founders shaping the future of our industry."

— Pallak Seth, Executive Vice Chairman, PDS Group

Stakeholders can also engage with ongoing updates through the PDS Ventures LinkedIn Platform > linkedin.com/company/pds-ventures

Click on the logos of the portfolio companies to visit their websites

Impact Stories

Unspun x Walmart: Remaking Apparel Manufacturing

This case study highlights how PDS Ventures supported Unspun and enabled its collaboration with Walmart to pilot a new apparel manufacturing model. The initiative replaces traditional cut-and-sew processes with direct yarn-to-garment 3D weaving, reducing material waste, lowering logistics dependency, and supporting localised production.

Background and Objective

Conventional apparel manufacturing relies on cutting and stitching fabric, leading to material waste, excess inventory, and longer lead times. For large-scale retailers, these inefficiencies impact cost and responsiveness.

The objective of this initiative was to evaluate Unspun's Vega™ 3D weaving technology in producing garments efficiently while maintaining quality and comfort. It also aimed to reduce waste, optimise costs, enable local manufacturing in the United States, and support broader sustainability goals.

Actions Taken

PDS Ventures invested in Unspun and facilitated its partnership with Walmart. A pilot was conducted for men's 3D-woven chinos to assess product performance and commercial viability.

The model focusses on seamless garment construction, localised production, and reduced inventory dependency. The scale-up plan includes expanding to 350 machines by 2030 and achieving a production capacity of 10 million units annually through decentralised manufacturing.



Outcome

400–500bps

Gross Margin Improvement Potential

USD50M+

Raised to Scale 3D Weaving

350

Target Machines by 2030



Seamless construction resulted in garments that are lighter, stronger, and more comfortable



Potential gross margin improvement of 400–500 basis points



Over USD 50 million raised to scale 3D weaving technology



Capability to produce garments directly from yarn within minutes



Video:

[Walmart and Unspun Take On Apparel Manufacturing Waste With 3D Fabric Weaving Pilot Project](#)

Fabacus: Mastering Digital Product Passports (DPPs)

Fabacus is a Data-as-a-Service platform enabling end-to-end product transparency by aggregating, verifying, and sharing product-level information. Through Digital Product Passports (DPPs), it supports brands in meeting evolving EU sustainability regulations while strengthening trust, compliance, and consumer engagement.

Background and Objective

Product data across fashion supply chains is often fragmented across multiple systems and stakeholders, limiting transparency and traceability. With the introduction of the EU Ecodesign for Sustainable Products Regulation, there is a growing need for structured, verifiable, and accessible product data.

The objective of this initiative is to establish a scalable Digital Product Passport framework that provides a single, reliable data layer for manufacturers, retailers, and consumers enabling standardised reporting, compliance-readiness, and simplified product communication.

Actions Taken

Fabacus has developed a structured three-stage methodology to transform fragmented product data into verified, accessible intelligence:

Aggregation

Xelacore consolidates 180+ data points across 20+ systems and 100+ suppliers into a unified data environment.

Verification

Key sustainability claims — including CO₂, water usage, materials, and energy — are validated against structured criteria.

Accessibility

Verified product data is surfaced via QR codes embedded on product labels, enabling real-time consumer and stakeholder access.

Outcome



Enhanced transparency and compliance-readiness



Standardised reporting and reduced risk of greenwashing



Improved consumer understanding through simplified, label-style product information



Stronger operational efficiency through better data quality and coordination



Positioned as a scalable solution in a rapidly evolving regulatory landscape

PDS Ventures supports scaling through its network of brands and supply chain partners, driving broader adoption of standardised data systems across the fashion value chain.

PDS × Blue Kaktus: Enabling AI-Powered Supply Chains

Blue Kaktus is an AI-powered supply chain platform that connects brands, sourcing teams, and manufacturers within a unified digital ecosystem. The partnership with PDS focusses on digitising key processes from sampling and costing to replenishment and order tracking, enabling improved data flow and reduced manual intervention.

Background and Objective

Fashion supply chains are often fragmented and reliant on manual coordination, leading to delays, limited visibility, and inefficiencies in cost and inventory management.

The objective of this initiative is to enhance supply chain responsiveness and efficiency by achieving:

- Faster speed-to-market
- Improved cost transparency and margin protection
- Greater agility through smaller buying cycles
- Real-time visibility and operational control

Actions Taken

PDS established a strategic partnership with Blue Kaktus and integrated the platform into its supply chain workflows. The solution connects stakeholders across the value chain within a shared digital environment, digitising processes from sampling to replenishment.

Powered by AI, the platform enables end-to-end orchestration across planning, sourcing, and production, supporting ERP, MES, and PLM systems while enhancing real-time collaboration and decision-making.

Outcome

30–50%

Reduction in Lead Times

2x

Improvement in Team Productivity

40%

Reduction in Order Cycle Time

20%

Increase in On-Time Delivery



Value Rooted in Responsibility

PDS operates through a diversified and interconnected business ecosystem designed to strengthen agility, scalability, and resilience across the fashion value chain.

Core Business Capabilities

-  Design-led sourcing
-  Sourcing as a service
-  Virtual manufacturing
-  Brand management
-  Product development and innovation
-  Responsible supply chain solutions

Strategic Enablers

The Company's long-term resilience is supported by strategic enablers that strengthen operational performance, innovation, governance, and sustainability integration across the business.

Global Presence

Operations spanning **22 countries**

Workforce Strength

10,283 total workforce

Customer Reach

Partnerships with **250+ global** brands

Technology Integration

AI-enabled sourcing, traceability, and digital supply chain platforms

Entrepreneurial Model

Decentralised and agile operating structure

Responsible Manufacturing

LEED-certified manufacturing facilities and operational sustainability initiatives

Innovation Ecosystem

77 active PDS Ventures portfolio companies investments across sustainability and fashion innovation

Governance & Compliance

Strong ESG governance, compliance, and responsible sourcing frameworks

Creating Shared Value for Stakeholders



EMPLOYEES & WORKERS

- Focus on workplace well-being, safety, inclusion, and capability development
- Structured learning, leadership, and engagement initiatives
- Worker grievance and support mechanisms across operations and supplier ecosystems



CUSTOMERS & BRANDS

- Agile and design-led sourcing solutions
- Enhanced transparency, traceability, and operational responsiveness
- End-to-end supply chain collaboration and innovation support



SUPPLIERS & MANUFACTURING PARTNERS

- Long-term supplier engagement and capability-building initiatives
- Responsible sourcing and compliance-focussed partnerships
- Operational collaboration on quality, sustainability, and efficiency improvements



INVESTORS & SHAREHOLDERS

- Focus on long-term value creation and resilient business growth
- Continued investments in innovation, digitalisation, and sustainability initiatives
- Transparent governance and ESG-aligned reporting practices



COMMUNITIES

- Education, livelihoods, and community development initiatives across India, Bangladesh, and Sri Lanka
- Scholarships, worker family support programmes, and healthcare-related interventions
- Expansion of long-term community engagement initiatives across operational geographies



INDUSTRY & ESG PLATFORMS

- Partnerships with organisations including Global Fashion Agenda (GFA), Fashion for Good (FFG), and Innovate UK
- Participation in sustainability, innovation, and circularity-focussed collaborations
- Contribution towards industry-wide responsible transformation initiatives

MEMBERSHIP & ASSOCIATIONS

PDS actively engages with industry platforms, sustainability initiatives, and collaborative networks that support responsible sourcing, circularity, traceability, innovation, and ESG advancement across the global fashion industry.

These collaborations enable the Company to remain aligned with evolving sustainability expectations while contributing towards industry-wide progress through knowledge-sharing, innovation partnerships, and collective action.

Key Memberships & Associations

Organisation / Platform	Focus Area
Global Fashion Agenda (GFA)	Sustainable fashion collaboration
Fashion for Good (FFG)	Circularity and innovation
Innovate UK	Technology and innovation partnerships
American Apparel & Footwear Association (AAFA)	Apparel and sourcing engagement
Cascale (formerly Sustainable Apparel Coalition)	Sustainability tools (Higg Index), industry collaboration
United Nations Global Compact (UNGC)	Human rights, labour, environment, anti-corruption principles

Collaborative Participation

PDS Ventures: invests in 70+ start-ups (circularity, material innovation, fashion-tech) — closest match for "innovation programmes/pilot projects supported"

Global Supplier Meet: first-ever event, convened 100+ suppliers

Bharat Tex: PDS was the fashion sponsor for this industry mega-event (11 Export Promotion Councils)

Awards & Accolades

Environmental Excellence

Presidential Environmental Merit Award 2025 (Apparel Category)

Awarded to Norlanka Manufacturing, Sri Lanka, for excellence in environmental management and sustainability practices.

Reporting Excellence

LACP Spotlight Awards 2025

PDS Annual Report received the Gold Award for reporting quality and design.

Sustainable Manufacturing

LEED Zero Carbon-certified facilities

Manufacturing operations include LEED Zero Carbon-certified facilities, reinforcing the Company's low-carbon manufacturing commitment.

ESG Leadership

ESG Horizons: Now and Next 2026

Featured by Dun & Bradstreet among India's leading ESG entities.

Responsible Sourcing & Innovation

Industry collaborations

Active participation in initiatives such as Global Fashion Agenda (GFA) and Fashion for Good to advance responsible sourcing and innovation.



Leadership Messages - ESG

Group ESG & Business Development Director



In a globally interconnected value chain, ESG is no longer defined by intent, but by the ability to deliver consistent, measurable impact at scale. At PDS, we are focussed on embedding this discipline across our operations, partnerships, and decision-making frameworks worldwide.



DEAR STAKEHOLDERS,

As the global fashion industry navigates a complex & ever evolving regulatory landscape, climate imperatives, and increasing expectations around responsible business conduct, ESG has become central to building resilience and long-term value. For PDS, with operations spanning multiple geographies and partner ecosystems, this requires a consistent, globally aligned vision anchored in governance, transparency, and accountability.

As we pave the way towards more transparent and robust disclosure of our ESG performance, we are aligning our business with international best practices, enabling our stakeholders to have better access to it.

As we commit to the Science-Based Targets initiative (SBTi) and align our decarbonisation pathway with a 1.5°C trajectory, we reaffirm our ambition to achieve net-zero emissions by FY2050 to support the global climate agenda. These targets establish a clear, science-based framework to drive emissions reduction across Scopes while strengthening accountability and engagement across our operations and global supplier network.

Collaboration remains fundamental to our approach. We continue to work closely with customers, suppliers, and industry stakeholders to address shared challenges across diverse geographies, ranging from climate transition and resource efficiency to responsible sourcing and labour practices.

Innovation is a key enabler in accelerating this transition. Through PDS Ventures, we are supporting scalable solutions across materials, manufacturing, and circularity. These efforts are further reinforced by initiatives across our global portfolio, including circularity-led programmes such as Re-Nuwaste at Good Earth, as well as the adoption of internationally recognised frameworks, such as Clean by Design at Progress Apparel, which drive measurable improvements in resource efficiency within our manufacturing ecosystem.

We also recognise that sustained ESG performance is driven by people and systems. During the reporting period, we expanded our global sustainability training programmes, enabling teams across regions to integrate ESG considerations into sourcing, operations, and decision-making processes.

As regulatory expectations continue to evolve, particularly across markets such as the European Union and the United Kingdom, we are strengthening our focus on traceability, transparency, and data governance. Our efforts to enhance supply chain visibility and prepare for emerging challenges, including the use of highly digitised systems/platforms across our products, are aimed at ensuring compliance while reinforcing stakeholder confidence.

As we advance our ESG governance and scale impact through deeper global value chain collaboration, your continued trust and partnership will remain integral to our progress.

Warm regards,

Paul Wright
Group ESG & Business
Development Director
PDS Limited

Leadership Messages - ESG

Director – Sustainability & Innovation

DEAR STAKEHOLDERS,

This year marks a significant milestone in our sustainability journey as PDS presents its first report aligned with the Global Reporting Initiative (GRI). This step reflects our continued commitment towards enhanced transparency, consistency, and globally comparable disclosure, strengthening stakeholder trust and accountability.

At PDS, sustainability and innovation remain deeply interconnected as we navigate the evolving expectations of the global fashion industry. Our approach focusses on building a resilient, low-impact value chain by combining science-based targets, collaborative partnerships, and scalable solutions.

A defining achievement for FY 2025-26 has been the validation of our Science-Based Targets initiative (SBTi) commitments, reinforcing our ambition to achieve net-zero emissions by FY2050. These targets shall provide a clear and structured pathway to reduce emissions across Scopes 1, 2, and 3 for PDS to align with global climate agenda

In parallel, we continue to strengthen our innovation ecosystem through PDS Ventures, supporting next-generation solutions across materials, manufacturing, and

circularity. These partnerships are helping reimagine product design and production processes, enabling more sustainable alternatives to scale across the industry.

Circularity remains a core focus area. Initiatives such as Re-Nuwaste at GoodEarth Apparels Ltd. (a PDS subsidiary) demonstrate how post-consumer waste can be reintegrated into the value chain, advancing circularity across operations. Complementing this, our manufacturing units are progressing towards cleaner production practices, with Progress Apparel achieving Clean by Design certification, reinforcing our commitment to reducing water, energy, and chemical intensity.

We recognise that delivering meaningful impact requires organisation-wide alignment. During FY 2025-26, we expanded our sustainability training programmes to empower our employees with the relevant knowledge and tools to integrate ESG into everyday decision-making.

As regulatory expectations continue to evolve, particularly in key global markets, we are advancing our efforts in traceability and transparency. From preparing for emerging requirements such as digital product passports to

strengthening data systems across the value chain, we are building capabilities that support both compliance and stakeholder confidence.

Looking ahead, our priorities remain focussed on operationalising our SBTi-aligned decarbonisation roadmap, scaling circular initiatives, and deepening supplier engagement to drive impact beyond our direct operations. We will continue to embed sustainability into innovation, sourcing, and design decisions to deliver long-term value. Additionally, we are evaluating emerging solutions including Refiberd to address textile waste through AI-driven material identification, enhanced traceability, and more efficient fibre-to-fibre recycling processes.

We recognise that this transition requires sustained collaboration, adaptability, and commitment. I would like to thank our employees, partners, customers, and stakeholders for their continued support in advancing our shared sustainability goals.

Regards,

Buddhi Paranamana

Director

Sustainability & Innovation



We will continue to embed Sustainability into innovation, sourcing, and design decisions to deliver long-term value.

Sustainability at PDS



Environmental

Renewable energy utilisation:

6.3%
of total energy

Total energy consumption:

84,712.83 GJ



Social

Workforce diversity (gender):

27% women (employees)
80% women (workers)

Employee headcount:

10,283
(4,371 employees + 5,912 workers)



Governance

Suppliers assessed on ESG parameters:

93%
of value chain partners

Board diversity:

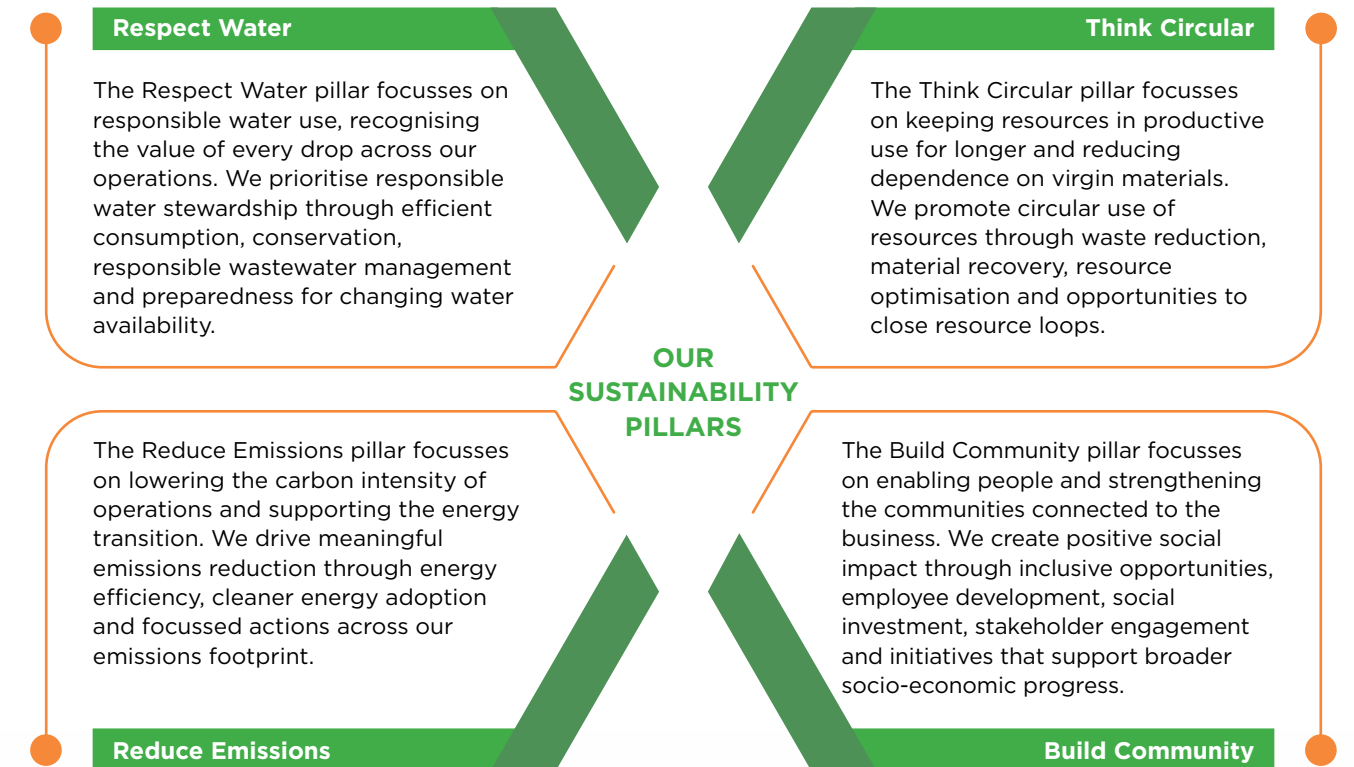
25% women (2 of 8 directors)

OUR SUSTAINABILITY JOURNEY

In a world shaped by evolving expectations and complex global challenges, PDS' sustainability journey continues to be guided by the principle of Resilient Design. Responsible Growth. What began as a commitment to responsible sourcing has evolved into an

integrated approach that embeds Environmental, Social, and Governance (ESG) considerations across the value chain. From strengthening traceability and advancing circular solutions to fostering inclusive workplaces and reinforcing governance

frameworks, the Company continues to align its operations with long-term sustainability priorities. This journey reflects a continuous effort to design systems that endure, adapt to change, and create meaningful impact for stakeholders.



Our Sustainability Goals and Commitments

#PDS4Sustainability

Powered by People, Grounded in Science, Driven by Data

2023

- Join the UN Global Compact
- Define Scope 1 and 2 emissions

2025

SBTi-approved science-based emissions reduction targets on Scope 1, 2 and 3

2027

All Man Made Cellulosic Fibres (MMCF) to be responsibly sourced

2050

Net zero

2024

Define our Scope 3 emissions

PDS ESG Goals

2026

1,000 children from vulnerable communities in free primary and secondary education

2030

Reduce our water consumption by 30% (Baseline year FY 2022-23)



Sustainable Products

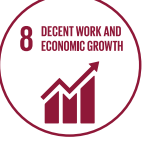
PDS continues to integrate sustainability considerations across product development, sourcing, and manufacturing processes to support a more responsible and resilient fashion value chain. Through design-led sourcing capabilities, innovation platforms, and collaborative partnerships, the Company is advancing sustainable materials, traceability, circularity, and low-impact production solutions across its ecosystem.

PDS embeds responsible sourcing through its Sustainable Supply Chain and Responsible Sourcing (SSCRS) Policy, supported by regular internal audits and supplier compliance with the Supplier Code of Conduct. The Company prioritises certified materials such as OEKO-TEX® STeP and Made in Green and has transitioned MMCF sourcing to Canopy Hot Button “Green Shirt” suppliers. Several Group subsidiaries have also established sourcing targets to increase the use of Better Cotton, recycled polyester and sustainable man-made cellulosic fibres, while strengthening data systems to improve Group-wide tracking of sustainable material use.

SUPPORTING GLOBAL SUSTAINABILITY AGENDAS



IMPACT ACROSS THE SUSTAINABLE DEVELOPMENT GOALS

UN Sustainable Development Goal	Strategic Focus Areas	How PDS Creates Impact
	Inclusive economic growth	Supported livelihoods across operations and supplier ecosystems in 22 countries
	Community well-being	Supported 800 patients through dinner distribution initiatives at Apeksha Hospital under Norlanka's community outreach programmes
	Workplace health and safety	Continued worker grievance support through the Amader Kotha hotline initiative and supported healthcare institutions through hospital assistance programmes
	Learning and capability development	Supported 193 students through a scholarship program in collaboration with one of Poeticgem's strategy retail customers (2025-26), and continued educational support through the Abinta Kabir Foundation in Bangladesh
	Diversity, equity, and inclusion	Conducted workplace awareness and supplier training programmes covering gender equality, workplace respect, and grievance mechanisms
	Water stewardship	Introduced ~60% more water-efficient machinery across select manufacturing operations
	Renewable energy transition	Installed solar photovoltaic systems across 3 out of 4 manufacturing units
	Ethical sourcing and responsible employment	Strengthened worker engagement through supplier training, grievance monitoring systems, and responsible workplace practices
	Innovation and digital transformation	Advanced innovation through 77 active portfolio companies under PDS Ventures across AI, traceability, circularity, and material innovation

UN Sustainable Development Goal	Strategic Focus Areas	How PDS Creates Impact
	Inclusive and responsible value chains	Expanded educational and worker support initiatives across manufacturing regions in India, Bangladesh, and Sri Lanka
	Sustainable operations and infrastructure	Distributed gently used garments through the Style for Change - Phase II initiative supporting communities in Nuwara Eliya
	Circularity and traceability	Promoted textile recycling, product innovation, reuse initiatives, and sustainable sourcing practices across the value chain
	Emissions management and climate resilience	Managed emissions in alignment with the GHG Protocol and SBTi requirements while expanding renewable energy adoption
	Wastewater and pollution management	Strengthened wastewater management and responsible chemical handling practices across manufacturing operations
	Resource stewardship and sustainable sourcing	Encouraged circular business models, responsible sourcing, and sustainable material innovation through PDS Ventures
	Governance and ethical business conduct	Strengthened ethical workplace practices through grievance redressal systems and Code of Conduct implementation
	Strategic partnerships and industry collaboration	Collaborated with organisations including Global Fashion Agenda, Fashion for Good, Hope Worldwide, and Soham for Kids to advance sustainable and social impact initiatives

UNITED NATIONS GLOBAL COMPACT (UNGC)

PDS aligns its sustainability strategy with the Ten Principles of the United Nations Global Compact (UNGC), embedding responsible business practices across human rights, labour standards, environmental stewardship, and ethical governance. These principles guide the Company's policies, operations, partnerships, and long-term value creation approach.

UNGC Pillar	UNGC Principles	Linked SDGs	Focus Areas	Key Initiatives
 Human Rights	Principles 1-2	  	Human rights policy, supplier code of conduct, grievance mechanisms, inclusive workplace practices	Human Rights and Supplier Code of Conduct implementation Grievance mechanisms including Amader Kotha hotline Inclusive workplace and worker well-being initiatives
	Principles 3-6	  	Employee wellbeing, diversity & inclusion, safe workplace practices, learning & development	3,500+ employees trained; 6,000+ workers upskilled across regions Diversity, equity, and inclusion initiatives — 58% women in workforce; 5,000 women at manufacturing facilities Occupational health & safety programmes POSH and workplace awareness programmes Scholarships and community education initiatives supporting 200+ children (Soham for Kids, Hyderabad), plus additional Soham for All (Bangladesh) and partner-school beneficiaries across PDS verticals

UNGC Pillar	UNGC Principles	Linked SDGs	Focus Areas	Key Initiatives
 Environmental	Principles 7-9	  	Renewable energy, resource efficiency, sustainable sourcing, waste reduction, climate action	6.3% renewable energy utilisation (PDS Limited); 1.68 million kWh clean energy generated Group-wide in FY 2024-25 Scope 1, 2 & 3 emissions monitoring and reduction initiatives Circularity and sustainable innovation through 77 PDS Ventures portfolio companies Waste reduction and resource-efficiency initiatives Sustainable sourcing and traceability programmes
	Principle 10		Anti-bribery policy, ethics training, whistleblower mechanism, governance and compliance practices	Anti-Bribery & Anti-Corruption framework implementation 4,425+ employees engaged in compliance, ethics and ESG training programmes (Board & KMP: 100%; Employees: 81%; Workers: 100% coverage per BRSR) Vigil mechanism and whistleblower channels Governance and compliance monitoring initiatives

Stakeholder Engagement

**APPROACH TO
STAKEHOLDER
ENGAGEMENT**

At PDS, stakeholder engagement is a cornerstone of sustainable value creation and a key enabler of long-term business resilience. As a purpose-driven enterprise operating across the global fashion ecosystem, PDS recognises that continuous and meaningful dialogue with stakeholders is critical to building trust, strengthening partnerships and delivering responsible growth.

The Company engages with a diverse range of stakeholders through structured interactions, collaboration platforms, supplier engagement programme, customer partnerships, employee initiatives and community outreach activities. Through a transparent, accountable and inclusive engagement approach, PDS gains valuable perspectives that help strengthen resilience, identify opportunities for shared value creation and align business practices with evolving stakeholder expectations.

**STAKEHOLDER
ENGAGEMENT PROCESS**

PDS follows a structured stakeholder engagement process to identify key stakeholder groups, understand their priorities, assess material sustainability topics, and integrate stakeholder feedback into strategic and operational decision-making processes.

Stage	What We Do	Outcome
Identify	 Identify key stakeholder groups across the value chain	Understand who influences and is impacted by our business
Engage	 Engage through meetings, surveys, audits, workshops and ongoing dialogue	Gather stakeholder expectations and feedback
Assess	 Evaluate stakeholder concerns alongside business priorities and ESG risks	Identify material sustainability topics
Integrate	 Incorporate insights into strategy, policies, targets and programmes	Support informed decision-making and value creation
Review	 Monitor engagement outcomes and emerging stakeholder expectations	Strengthen accountability and continuous improvement

Stakeholder Priorities

Stage	Key Material Concerns	Mode of Engagement	Frequency
Customers & Brands	 Product Quality, Safety and Sustainability, Circular Economy, GHG Emissions	 Reviews, audits, collaboration meetings	 Ongoing
Employees	 Occupational Health and Safety, Human Rights, Labour Relations and Collective Bargaining	 Training, surveys, grievance channels	 Ongoing
Suppliers & Manufacturing Partners	 Supply Chain Management, Human Rights, Energy Management, Water Management	 Audits, assessments, workshops	 Ongoing
Investors & Shareholders	 Business Ethics and Integrity, GHG Emissions, Risk Management	 Understand who influences and is impacted by our business	 Periodic
Communities	 Community Relations, Water Management, Human Rights	 CSR programmes, community engagement	 Periodic
Industry Associations & ESG Platforms	 Industry Collaborations, Circular Economy, Climate Action	 Forums, partnerships, working groups	 Ongoing
Regulators & Government Bodies	 Business Ethics and Integrity, Human Rights, Occupational Health and Safety	 Compliance engagements, audits, filings	 As required

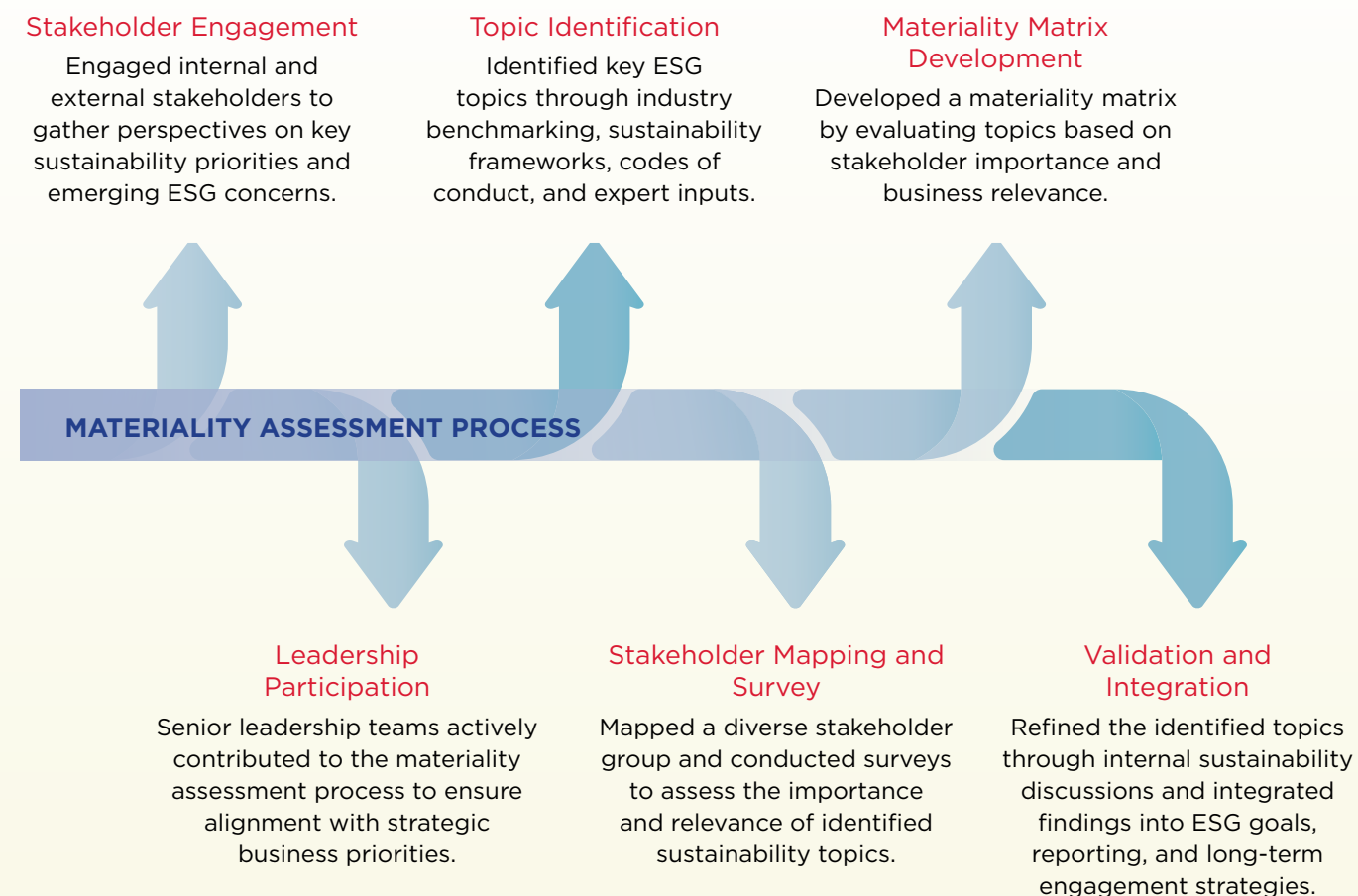
Materiality Assessment

As a global fashion infrastructure platform operating across complex and evolving value chains, PDS recognises the importance of identifying and addressing the sustainability issues that have the greatest impact on its business and stakeholders. The Company's materiality assessment serves as a strategic tool to evaluate emerging risks, opportunities, and stakeholder expectations, enabling focussed action across environmental, social, and governance priorities. Guided by the philosophy of Resilient Design. Responsible Growth.; the assessment helps PDS strengthen long-term resilience while creating sustainable value across its ecosystem.

APPROACH TO MATERIALITY

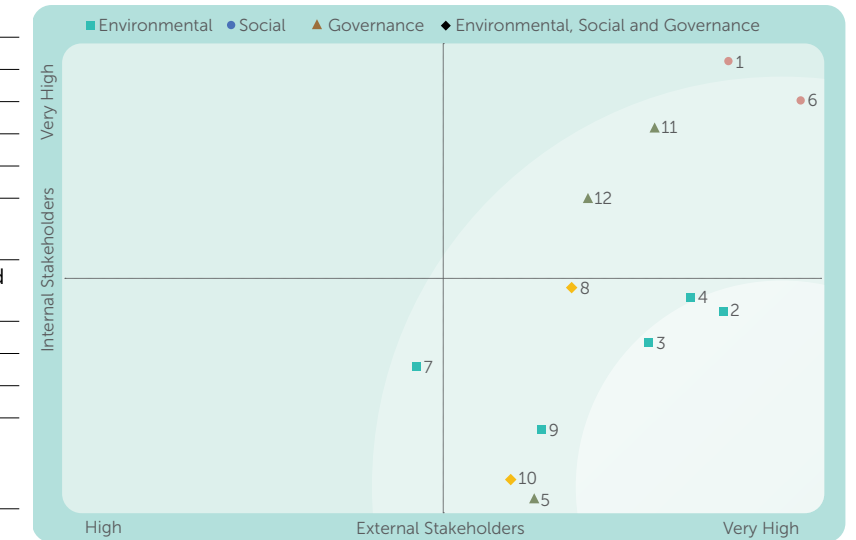
PDS adopts a structured and stakeholder-informed approach to materiality, aligning sustainability priorities with business strategy, industry trends, regulatory developments, and global reporting frameworks. The assessment considers both the significance of ESG impacts across the value chain and the relevance of these topics to stakeholders, ensuring that sustainability efforts remain focussed, responsive, and aligned with long-term business objectives.

Inputs are gathered through stakeholder interactions, internal leadership discussions, peer benchmarking, industry assessments, and sustainability frameworks, enabling the Company to continuously refine its understanding of material ESG topics.



MATERIALITY MATRIX

Sr. No.	
1	Human Rights
2	GHG Emissions
3	Energy Management
4	Water Management
5	Community Relations
6	Occupational Health and Safety
7	Product Quality, Safety and Sustainability
8	Supply Chain Management
9	Circular Economy
10	Industry Collaborations
11	Business Ethics and Integrity and Code of Conduct
12	Labour Relations and Collective Bargaining



MANAGEMENT OF MATERIAL ISSUES

PDS manages material sustainability topics through integrated governance mechanisms, operational controls, supplier engagement programmes, and continuous performance monitoring. ESG priorities are embedded into decision-making processes across sourcing, manufacturing, logistics, and business operations, enabling a coordinated and value-chain-wide approach to sustainability management.

The Company continues to strengthen traceability, transparency, and stakeholder engagement practices while integrating material topics into long-term ESG goals, operational initiatives, and disclosure frameworks.

SUSTAINABILITY-RELATED RISK & OPPORTUNITIES

The materiality assessment also enables PDS to identify sustainability-related risks and opportunities that may influence long-term business resilience and value creation.

Key Risks

GHG Emissions

Energy Management

Water Management

Occupational Health & Safety

Product Quality, Safety & Sustainability

Supply Chain Management

Business Ethics, Integrity & Code of Conduct

Labour Relations & Collective Bargaining

Key Opportunities

Human Rights

Water Management

Community Relations

Product Quality, Safety & Sustainability

Supply Chain Management

Circular Economy

Industry Collaborations

Business Ethics, Integrity & Code of Conduct

Environmental, Social, and Governance.

Governance

Driving responsible growth through ethical governance, transparent decision-making, proactive risk management and strong ESG integration across our global value chain.



Key Highlights

8-member
Board with
25% female
representation

NAVEX-enabled
whistleblower mechanism
with zero pending cases

Zero-tolerance
approach to tax evasion
across the Group

Board-level
oversight of ESG
and sustainability
matters

Zero statutory
non-compliance
cases reported
during the year

All 9 NGRBC principles
supported by
Board-approved
policies



Corporate Governance

Strong governance forms the foundation of sustainable value creation at PDS, guiding decision-making, strengthening accountability and supporting long-term business resilience. The Company’s governance framework is designed to safeguard stakeholder interests, promote ethical business conduct and ensure effective oversight across operations and the value chain. Through robust governance structures, clearly-defined policies and responsible leadership, PDS integrates environmental, social and governance considerations into strategic planning, risk management and business performance. This structured approach reinforces transparency, regulatory compliance and responsible business practices while supporting sustainable growth and stakeholder trust.

BOARD COMPOSITION AND FUNCTION

PDS is guided by a diverse and experienced Board comprising Executive, Non-Executive and Independent Directors with expertise across finance, strategy, supply chain, sustainability, risk, compliance and technology. The Board provides strategic direction and oversight to ensure responsible, transparent and sustainable operations focussed on long-term stakeholder value. Through regular meetings and committee governance, it reviews performance, risks, ESG matters and regulatory developments, strengthening accountability and ethical conduct across the organisation.

Key Features of Board Composition

Governance Attribute	Description
Balanced Board Structure	Combination of Executive, Non-Executive and Independent Directors to support effective governance and decision-making
Independent Oversight	Strong independent representation across key committees to strengthen objectivity, accountability and risk oversight
Diverse Expertise	Board members bring extensive experience across business leadership, finance, compliance, sustainability, supply chain and governance
Global Perspective	Diverse geographic and industry exposure supports informed decision-making across global operations
Strategic Leadership	Regular review of business strategy, ESG priorities, risk management and stakeholder expectations
Responsible Governance	Focus on transparency, ethical conduct, regulatory compliance and long-term value creation

MEET THE BOARD



Dr. Deepak Kumar Seth
Non-Executive &
Non-Independent



Pallak Seth
Executive &
Non-Independent



Parth Gandhi
Non-Executive &
Non-Independent



Yael Gairola
Non-Executive &
Non-Independent



Nishant Parikh
Independent



Robert Sinclair
Independent

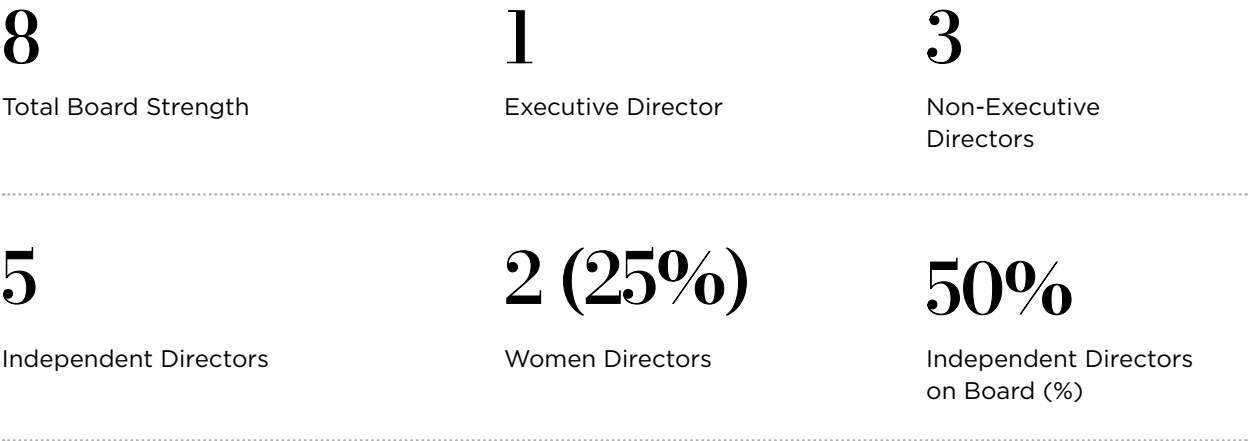


BG Srinivas
Non-Executive &
Independent



Sandra Campos
Independent

BOARD COMPOSITION SNAPSHOT (FY 2025-26)



BOARD COMMITTEE COMPOSITION AND OVERSIGHT

The Board of Directors is supported by specialised committees that provide focussed oversight on key areas of governance, risk management, financial integrity, stakeholder engagement, remuneration and corporate social responsibility. Each committee operates under a defined charter approved by the Board and meets periodically to review matters within its remit and provide recommendations to the Board.

Committee	Chairperson	Members	Key Responsibilities
Audit Committee	Nishant Parikh	Dr. Deepak Kumar Seth, BG Srinivas	Oversees financial controls, internal audit processes, risk assurance mechanisms, and the integrity of financial and non-financial disclosures.
Risk Management Committee	Nishant Parikh	Parth Gandhi, Dr. Deepak Kumar Seth, Pallak Seth, Sanjay Jain, Rahul Ahuja*, Suresh Punjabi	Monitors enterprise-wide risks, including strategic, operational, regulatory, ESG and emerging risks, and oversees mitigation measures.
Nomination & Remuneration Committee	Robert Sinclair	Nishant Parikh, Dr. Deepak Kumar Seth	Reviews Board composition, succession planning, director appointments, Board performance and executive remuneration practices.
Stakeholders' Relationship Committee	Parth Gandhi	Robert Sinclair, Dr. Deepak Kumar Seth	Ensures transparent communication with shareholders and other stakeholders and oversees the resolution of stakeholder concerns and grievances.
CSR Committee	Sandra Campos	Parth Gandhi, Pallak Seth	Provides oversight of CSR strategy, community investment programmes, social impact initiatives and allocation of CSR resources.

Each committee operates under a defined charter and meets periodically to support effective oversight, regulatory compliance and sound governance practices across the organisation.

*Rahul Ahuja ceased to be a member of the Risk Management Committee with effect from the close of business hours on March 31, 2026.

ESG LEADERSHIP TEAM



Pallak Seth
Founder & Vice Chairman
Provides strategic oversight and leadership on sustainability and responsible business practices



Sanjay Jain
Group CEO
Oversees integration of sustainability into business strategy and operational execution



Paul Wright
Group ESG & Business Development Director
Leads the Group's ESG strategy, reporting, stakeholder engagement and sustainability performance management



Julia Rowlands
Global Compliance Executive Director, New Lobster Group
Leads compliance governance and ethical trade initiatives across assigned business verticals



Rajeev Sharma
Global Compliance Executive Director, Global Compliance
Drives global compliance governance, audit oversight and supplier due diligence programmes



Buddhi Paranamana
Director – Sustainability & Innovation
Leads sustainability initiatives, environmental programmes and innovation partnerships



Newton Gomes
General Manager – Compliance, Simple Approach
Supports implementation of compliance frameworks and supplier engagement activities



Mahamud Faruque
General Manager – Compliance, Governance & ESG L&D
Leads ESG learning, governance capacity-building and compliance training programmes

GEOGRAPHIC COVERAGE OF ESG GOVERNANCE COMMITTEE



BOARD PERFORMANCE EVALUATION

PDS undertakes an annual evaluation of the Board, its Committees and individual Directors to assess effectiveness, governance practices and strategic oversight capabilities. The evaluation framework covers Board composition, quality of deliberations, effectiveness of committee functioning, stakeholder responsiveness, risk oversight and contribution towards long-term value creation.

The assessment is conducted through a structured process involving self-assessment, peer review and Committee evaluations, with the results reviewed by the Nomination and Remuneration Committee and presented to the Board for consideration.

Evaluation Parameters



Board composition and diversity



Strategic oversight and decision-making



Risk management and governance effectiveness



Committee performance



Stakeholder engagement



Sustainability and ESG oversight



Leadership effectiveness



Regulatory compliance and ethical conduct

Appointment, Evaluation and Remuneration of the Board

At PDS, the appointment, evaluation and remuneration of the Board and senior leadership are overseen by the Nomination and Remuneration Committee (NRC) in accordance with the Companies Act, 2013 and SEBI (LODR) Regulations, 2015. The Committee is responsible for recommending the appointment and removal of Directors, Key Managerial Personnel (KMP) and Senior Management based on defined criteria such as integrity, qualifications, skills, expertise and experience, while also ensuring appropriate Board diversity and independence. It conducts annual performance evaluations of the Board, its Committees, Directors and

senior management, assessing aspects such as governance effectiveness, strategic oversight, risk management, compliance and stakeholder engagement, with outcomes reported to the Board for continuous improvement. The NRC also recommends remuneration structures that balance fixed and performance-linked components, aligned with individual performance and long-term organisational objectives, while supporting succession planning and leadership continuity to strengthen overall governance effectiveness.

Succession Planning

PDS Limited maintains a structured succession planning framework to ensure leadership continuity and

organisational resilience across its global operations. The Board, through the Nomination and Remuneration Committee, periodically reviews succession plans for board, Key Managerial Personnel and senior leadership positions to ensure preparedness for both planned and unplanned transitions. The framework focusses on identifying and developing internal talent pipelines for critical roles, thereby enabling smooth leadership transitions and minimising business disruption. Succession planning is further supported by ongoing leadership development and capability-building initiatives, ensuring a strong and future-ready leadership bench across the organisation.

Risk Management

Effective risk management is integral to our governance framework and supports the achievement of our strategic, operational and sustainability objectives. PDS adopts an enterprise-wide approach to identifying, assessing and managing risks that may impact business performance, stakeholder interests and long-term value creation. By embedding risk management across functions and decision-making processes, we strengthen organisational resilience and enhance our ability to respond to a dynamic business environment.

For more information refer to: <https://pdsLtd.com/wp-content/uploads/2025/08/31.-Risk-Management-Policy.pdf>

RISK GOVERNANCE



Risk Management framework

PDS Limited maintains a robust risk management framework overseen by the Risk Management Committee, which is responsible for the identification, evaluation and mitigation of strategic, operational, legal and compliance risks across the Group. Significant risks are routinely reported to the Board and Audit Committee, ensuring appropriate oversight at the highest governance level. Internal auditors periodically review the Company's policies and controls, supported by independent assessments.



CLIMATE RISK MANAGEMENT

PDS recognises climate change as a material business risk and has embedded climate risk management across its governance and operational framework. The Company tracks Scope 1, 2 and 3 emissions against a 2024 baseline validated by the Science Based Targets initiative (SBTi), with approved targets to reduce absolute Scope 1 and 2 emissions by 42% and Scope 3 by 25% by 2030. Climate-related risks and opportunities are disclosed through CDP, covering governance, transition risks and mitigation actions.

Key Risks Identified

Through a Group-wide Materiality Assessment engaging internal and external stakeholders across 42 ESG topics, PDS identified 12 key material risks and opportunities spanning GHG emissions, energy management, water, human rights, supply chain management, occupational health and safety, product quality, circular economy, labour relations and business ethics. These material topics inform the Company's risk mitigation strategies, governance oversight and sustainability targets. Financial implications, both positive and negative, have been assessed for each material topic and are integrated into business planning and ESG performance monitoring.



No statutory non-compliances were reported during FY 2025-26

Emerging Risks

PDS actively monitors the evolving external environment to identify and respond to emerging risks that could affect business continuity and long-term value creation. During FY 2025-26, key emerging risks included geopolitical developments, trade tariff disruptions, the acceleration of the China+1 sourcing strategy, compressed buying cycles and inventory volatility across key markets. The Company's diversified sourcing footprint across Bangladesh, India, Sri Lanka, Vietnam, Turkey, Egypt and Latin America provides resilience against these risks.

ETHICS & INTEGRITY

PDS Limited upholds the highest standards of business ethics across its global operations through its global Code of Conduct, Anti-Bribery and Anti-Corruption Policy, and related employee and supplier codes. These frameworks reinforce integrity, transparency and responsible business practices across all functions and value chain partners. The Company also aligns with the United Nations Global Compact principles and discloses its progress annually through the Communication on Progress.

Vigil mechanism and whistleblower policy

Zero complaints were pending at the end of FY 2025-26 across all stakeholder groups

No cases of unresolved whistleblower or ethics-related grievances during the year

PDS Limited maintains a robust and independent whistleblower mechanism through a NAVEX-powered Ethics Hotline, enabling stakeholders to report concerns confidentially and without fear of retaliation. All complaints are handled through a structured investigation process, with serious matters escalated to the Audit Committee. The framework is further supported by grievance registers at operational locations to ensure timely resolution and oversight.

POSH Policy

At PDS, we are committed to fostering a workplace culture founded on dignity, respect, inclusion and equal opportunity. Our Prevention of Sexual Harassment (POSH) Policy provides a comprehensive framework for preventing, addressing and resolving concerns related to workplace harassment, reinforcing our commitment to maintaining a safe, respectful and inclusive work environment across all business locations and work-related interactions. The policy applies to employees, contract workers, trainees, interns, consultants and other stakeholders associated with our operations, ensuring that every individual can work in an environment free from harassment, discrimination, intimidation and retaliation. Through robust governance mechanisms, awareness initiatives and accessible reporting channels, we promote a culture where employees feel valued, respected and empowered.

Code of Conduct

PDS Limited fosters a workplace culture grounded in integrity, dignity, and equal opportunity, as outlined in its Employee Code of Conduct and related policies. The Company maintains a zero-tolerance approach towards sexual harassment, discrimination, forced labour, and any form of retaliatory behaviour, ensuring a safe, respectful and inclusive work environment for all employees. A robust governance framework is in place, supported by

Key elements of our approach include:

Zero tolerance towards sexual harassment, discrimination and retaliation

Clearly-defined reporting and grievance mechanisms

Dedicated Internal Complaints Committees (ICCs) for fair and confidential resolution

Regular awareness and sensitisation programmes

Protection of complainants, witnesses and participants from retaliation

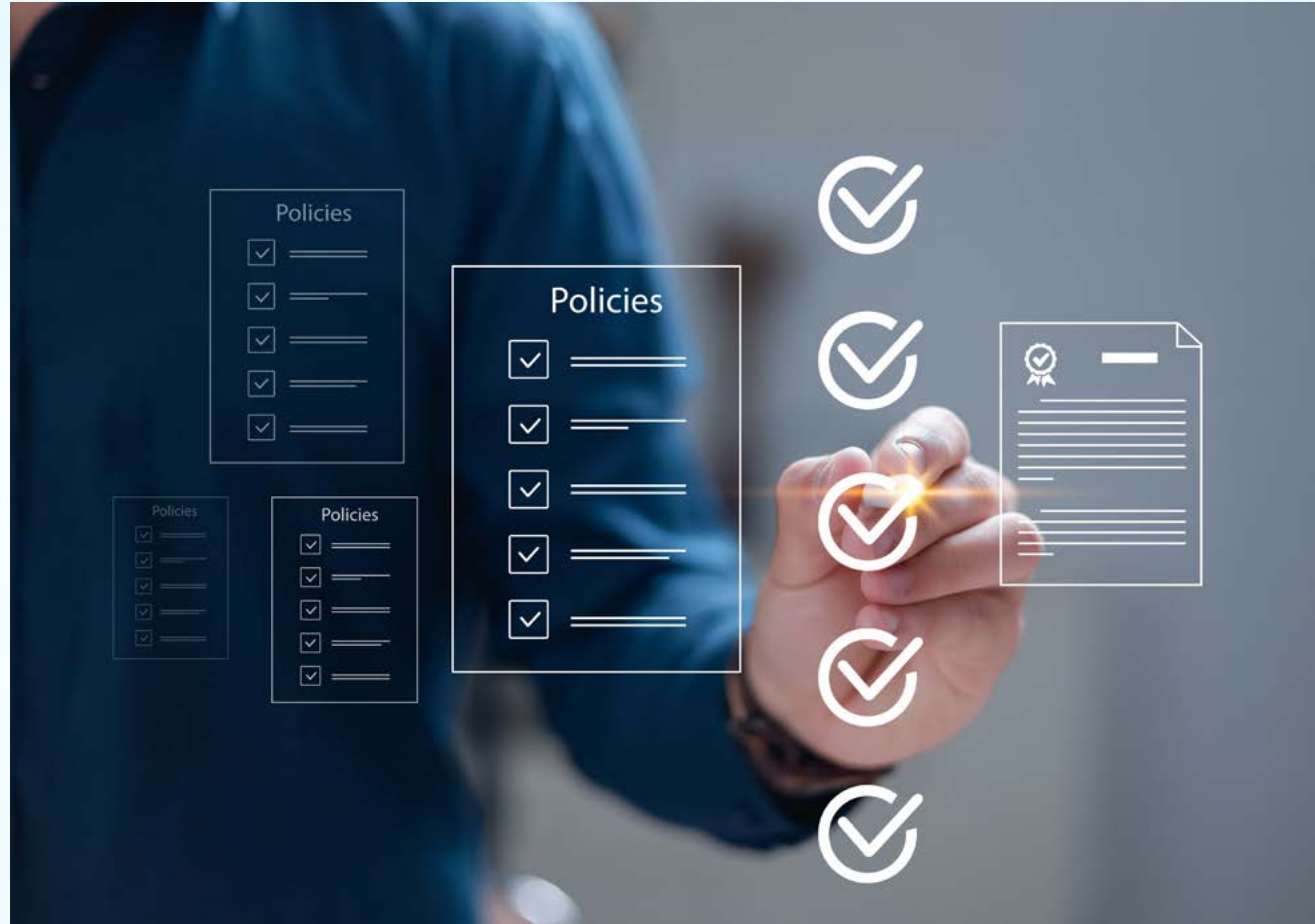
Continuous review of policies, procedures and training

clearly-defined reporting and grievance mechanisms and dedicated Internal Complaints Committees (ICCs), which ensure fair, impartial and confidential resolution of concerns. This is further strengthened through regular awareness and sensitisation programmes, strong protections against victimisation of complainants and witnesses, and continuous review of policies, procedures and training to reinforce ethical conduct and workplace safety across the organisation.

Anti-Bribery & Anti-Corruption Policy

Our Anti-Bribery and Anti-Corruption Policy establishes a comprehensive framework for preventing, identifying and addressing bribery and corruption risks across the organisation. The policy applies to all employees, directors, contractors, consultants and third parties acting on behalf of the Company and reinforces our commitment to conducting business fairly, transparently and in compliance with applicable laws and regulations.

For more information refer to: <https://pdsLtd.com/wp-content/uploads/2025/10/15.-Anti-Bribery-and-Anti-Corruption-Policy.pdf>



Grievance Redressal Mechanism

At PDS, we are committed to fostering a culture of transparency, accountability and ethical conduct through a robust Grievance Redressal Mechanism that enables employees and other stakeholders to raise concerns related to unethical practices, policy violations and workplace issues. The mechanism ensures fair, impartial, timely and confidential resolution of grievances while safeguarding individuals from retaliation or victimisation. It is supported by structured oversight and periodic monitoring to strengthen trust and drive continuous improvement.

Tax Policy

The Group Tax Policy establishes the framework governing the management, oversight and control of tax matters across the organisation. The policy applies to all Group entities and provides guidance on compliance with corporate income tax, withholding tax and other direct and indirect taxes. It supports a consistent and responsible approach to tax management while reinforcing our commitment to ethical business practices and regulatory compliance.

TAX GOVERNANCE

Tax Control and Risk Management

Our tax risk management framework supports the identification, assessment and mitigation of tax-related risks across the Group. We maintain a low appetite for tax risk and adopt a zero-tolerance approach towards tax evasion and non-compliance. Tax risks are managed through established controls, periodic reviews, compliance monitoring and ongoing assessment of changes in tax legislation. Where required, independent external expertise is sought to support informed decision-making and ensure appropriate interpretation of tax regulations.

Stakeholder Engagement and Management of Tax Concerns

PDS maintains a constructive and collaborative relationship with tax authorities across jurisdictions, recognising them as key stakeholders in its operations. The Company is committed to transparency in its tax approach and provides relevant information to stakeholders including regulators, shareholders and other interested parties. Any instances of non-compliance are promptly escalated to the Central Tax Team and the Risk Management Committee. Issues, where required, are addressed through open and proactive engagement with tax authorities.

Tax Reporting

PDS' tax reporting framework covers corporate income tax, withholding taxes, and other direct and indirect statutory levies across all Group entities. Compliance is monitored through annual checklists confirmed by entity-level Tax Leads, with periodic review and approval

of direct tax exposures and provisions by the Central Tax team. The Group Tax Policy, developed by the Tax and Compliance functions and approved by the Board in March 2024, sets out the overarching framework for tax reporting, governance and compliance across the organisation.

R&D Spending

PDS Limited did not undertake any new R&D or technology-specific capital expenditure aimed at improving environmental and social outcomes during FY 2025-26, with 0% of both R&D and CapEx allocated to such initiatives. However, the Group continued to derive benefits from earlier sustainability investments, including solar installations in Bangladesh and Sri Lanka, a 630 KW rooftop solar plant at Norlanka, a biomass boiler utilising approximately 95% in-house solid waste for steam generation, and rainwater harvesting systems in Sri Lanka.

Data Privacy & Cybersecurity

PDS Limited's Information Security Policy establishes a comprehensive framework to safeguard the confidentiality, integrity and availability of business and user data across its global operations. The policy is aligned with international standards such as ISO/IEC 27001 and NIST guidelines and covers key areas including data protection, access control, encryption, network security, incident management and business continuity. It ensures robust protection against unauthorised access, data breaches and cyber threats through defined technical and organisational controls. The framework is periodically reviewed and strengthened to address evolving security risks and regulatory expectations.



Environmental, Social and Governance

Environmental

Championing climate responsibility through renewable energy adoption, operational efficiency and responsible value chain practices



Key Highlights

6.3%

Renewable energy share

Net-zero

commitment by FY2050

ISO 14064, LEED, GOTS, GRS & OEKO-TEX STeP certifications

3 of 4

units with solar PV systems

60%

more water-efficient washing machines deployed

42%

Scope 1 & 2 reduction target and 25% Scope 3 reduction target by FY2030

30%

freshwater reduction target by FY2030

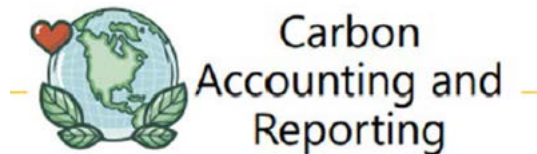
As a global fashion infrastructure and sourcing platform, PDS recognises the growing focus on environmental performance across the textile and apparel sector, including expectations related to resource efficiency, emissions reduction, circularity and supply chain transparency. With operations spanning sourcing, manufacturing and distribution networks across more than 24 countries, the Company continues to strengthen its environmental management practices through responsible production, structured emissions monitoring and collaborative supplier engagement.

Guided by the principle of Resilient Design. Responsible Growth., PDS integrates environmental considerations into material sourcing, manufacturing operations and supplier ecosystems. The Company's approach focusses on improving energy efficiency, increasing renewable energy adoption, reducing emissions intensity, strengthening water stewardship and promoting the use of lower-impact materials across the value chain.

As environmental considerations become increasingly relevant to business operations, customer requirements and regulatory developments, PDS continues to embed sustainability into its operational strategy and reporting practices, supporting progress towards a more transparent, lower-carbon and resource-efficient business model.

Environmental Reporting Framework

CARBON ACCOUNTING & EMISSIONS REPORTING



We have adopted internationally accepted protocols to measure and disclose Scope 1 and Scope 2 emissions from FY 2022-23 and Scope 3 emissions from FY 2023-24 onwards. This systematic approach enables us to identify emission hotspots, drive emission reduction initiatives, and strengthen climate resilience.

SCIENCE-BASED CLIMATE COMMITMENTS



Overall Net-Zero Target: PDS Limited commits to achieving net-zero greenhouse gas emissions across the value chain by FY2050. Near-Term Targets: PDS Limited commits to reducing absolute Scope 1 and Scope 2 GHG emissions by 42.0% by FY2030 from a FY2024 base year. PDS Limited also commits to reducing absolute Scope 3 GHG emissions by 25.0% within the same timeframe. Long-Term Targets: PDS Limited commits to reducing absolute Scope 1 and Scope 2 GHG emissions by 90.0% by FY2050 from a FY2024 base year. PDS Limited also commits to reducing absolute Scope 3 GHG emissions by 90.0% within the same timeframe.

CASCALE (FORMERLY SUSTAINABLE APPAREL COALITION)



As a member of Cascale, we adopt the Higg Index, a suite of tools designed to measure environmental, social and labour impacts across the value chain. These metrics enable us to benchmark supplier performance, drive continuous improvement, and strengthen responsible reporting practices.

LIFE CYCLE ASSESSMENTS (LCAs)

LCAs for core products
with material simulations

We conduct LCAs for our core products using advanced material simulations to assess environmental performance across the product life cycle. This supports informed decision-making in product design, sourcing and circularity initiatives.

BRSR COMPLIANCE (INDIA)



As part of our regulatory obligations, we adhere to the Business Responsibility and Sustainability Reporting (BRSR) framework introduced by Securities and Exchange Board of India. This ensures transparency in our ESG disclosures to investors and other stakeholders.

CASCALE MEMBERSHIP



At PDS Limited, we use Cascale's Higg Index to assess and improve environmental and social performance across our manufacturing units and supply chain. The Higg Index provides a structured framework for benchmarking, transparency, and continuous improvement, supported by self-assessments and third-party verification. Within the Higg Index, the Facility Environmental Module (FEM) covers key areas such as energy, water, emissions, waste, chemicals, and environmental management, while the Facility Social & Labor

Module (FSLM) supports the assessment of social and labour practices at applicable facilities.

During the 2025 Cascale Membership Requirements cycle, PDS Limited achieved the Progressive Level, an improvement from the Foundational Level achieved previously. This recognition reflects our progress in the adoption, verification, transparency and impact of Higg Index tools, and our continued efforts to strengthen environmental performance and drive responsible practices across our value chain.

CERTIFICATIONS



LEED Certification



GOTS (Global Organic Textile Standard)



OCS (Organic Content Standard)



RCS (Recycled Claim Standard)



GRS (Global Recycled Standard)



European Flax Certification



OEKO-TEX STeP Certification



ISO 14064 Certification

CLIMATE RISK & RESILIENCE

PDS recognises the potential impacts of climate change on its operations and value chain, including risks related to water availability, extreme weather events and evolving regulatory and stakeholder expectations around emissions and environmental performance. The Company integrates climate considerations into operational planning and sourcing decisions through tools such as the WRI Aqueduct Water Risk Atlas, Higg FEM supplier assessments and customer-aligned sustainability frameworks to support informed decision-making.

The Company has also secured Sustainability-Linked Loans from HSBC and Emirates NBD with credit facilities tied to specific ESG performance indicators, reflecting the growing integration of sustainability into PDS' broader financial strategy.

In support of its climate commitments, PDS has set targets to reduce absolute Scope 1 and Scope 2 emissions by 42% and Scope 3 emissions by 25% by FY2030 from a FY2024 base year, with long-term targets to reduce all scopes by 90% by FY2050,

working towards net-zero across the value chain. These targets have been submitted to the Science Based Targets initiative (SBTi) for validation and are supported by renewable energy adoption, energy efficiency improvements, GHG Protocol-aligned emissions monitoring and supplier engagement programmes. The Company continues to strengthen its climate-related governance and risk management processes, with further development of its climate risk assessment approach planned for upcoming reporting cycles.

BUILDING NET-ZERO CARBON VALUE AT GODEARTH APPARELS



In July 2024, GoodEarth Apparels Limited's Gazipur facility became LEED Zero Carbon certified by the U.S. Green Building Council and Green Business Certification Inc. confirming that the facility's carbon emissions from energy use are fully balanced by renewable generation and offsets, with no net contribution to global warming. The achievement reflects a sustained, facility-wide investment across energy, design, water, and waste, and positions GoodEarth as a differentiated, future-ready partner in a value chain where sustainability credentials increasingly shape sourcing decisions.

WHAT DROVE THE OUTCOME

Energy Efficiency & Renewable Integration

A 1 MW solar power system cut reliance on grid electricity, paired with high-efficiency equipment and LED lighting to minimise consumption.

Sustainable Design & Construction

A green design approach lowered energy demand and lifted the facility's overall environmental performance.

Water Management

Rainwater harvesting, water-efficient fixtures, and a sewage treatment plant (STP) enabled recycling and conservation.

Waste Reduction & Recycling

The Re-NuWaste Project minimised waste at source and converted textile waste into new products.

Monitoring & Continuous Improvement

Real-time systems track energy, water, and waste metrics, enabling ongoing optimisation against LEED Zero standards.

The Value Created

Leadership in Sustainability

Signals a demonstrated commitment to environmental responsibility at facility level.

Operational Excellence

Embeds continuous improvement in energy, carbon, water, and waste management.

Resilience & Efficiency

Builds resilience to environmental, social, and economic change while lifting efficiency.

Market Differentiation

Distinguishes the facility to environmentally conscious brands, investors, and stakeholders.

ENERGY MANAGEMENT

84,712.83 GJ

Total Energy Consumption

6.3%

Renewable Energy Share

93.7%

Non-Renewable Energy Share

Energy consumption across PDS operations is primarily driven by purchased electricity, fuels, renewable energy and process-related manufacturing activities. The Company continues to strengthen energy monitoring through standardised reporting systems across manufacturing units and key suppliers, while improving operational efficiency through renewable energy adoption, solar PV integration, low-liquor ratio washing machines, VFD-enabled motors, LED lighting upgrades, steam optimisation and compressed air system improvements.

The share of renewable energy in the Company's total energy mix increased from 3.45% in FY2025 to 6.3% in FY2026, reflecting continued progress in integrating cleaner energy sources into operations

Energy consumption within the organisation

Energy Source	Unit	FY2025-26	FY2024-25
Total Renewable energy consumption (Solar PV, Biomass, etc.)	GJ	5,335.52	3,064.62
Total Non-Renewable energy consumption	GJ	79,377.31	85,800.27



Reduction in Energy Consumption and Energy Requirements

During FY 2025-26, PDS implemented multiple energy conservation and operational efficiency initiatives across its operations, including the installation of a 1 MW solar power plant at GoodEarth Apparels, which generated over 1 million kWh of renewable electricity and avoided 634.89 tCO₂e emissions. The Company also expanded renewable energy adoption across key facilities and improved energy efficiency through process optimisation and the use of waste-to-energy technologies. Performance was assessed using recognised methodologies and operational data aligned with applicable industry standards.

EMISSION MANAGEMENT

6,401.09
tCO₂e

Scope 1 Emissions

5,228.90
tCO₂e

Scope 2 Emissions

784,092
tCO₂e

Scope 3 Emissions



GHG Emissions

PDS continues to strengthen its climate action approach through focussed emissions management initiatives aligned with the GHG Protocol and Science Based Targets initiative (SBTi) requirements. Recognising that the Textiles, Apparel, Footwear and Luxury Goods sector has a significant climate footprint across sourcing, manufacturing and logistics activities, the Company remains committed

to reducing greenhouse gas emissions through operational efficiency, renewable energy adoption, responsible sourcing and supplier engagement.

The Company measures and manages Scope 1 and Scope 2 and relevant Scope 3 emissions using a combination of primary operational data and internationally recognised emission factors, including DEFRA and relevant local conversion

factors. Emissions data is periodically reviewed through structured internal verification mechanisms and further validated through third-party assurance for Scope 1 and Scope 2 emissions, strengthening transparency, consistency and data reliability.

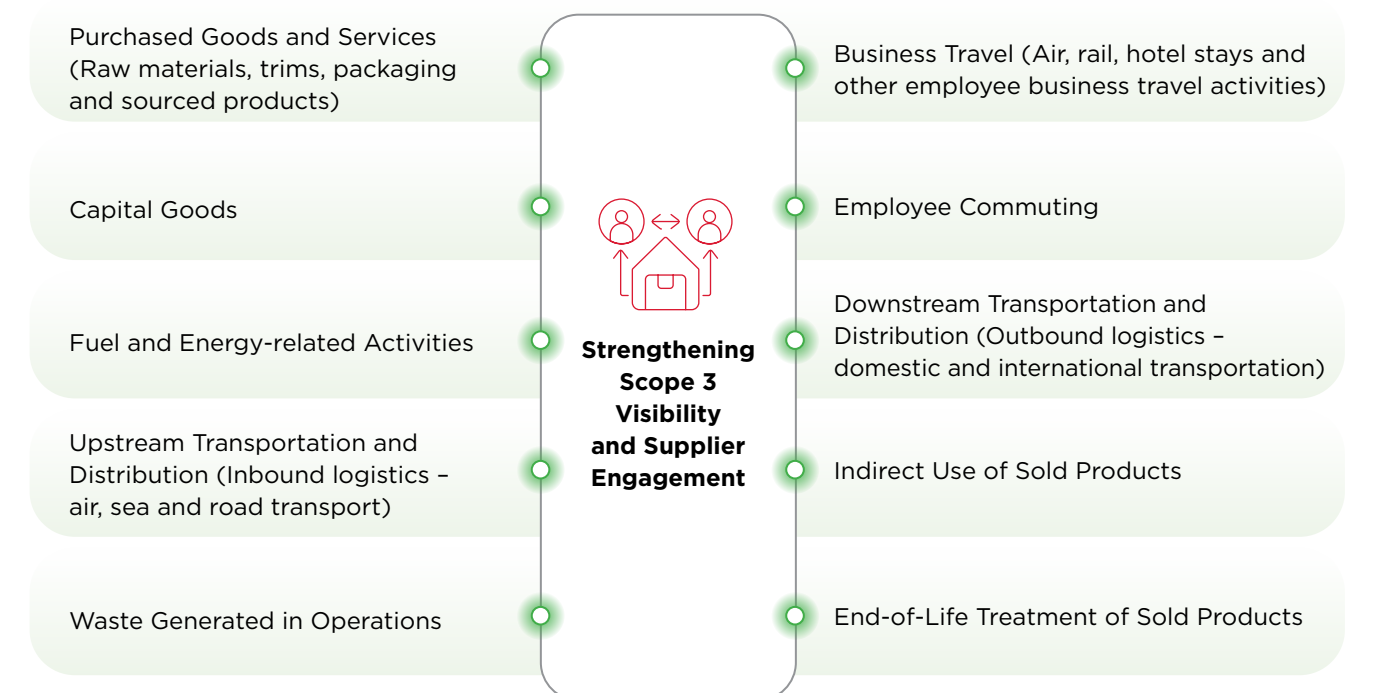
Performance KPIs

Parameter	Baseline Year	FY 2025-26 Performance	Target Year	Target	Key Initiatives Supporting Target Achievement
Scope 1 Emissions (tCO ₂ e)	FY2024	6,401.09 tCO ₂ e	FY2030	Reduce absolute Scope 1 emissions by 42% in line with SBTi-aligned decarbonisation roadmap	Fuel efficiency improvements, process optimisation and operational energy efficiency initiatives
Scope 2 Emissions (tCO ₂ e)	FY2024	5,228.90 tCO ₂ e	FY2030	Reduce absolute Scope 2 emissions by 42% in line with SBTi-aligned decarbonisation roadmap	Increased solar PV adoption, energy-efficient technologies and electricity optimisation measures
Scope 3 Emissions (tCO ₂ e)	FY2024	784,092 tCO ₂ e	FY2030	Reduce absolute Scope 3 emissions by 25% across material value chain categories	Supplier engagement, sustainable material adoption and emissions data collection initiatives
Suppliers Covered Under Scope 3 Data Collection (%)	FY2024	81%	FY2030	Expand supplier-level emissions data coverage across key sourcing partners	Supplier reporting mechanisms, sustainability monitoring and climate engagement programmes

The emissions have been calculated based on the consolidated boundary using the operational control approach in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. The disclosure covers three manufacturing facilities (2 in Bangladesh and 1 in Sri Lanka) along with the central cutting plant and PDS offices globally (more than 85% of headcount in offices are covered in disclosure).

The emissions factor for stationary and fugitive emission is sourced from the IPCC Reports and for mobile emission it is sourced from DEFRA. The emission factor for Scope 2 emission is sourced from Central Electricity Authority for India and country-specific emission factors for other countries. GWP is sourced from IPCC Sixth Assessment Report.

Emissions were calculated using the operational control approach under the GHG Protocol, covering key manufacturing facilities, the central cutting plant and PDS offices globally. Scope 3 covered 10 material categories, with primary data representing ~81% of revenue and extrapolation applied where required. Emission factors were sourced from IPCC, DEFRA, CEA and other country-specific sources, with internal quality reviews conducted.



AIR QUALITY MANAGEMENT

PDS monitors and manages significant air emissions associated with operational fuel use and manufacturing activities as part of its broader environmental management programme. Periodic monitoring of key ambient air quality parameters including particulate matter (PM), nitrogen oxides (NO_x) and sulphur oxides (SO_x) is conducted across manufacturing facilities in line with applicable regulatory requirements.

Key Air Emissions KPIs

Indicator	Unit
Nitrogen Oxides (NO _x) emissions	5.78 MT
Sulphur Oxides (SO _x) emissions	0.44 MT
Particulate Matter (PM) emissions	0.51 MT
Other (CO)	3.20 MT

Note : Covers three manufacturing facilities, the central cutting plant and PDS offices globally. Air emissions were assessed using the EPA methodology, except for PABL, where third-party actual emission data was used.

Ambient Air Quality (AAQ)

PDS remains committed to maintaining responsible ambient air quality standards across its manufacturing operations through continuous monitoring, operational efficiency measures and preventive environmental management practices. The Company periodically monitors key ambient air quality parameters, including particulate matter (PM), nitrogen oxides (NO_x) and sulphur oxides (SO_x), in line with applicable regulatory requirements and facility-level environmental management processes.

Air Quality Management Initiatives

Periodic ambient air quality monitoring (PM, SO_x, NO_x) across all manufacturing facilities

Preventive maintenance and optimisation of boilers, generators and utility systems to improve combustion efficiency



Workplace ventilation and exhaust management systems maintained



Responsible chemical handling, storage and segregation to minimise fugitive emissions



Periodic environmental audits and compliance assessments conducted during the reporting year

WATER MANAGEMENT

Water stewardship remains an important component of PDS' environmental management approach, with continued focus on efficient water use, wastewater treatment and responsible operational practices across manufacturing facilities and the supply chain. Water is primarily sourced through groundwater and municipal supply and is mainly utilised for garment washing processes, utilities and domestic consumption.

2030 Water Target

PDS has committed to a 30% reduction in freshwater consumption across its own operations by 2030, supported by water-efficient technologies, treatment systems, and supplier engagement on water stewardship practices.



Water Withdrawal, Consumption and Recycling

PDS monitors water withdrawal and consumption across its operations and key suppliers through Higg Facility Environmental Module (FEM) assessments, customer-specific requirements and standardised reporting mechanisms. The Company continues to enhance water efficiency through the adoption of water-efficient technologies and process optimisation across its manufacturing operations. Manufacturing facilities operate Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) to support responsible wastewater treatment and ensure compliance with applicable discharge requirements.

Key water withdrawal, consumption, discharge KPIs

Performance Indicators	Unit	2025-26	2024-25
Total water withdrawal	KL	222,478.83	197,898.04
Water withdrawal from groundwater	KL	36,596	42,165
Water withdrawal from third-party sources	KL	185,882.83	155,733.04
Total water discharge	KL	39,969.71	39,519.29
Total water consumption	KL	182,509.12	158,378.75

Note:

- Covers three manufacturing facilities (2 in Bangladesh and 1 in Sri Lanka), the central cutting plant and PDS offices globally.
- Office water use is considered domestic and estimated based on location-wise headcount and per-capita consumption under third-party water.
- Domestic consumption is assumed equal to withdrawals across overseas offices, the central cutting plant and PABL; industrial consumption is calculated as withdrawal less discharge for Nor Lanka Manufacturing Colombo Ltd., GoodEarth Apparels Ltd. and PABL.
- Revenue is PPP-adjusted using IMF factors for India: 20.34 (FY2026) and 22.66 (FY2025).
- Output-based intensity uses Full-Time Equivalent (FTE) employees and workers.

Partnerships for Water Stewardship

PDS collaborates with suppliers and industry platforms to strengthen water stewardship practices across the value chain. Supplier engagement initiatives encourage the adoption of water-saving technologies such as rainwater harvesting, water

recycling systems and optimised washing processes. Wastewater and chemical management practices are also aligned through the ZDHC Gateway.

Water Reduction Awareness Training

PDS conducts awareness and engagement programmes across

manufacturing facilities and supplier locations to strengthen understanding of efficient water use, wastewater management and responsible environmental practices. These initiatives support operational efficiency and reinforce water stewardship across the value chain.

WASTE MANAGEMENT

PDS continues to strengthen responsible waste management and circular resource use across its operations and value chain through its 5R approach — Rethink, Reduce, Reuse, Recycle and Repurpose. Waste generated across manufacturing units and offices is monitored through standardised reporting mechanisms, with waste streams categorised as hazardous and non-hazardous to support effective management, segregation and responsible disposal practices.

The Company promotes source-level waste segregation, designated storage systems and disposal through authorised vendors. Fabric waste generated at manufacturing facilities is partially utilised for steam generation, supporting waste-to-energy recovery and reducing reliance on conventional fuels. PDS also encourages suppliers to improve material efficiency, reduce production waste and strengthen recycling practices in line with customer sustainability requirements. In parallel, the Company continues to support responsible sourcing through the use of lower-impact materials such as sustainable man-made cellulosic fibres, preferred sustainable cotton and recycled polyester.



Waste Generation & Waste Disposal

Waste Category	Unit	2025-26	2024-25
Plastic waste	MT	25.97	36.47
E-waste	MT	0.46	0.26
Biomedical waste	MT	0.07	0.03
Battery waste	MT	0.02	1.70
Hazardous waste*	MT	0.98	1.74
Non-hazardous waste	MT	1,082.76	1,142.48
Total Waste diverted from disposal (recycled/reused/recovered)	MT	210.06	281.61
Total Waste disposed (landfill/incineration/other disposal operation)	MT	900.17	901.07
Total waste generated	MT	1,110.26	1,182.68

*Hazardous waste includes chemical sludge from ETP operations, used oil, discarded containers/barrels, paint sludge and waste residues containing oil.

Note :

- The disclosure covers three manufacturing facilities (2 in Bangladesh and 1 in Sri Lanka), the central cutting plant and Norlanka Head Office.
- Total waste generated is assumed to equal total waste disposed.
- Revenue from operations is adjusted for PPP using the latest IMF conversion factors for India: 20.34 (FY2026) and 20.66 (FY2025).
- Output-based intensity is calculated using Full-Time Equivalent (FTE) employees and workers.

Waste generated across PDS operations is monitored through facility-level tracking and standardised reporting mechanisms. Waste segregation practices are implemented across manufacturing facilities to separate hazardous and non-hazardous waste streams and support responsible disposal and recovery practices. Fabric waste generated at one manufacturing unit is partially utilised for steam generation, supporting waste-to-energy recovery and reducing landfill disposal. Recyclable waste streams are managed through authorised recyclers and waste management vendors in line with applicable environmental requirements and operational practices.



INSIGHT TRAIL – BUILDING RESPONSIBLE WASTE MANAGEMENT PRACTICES

As part of the Insight Trail initiative, PDS implemented a targeted waste management and awareness programme at S.W.R.D. Bandaranayake College, Sri Lanka, to promote responsible waste management among students. The initiative introduced a structured waste segregation system through the provision of colour-coded collection bins, addressing the school's limited waste disposal infrastructure.

An interactive awareness session complemented the infrastructure support, educating students on waste segregation, responsible disposal practices and the environmental impacts of improper waste management. By combining practical interventions with environmental education, the initiative sought to encourage sustainable waste management behaviours and build long-term awareness among young learners.



Management of Hazardous and Non-Hazardous Waste

PDS follows a structured approach towards the management of hazardous and non-hazardous waste across its manufacturing units and offices. Waste streams are identified, segregated and monitored through standardised reporting mechanisms to ensure safe handling, storage, recycling and disposal practices. Hazardous waste, including chemical sludge, used oil and contaminated containers, is managed through authorised waste handlers in line with applicable regulatory requirements, while non-hazardous waste such as fabric waste, paper, plastic and scrap materials is segregated for recycling, reuse or recovery wherever feasible. Designated waste storage areas, source-level segregation practices and periodic monitoring systems support improved waste traceability and responsible waste management across operations.

3 BIN SYSTEM INSTALLATION

1

Purpose

Effective waste management begins with segregation at source. To strengthen responsible waste management practices and improve recycling efficiency, the business introduced a structured waste segregation system that encourages employees to dispose of waste correctly while supporting cleaner, more efficient waste handling across the facility.

2

The Initiative

A three-bin waste segregation system was implemented across high-footfall areas of the facility, including the dining area, using colour-coded bins to separate paper, plastic and municipal waste. Each bin was clearly labelled to enable easy identification and promote correct disposal practices. To reinforce the initiative, employee awareness sessions were conducted to build understanding of waste segregation principles and encourage responsible participation in maintaining a clean and environmentally conscious workplace.

3

Value Created

The initiative established a systematic approach to waste segregation at source, significantly improving the separation of paper, plastic and municipal waste while reducing contamination between waste streams. Better segregation has enhanced the efficiency of downstream waste handling and recycling processes, while increasing employee awareness and participation in responsible waste disposal practices. Beyond improving operational hygiene and workplace organisation, the initiative has strengthened the organisation's commitment to circular resource management by embedding sustainable behaviours into everyday operations.

CIRCULARITY & RESPONSIBLE MATERIALS

PDS continues to advance circularity and responsible material practices across the fashion value chain by collaborating with partners, innovators and start-ups to develop scalable solutions that extend material lifecycles, reduce waste and promote resource regeneration. Through initiatives focussed on textile recycling, reuse models and digitally-enabled resale platforms, the Company aims to support more circular and commercially viable business models aligned with evolving industry and consumer expectations.

A key platform supporting this approach is the Trailblazer Programme by Global Fashion Agenda (GFA), which identifies and supports innovative start-ups driving transformation across the fashion ecosystem. Under the Closed Loop Pathways pillar, the programme focusses on circular-first solutions such as fibre recovery, garment disassembly, textile sorting and resale technologies that help convert waste into value and enable closed-loop production systems.

As a global B2B supply chain solutions partner, PDS does not reclaim end products sold under customer brands; however, it actively advances circularity across its operations and value chain. The Company has eliminated single-use polythene bags at Sourcing Solutions, integrates REPVE® recycled polyester into fabric blends, recycles cutting waste into new fibres at Good Earth Apparels and has established a traceable fabric waste recycling programme at Norlanka's Centralised Cutting Plant. Through PDS Ventures, the Company further supports circular innovations, including textile-to-textile recycling, upcycling, resale and rental platforms, helping extend product lifecycles and reduce waste across the fashion value chain.



CHEMICAL MANAGEMENT

PDS follows a precautionary and compliance-driven approach towards chemical management across its operations and supply chain. The Company focusses on minimising environmental and health-related risks through responsible sourcing practices, controlled chemical usage, safe handling procedures and alignment with recognised industry standards. Chemical and wastewater management practices are further supported through the use of the ZDHC Gateway and periodic monitoring mechanisms across relevant supplier facilities.

Safer Alternatives

PDS encourages the adoption of safer and lower-impact chemical

practices across its manufacturing operations and supplier network. The Company promotes responsible material selection and supports suppliers in adopting resource-efficient processing practices aligned with customer sustainability requirements. Through the use of Environmental Impact Measurement (EIM) software and supplier engagement programmes, PDS works towards improving water, chemical and energy efficiency across wet processing activities.

The Company also prioritises the use of lower-impact raw materials such as sustainable man-made cellulosic fibres, preferred sustainable cotton and recycled polyester to support reduced environmental impact across the product lifecycle.

MATERIALS MANAGEMENT

PDS continues to strengthen responsible material sourcing by increasing the use of lower-impact materials, including sustainable man-made cellulosic fibres (MMCFs), preferred sustainable cotton, organic cotton and recycled polyester. The Company has committed to achieving 100% responsibly sourced MMCF by FY2027, supported by supplier requirements on fibre traceability, environmental stewardship and responsible labour practices. Through supplier engagement, recognised certifications, audits and independent verification, PDS enhances supply chain transparency, improves resource efficiency and supports long-term sourcing resilience.

PRODUCT STEWARDSHIP

PDS integrates sustainability considerations into product development and sourcing practices through customer-driven requirements, responsible material selection and supplier engagement. The Company encourages the use of lower-impact materials such as sustainable man-made cellulosic fibres, preferred sustainable cotton and recycled polyester to support more resource-efficient and environmentally conscious production practices. In addition, PDS works closely with suppliers to improve material utilisation, minimise production waste and promote eco-design considerations such as durability, recyclability and reduced material intensity across the value chain.



LIFE CYCLE ASSESSMENT

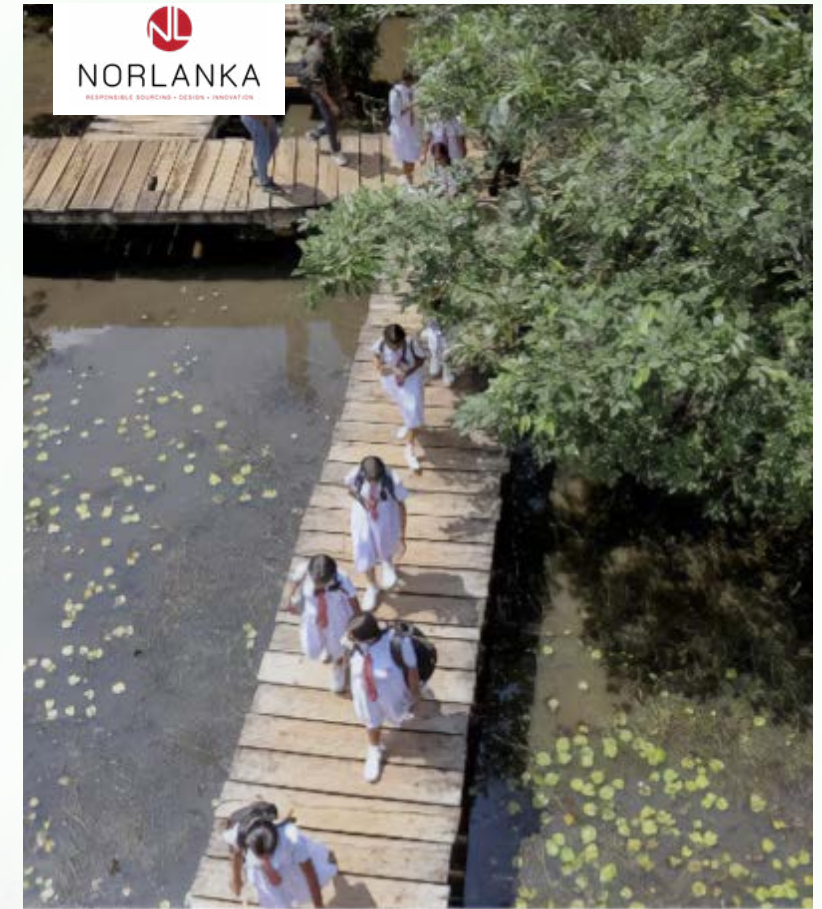
PDS conducts Life Cycle Assessments (LCAs) for selected core products using advanced material simulations to evaluate environmental impacts across the product life cycle. These assessments support more informed decisions related to product design, material selection, sourcing strategies and circularity practices. Lifecycle-related environmental considerations such as material usage, energy consumption, water use, emissions, waste management and chemical compliance are also integrated into sourcing and manufacturing processes through supplier engagement and operational monitoring initiatives.



INSIGHT TRAIL – CONNECTING YOUNG MINDS WITH NATURE

In March 2026, Insight Trail expanded its focus to biodiversity, wetlands and water conservation through an experiential learning programme at Beddagana Wetland, conducted in collaboration with the Central Environmental Authority. Environmental pioneers from schools across the Colombo District participated in guided field sessions led by environmental experts, providing first-hand exposure to wetland ecosystems and their ecological significance.

The programme encouraged students to develop a deeper understanding of biodiversity conservation, ecosystem functions and water resource protection through immersive, experience-based learning. By fostering an early appreciation of natural ecosystems, the initiative aims to inspire future environmental stewardship and strengthen long-term sustainability awareness.



BIODIVERSITY

PDS follows standard environmental management practices across its operations, with manufacturing facilities primarily located within designated industrial zones. The Company's operations are not situated within or adjacent to significant biodiversity hotspots or protected areas of high ecological value, and no areas of high biodiversity value or IUCN-listed protected habitats are directly impacted by operational activities. During site selection or expansion, PDS evaluates key environmental parameters including water availability, water stress levels, climate-related risks and compliance with local environmental regulations. Additional considerations include the availability of energy infrastructure and environmental management systems to support sustainable operations and risk mitigation. While the Company does not currently undertake dedicated biodiversity conservation or ecosystem restoration initiatives, it continues to integrate environmental considerations into operational planning and infrastructure development activities.

Environmental, Social and Governance

Social Responsibility

Empowering people, strengthening partnerships and advancing responsible business practices across the value chain.



Key Highlights

58%
women in
the workforce

2.23
average training hours
per employee

178
supplier factories
engaged through ESG
programmes

10,283
Total Workforce

38
supplier ESG awareness
sessions conducted

1,097
supplier participants
trained

68%
employees receiving
performance reviews

21,789
total training
instances delivered

OUR WORKFORCE

Our workforce is at the heart of our ability to deliver value, drive innovation and sustain long-term growth. We are committed to fostering an inclusive, safe and empowering workplace where employees can thrive, develop their capabilities and contribute meaningfully to organisational success. Through responsible employment practices, continuous learning, employee well-being initiatives and a culture of engagement, we continue to strengthen a resilient workforce that supports our global operations and long-term business objectives.



Workforce Breakdown

Employee Category	2025-26		2024-25	
	Male	Female	Male	Female
Total Employees (Head Count)	3,190	1,181	3,190	1,181
Permanent Employees	3,127	1,108	3,127	1,108
Temporary / Non-Permanent Employees	63	73	63	73

Talent Attraction and Retention

At PDS, our people are central to delivering business success and creating long-term value. We are committed to attracting, developing and retaining diverse talent across our global operations by fostering an inclusive, collaborative and performance-driven workplace. Through a strong focus on employee well-being, continuous learning and career development, we seek to build an engaged and future-ready workforce capable of supporting evolving business needs.

Our talent management approach focusses on strengthening organisational capability through learning, leadership development and performance excellence. Regular monitoring of workforce trends, talent movements and employee engagement helps support succession planning, enhance workforce resilience and improve the overall employee experience. By investing in our people, PDS continues to build a resilient organisation that supports sustainable growth and long-term value creation.

New Employee Hires - Age, Gender

Age Group	2025-26			2024-25		
	Male	Female	Total by Age	Male	Female	Total by Age
Under 30 years	285	170	455	386	175	562
30 - 50 years	599	179	778	692	230	922
Above 50 years	71	47	118	71	30	101
Total by Gender	955	396	1,351	1,149	435	1,585

Employee Turnover

Age Group	2025-26			2024-25		
	Male	Female	Total by Age	Male	Female	Total by Age
Under 30 years	197	116	313	249	144	393
30 - 50 years	710	226	936	673	250	923
Above 50 years	117	62	179	77	36	113
Total	1,024	404	1,428	999	430	1,429

DIVERSITY, EQUITY AND INCLUSION

At PDS, we are committed to fostering a diverse, equitable and inclusive workplace where every individual is treated with dignity, respect and fairness. We believe that diverse perspectives and experiences strengthen innovation, collaboration and organisational performance. Guided by principles of equal opportunity, non-discrimination and merit-based advancement, we strive to create an environment where employees feel valued, empowered and able to realise their full potential. Through inclusive policies, awareness programmes and employee engagement initiatives, we continue to build a culture of belonging that supports both individual growth and long-term business success.

DEI Policy & Employee Trainings

PDS is committed to providing a workplace that is inclusive, equitable and free from discrimination. Guided by its Equal Opportunity Policy, the Company promotes fair employment practices and equal access to opportunities regardless of gender, age, disability, race, religion, nationality, sexual orientation or other protected characteristics. The policy also reinforces the principles of equal pay for equal work, merit-based advancement and accessibility for employees with diverse needs.

To strengthen awareness and foster an inclusive workplace culture, PDS conducts regular employee training and sensitisation programmes covering diversity, equity and inclusion, equal opportunity,

workplace ethics, prevention of harassment and respectful conduct. These initiatives help reinforce inclusive behaviours, encourage mutual respect and support the creation of a workplace where all employees feel valued, respected and empowered to contribute to the Company's success.



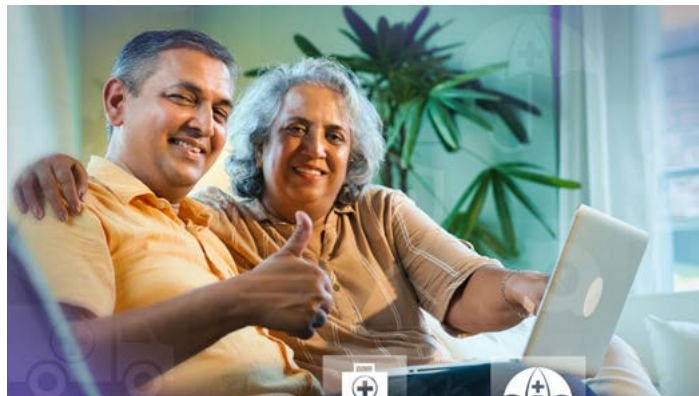
Parental Leaves

PDS provides parental leave benefits in accordance with applicable statutory requirements and local regulations across its operating geographies. During FY 2025-26, 1,986 employees (827 male and 1,159 female) were eligible for parental leave, reflecting the Company's commitment to supporting employees through different stages of their personal and family lives.



Workplace Accessibility

PDS is committed to providing an inclusive and accessible workplace by promoting equal opportunities and supporting employees with diverse needs. Through inclusive employment practices, appropriate workplace accommodations and accessible infrastructure, the Company seeks to remove barriers and enable employees to participate and contribute effectively. These efforts reinforce PDS' commitment to diversity, equal opportunity and employee well-being.



Retirement Benefits

PDS supports the long-term financial security of its workforce through statutory retirement benefit programmes aligned with local legal requirements across its operating geographies. In FY 2025-26, contributions across all applicable schemes; Provident Fund, Gratuity, ESI, and other statutory social security arrangements; were duly deducted and deposited with the relevant authorities. Coverage under PF and Gratuity is limited to Indian entities within the PDS Group, while broader retirement and social security programmes for non-Indian entities are governed by the respective laws of each country. Workers in India are covered at 100% under applicable statutory schemes, while employee coverage varies by benefit type.

100%

Workers — other schemes
FY 2025-26

87%

Employees — other schemes
FY 2025-26

8%

Employees — PF
Indian entities only

9%

Employees — Gratuity
FY 2025-26

Employee Engagement Initiatives



PDS VIRTUAL TOWNHALL

Global all-hands on business strategy and priorities

1,600+
attendees



PDS ANNUAL AWARDS

Excellence recognised across 11 business categories

1,400+
participants



LIVING THE VALUES AWARDS

Quarterly recognition of employees exemplifying PDS core values

Quarterly
ongoing programme



GREAT PLACE TO WORK®

External certification reflecting employee trust and culture

2 markets
India & Sri Lanka certified



WELLNESS & WELLBEING

Mental health and physical wellbeing programmes

Multiple
locations active



INCLUSION & CULTURAL EVENTS

Women's Day, festive events, sports, and team outings

All geographies
major markets covered

LEARNING & DEVELOPMENT

PDS structures employee learning around the 70-20-10 model a framework that recognises most meaningful development happens outside the classroom. Seventy per cent of learning comes from on-the-job experience and stretch assignments; twenty per cent from coaching, mentoring and peer exchange; and ten per cent from formal training programmes. As PDS deepens its transition to a higher-value, service-led model, targeted capability-building in compliance, sustainability, technology and client management remains a strategic priority equipping employees with the skills to drive long-term business success.



70%

Experiential
On-the-job learning & stretch assignments

20%

Social
Coaching & peer learning

10%

Formal
Structured training

Strategic focus areas



Training tools and platforms

Functional capability

PDS Learning Academy
TNA-driven programmes across behavioural, functional and leadership capabilities

(All employees)

Apparel 101
Foundational programme covering the apparel value chain, sourcing, sustainability and technology

(New joiners / cross-functional)

Leadership & high-potential

PDS Leadership Academy
Harvard Business School case-based learning and IVY collaborations for strategic thinking at scale

(High-potential leaders)

PDS Business System
Senior leadership orientation covering PDS business model, BET structure, governance and culture

(Business heads, CXOs)

Ethics, coaching & ESG

Ethics & Code of Conduct
Code of Conduct workshops and executive coaching on ethical decision-making and values alignment

(All employees)

ESG awareness programme
Sessions across ESG topics for supplier factories and internal teams

(Value chain partners + internal teams)

Average Training hours per year per employee

Gender	FY 2025-26 avg. hrs / employee
Male	2.11
Female	2.32

Supplier Training Programme

37

Awareness programmes held

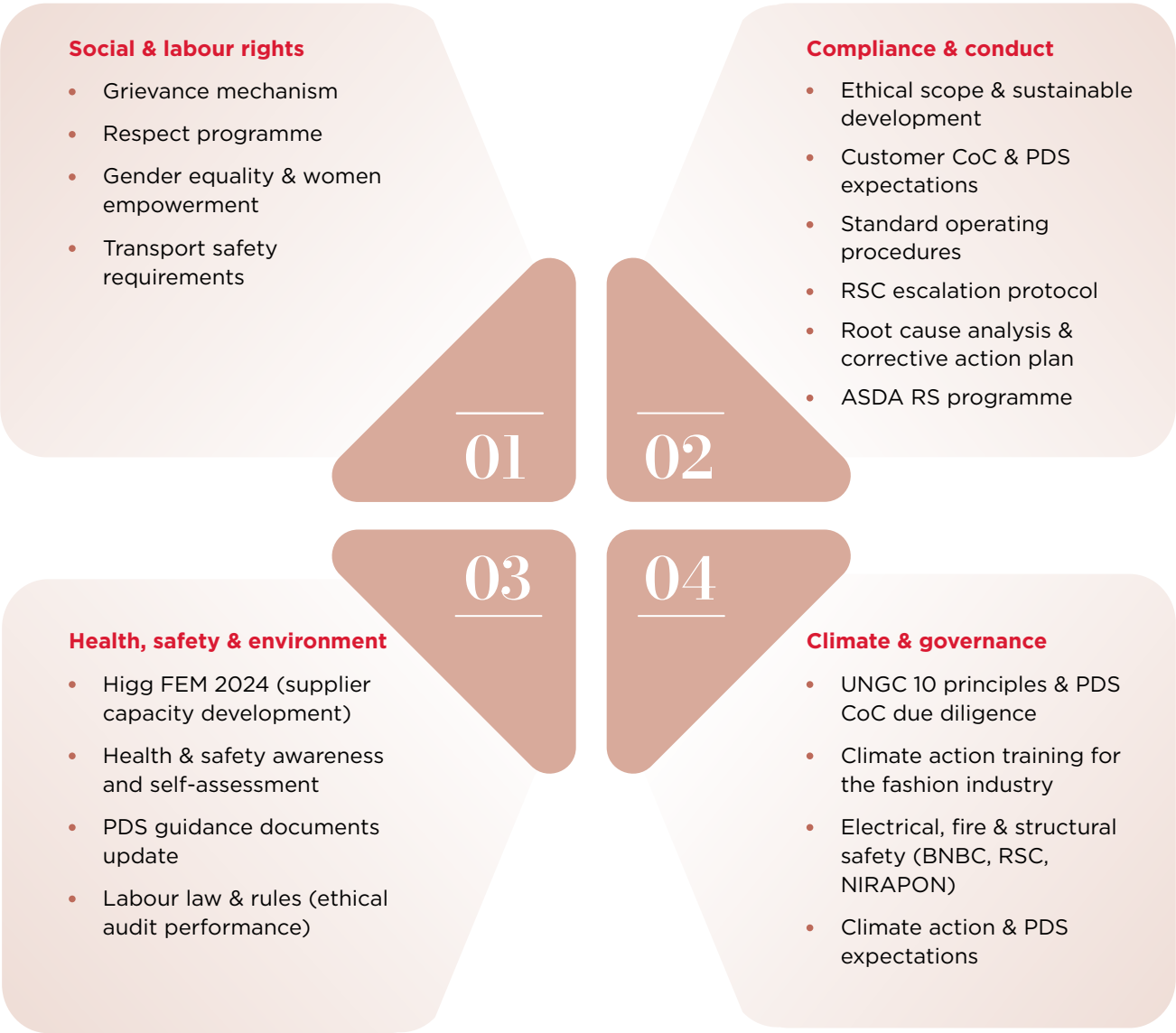
15

Topic areas covered

44%

Value chain partners covered

Topics covered



Performance Management

PDS maintains a structured performance management framework that aligns individual objectives with business priorities and supports a culture of accountability and continuous improvement. Through regular performance reviews and feedback processes, employees are provided opportunities to assess performance, identify development needs and support career progression. The framework promotes objective evaluation, transparent communication and merit-based recognition, enabling employees to contribute effectively to organisational success.

Performance and Career Development Reviews

Gender	FY 2025-26 (%)	FY 2024-25 (%)
Male	70%	67%
Female	64%	60%

Rewards and Recognition

During FY 2025-26, PDS strengthened its rewards and recognition framework to better align employee rewards with performance and business outcomes. Guided by the principles of fairness, transparency and meritocracy, the framework recognises individual and team contributions while reinforcing a culture of accountability and excellence.

Annual Awards

A Group-wide recognition programme that engaged over 1,400 participants across geographies, with awards presented across 11 categories to celebrate outstanding performance and achievements.

Living the Values Awards

A quarterly recognition programme that acknowledges employees who exemplify PDS' core values and demonstrate behaviours that contribute to a collaborative and high-performing workplace.



EMPLOYEE SATISFACTION

PDS is committed to fostering an engaged, inclusive and connected workplace across its global operations. Through initiatives focussed on employee well-being, diversity and inclusion, cultural engagement and community participation, the Company continues to strengthen collaboration, belonging and shared purpose across its geographically diverse workforce. This commitment is reflected in external recognitions, including Great Place to Work® certification in India and Sri Lanka, with plans to expand the programme to additional geographies. Looking ahead, PDS will continue to enhance employee engagement through structured feedback, leadership connect initiatives and people-centric practices that empower employees to grow, contribute and thrive.



OCCUPATIONAL HEALTH AND SAFETY

PDS maintains a structured Occupational Health and Safety (OHS) management system to identify, assess and manage workplace health and safety risks across its operations. During FY 2025-26, the system covered all employees and workers across the Company's operations. Regular safety awareness programmes, risk assessments and targeted training initiatives reinforced a proactive safety culture, enhanced employee well-being and supported continuous improvement in health and safety performance.

HAZARD IDENTIFICATION, RISK ASSESSMENT & INCIDENT INVESTIGATION



Our commitment

PDS is committed to providing safe, healthy working environments across all its operations. Safety at PDS is not a compliance exercise, it is a shared responsibility, embedded in how we manage risk, develop our people and respond when things go wrong. Our goal is zero harm: zero fatalities, zero high-consequence injuries, and a culture where every employee and worker feels empowered to raise concerns without fear.

Risk identification & control

Workplace hazards are systematically identified and managed through appropriate control measures, including engineering controls, administrative measures and PPE.

Training & awareness

Regular training and awareness programmes on hazard identification, risk assessment and safe work practices help reinforce a strong safety culture across operations.

Reporting culture

Employees and workers can raise safety concerns through supervisors, safety representatives, HR teams and the Ethics Hotline, promoting timely reporting and early resolution of issues.

Incident investigation & improvement

All incidents are investigated to identify root causes, with corrective actions implemented and monitored to prevent recurrence and support continuous improvement in safety performance.

Work-Related Injury Data

FATALITIES

0

Employees & workers

HIGH-CONSEQUENCE INJURIES

0

Employees & workers

Metric (per million person-hours worked) FY 2025-26

0

LTIFR - Employees

0

Total recordable work-related injuries - Employees

1.86

LTIFR - Workers

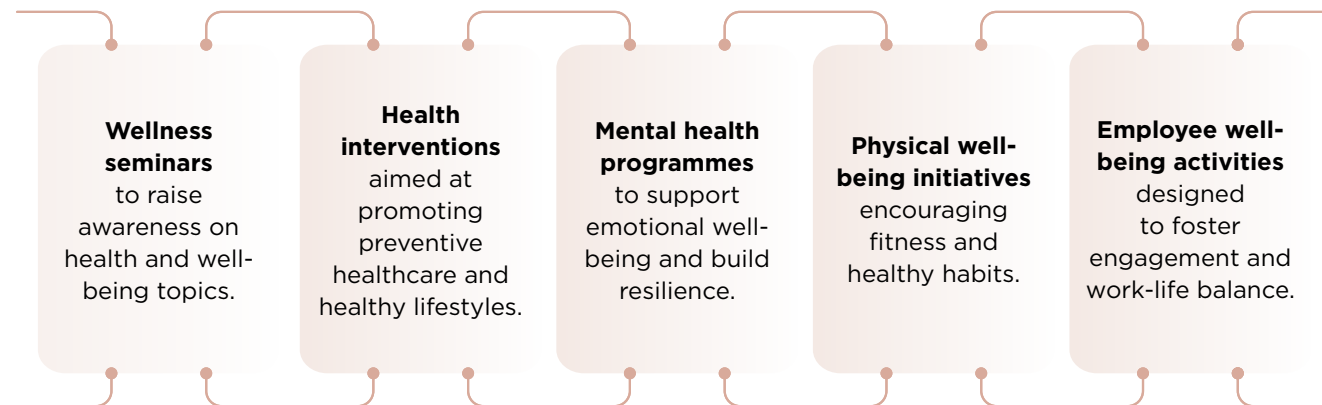
38

Total recordable work-related injuries - Workers

Zero fatalities and zero high-consequence work-related injuries were recorded among both employees and workers during FY 2025-26, reflecting PDS' continued focus on maintaining a safe and healthy workplace

Health and Safety Management Initiatives

PDS is committed to promoting the health, safety and well-being of its workforce through a range of initiatives designed to create safe and supportive workplaces. These programmes aim to enhance employee awareness, encourage healthy lifestyles and support overall well-being across operations. The Company's focus areas include:



Key OHS initiatives:



Delivery of ISO 45001 OHSMS training as part of the ESG L&D programme



Boiler Safety training sessions for supplier factory personnel



Grievance mechanism workshops including safety escalation pathways



Root Cause Analysis and CAP Validation training for compliance and safety teams



Unannounced compliance checks including safety reviews across supplier factories



HUMAN RIGHTS

PDS is committed to promoting responsible business practices and embedding sustainability principles across its supply chain. The Supplier Code of Conduct sets out the minimum standards expected of suppliers and business partners, covering key areas such as human rights, labour practices, health and safety, environmental stewardship, business ethics and regulatory compliance. Aligned with internationally recognised frameworks, including the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions and relevant customer requirements, the Code communicates clear expectations relating to labour rights, ethical conduct and responsible business practices. Through supplier self assessments, audits, engagement and capacity-building initiatives, PDS seeks to strengthen responsible sourcing practices, mitigate human rights risks, enhance supply chain resilience and create sustainable value across its global value chain.

Freedom of Association and Collective Bargaining

PDS respects and supports workers' rights to freedom of association and collective bargaining in accordance with applicable laws and internationally recognised labour standards. The Supplier Code of Conduct requires suppliers to ensure that workers who participate in trade unions, worker associations or collective bargaining activities are not subject to discrimination or punitive action. Compliance is monitored through ethical assessments and audits, including BSCI, SMETA, SA8000, Better Work and SLCP frameworks, which help strengthen labour standards and promote responsible practices across the supply chain.



Prevention of Child Labour

PDS maintains a zero-tolerance approach towards child labour, forced labour and modern slavery across its operations and supply chain. These practices are classified as Zero Tolerance Violations (ZTVs) and are prohibited under the Supplier Code of Conduct, with compliance supported through due diligence, ethical audits and ongoing supplier monitoring.

No incidents of child labour were identified during FY 2025-26, supported by ongoing supplier due diligence, verification processes, audits and Supplier Code of Conduct requirements

Prevention of Forced / Compulsory Labour

PDS maintains a zero-tolerance approach towards forced labour, human trafficking and modern slavery across its operations and supply chain. These practices are classified as Zero Tolerance Violations (ZTVs) under the Company's compliance framework. PDS prohibits the confiscation of identity documents, charging of recruitment fees and any form of bonded or involuntary labour. The Company also promotes safeguards to identify and mitigate human trafficking risks, particularly among vulnerable worker groups, while ensuring that all employment is freely chosen and workers have the freedom to leave employment in accordance with applicable legal requirements.

Prevention of Sexual Harassment

PDS maintains a zero-tolerance approach towards sexual harassment, bullying and intimidation and is committed to fostering a workplace founded on dignity, respect and inclusion.

The Supplier Code of Conduct explicitly requires all employees and business partners to maintain professional relationships free from harassment and any form of abusive behaviour. Internal HR policies further reinforce these expectations and promote a safe and respectful working environment. In addition, confidential reporting mechanisms, including the Ethics Hotline (www.pdsmultinational.ethicspoint.com), are available to employees and suppliers to raise concerns without fear of retaliation and support the timely investigation and resolution of grievances.

Grievance Redressal Mechanism

PDS operates a confidential Ethics Hotline (EthicsPoint) to enable employees and external stakeholders to report concerns related to unethical conduct, violations of policies or other grievances. Reports may be submitted anonymously and are investigated in a timely manner, with appropriate actions taken based on the findings. To strengthen the independence and effectiveness of investigations,

PDS has partnered with Control Risks and FTI Consulting for external investigative support.

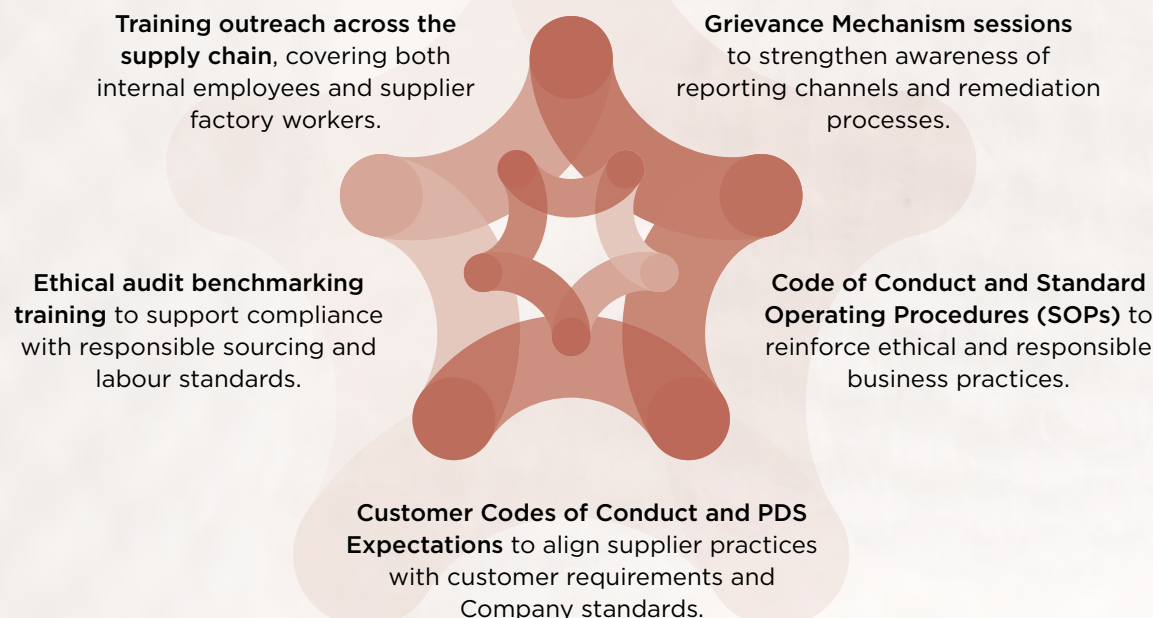
Concerns can be raised through the following channels:

- **Online:** www.pdsmultinational.ethicspoint.com → 'Make a Report'
- **Telephone:** Country-specific toll-free numbers via www.pdsmultinational.ethicspoint.com
- **Email:** whistleblower@psdmultinational.com

Employee Training on Human Rights

PDS integrates human rights awareness into its broader ESG learning and development programmes to strengthen understanding of responsible business practices across its operations and value chain. These initiatives are designed to reinforce ethical conduct, promote responsible sourcing practices and enhance awareness of internationally recognised human rights principles.

Key focus areas covered during the year included:



SUPPLY CHAIN MANAGEMENT

Sustainability is integrated across PDS' value chain, from sourcing and manufacturing to delivery and customer engagement. The Company collaborates closely with suppliers and business partners to promote responsible sourcing practices, improve transparency and strengthen supply chain resilience. Through supplier engagement, traceability initiatives and resource optimisation efforts, PDS seeks to drive continuous improvement and minimise environmental and social impacts. These efforts support responsible production practices and contribute to long-term value creation across the global value chain.

Value Chain Ecosystem

PDS operates through a globally connected network of brands, suppliers, manufacturers and strategic partners that support responsible and resilient growth across the fashion value chain. Through collaborative partnerships, ethical sourcing practices and a focus on sustainability and innovation, the Company seeks to strengthen supply chain resilience, enhance transparency and create long-term value for all stakeholders.



Brands & customers

PDS serves 300+ global fashion brands across apparel, accessories, home décor and footwear, offering design-led sourcing, sourcing-as-a-service, manufacturing and brand management through long-term strategic partnerships.

UK & Europe

Americas

Middle East

South Asia

Supplier & vendor partners

Suppliers are screened against PDS’ Supplier Code of Conduct and engaged through ESG assessments, capacity-building training, compliance audits and remediation programmes, with a focus on continuous improvement across the supply base.

Code of Conduct screening

ESG audits

Remediation support

Manufacturing facilities

PDS operates an asset-light manufacturing model supported by capability-building initiatives, third-party certifications (including LEED Gold) and periodic audits to ensure responsible, efficient and sustainable manufacturing.

Bangladesh

India

Sri Lanka

LEED Gold certified

Innovation, technology & industry platforms

PDS collaborates with Fashion for Good (FFG), Global Fashion Agenda (GFA), Cascale (formerly SAC) and others to advance traceability, circularity and sustainable transformation across the fashion value chain.

Fashion for Good

Global Fashion Agenda

Cascale

UNGC

Communities & workforce

Over 10K employees across 22 countries, supported by community programmes including the SOHAM Foundation and supplier factory workforces across Bangladesh, India, Sri Lanka and other hubs.

10,283 employees

22 countries

SOHAM Foundation

Supplier Code of Conduct

PDS expects suppliers and business partners to adhere to high standards of ethical, social and environmental performance. All suppliers are screened against the Supplier Code of Conduct prior to onboarding, covering key areas such as labour practices, health and safety, environmental management, business ethics and data privacy. These requirements are embedded within supplier agreements, helping strengthen

responsible sourcing practices and promote accountability across the supply chain

Supplier Screening and Assessment

PDS follows a structured supplier onboarding and assessment process to ensure compliance with ethical, environmental and operational requirements. New suppliers undergo evaluations covering social compliance, building

and fire safety, environmental performance, security standards and financial stability. Zero Tolerance Violations are subject to immediate escalation, while SAP-based controls prevent procurement from suppliers with expired audit validity, strengthening oversight and responsible sourcing practices across the supply chain.

ENVIRONMENTAL & SOCIAL CERTIFICATIONS REQUIRED FROM SUPPLIERS

Category	Standards / Frameworks
Environmental / Chemical	REACH ZDHC MRSL Customer-specific MRSL & RSL Higg FEM
Social / Ethical	amfori BSCI SMETA WRAP FSLM SA8000
Building / Worker Safety	RSC Nirapon ILO Better Work
Sustainability / Product	OEKO-TEX RCS GOTS OCS

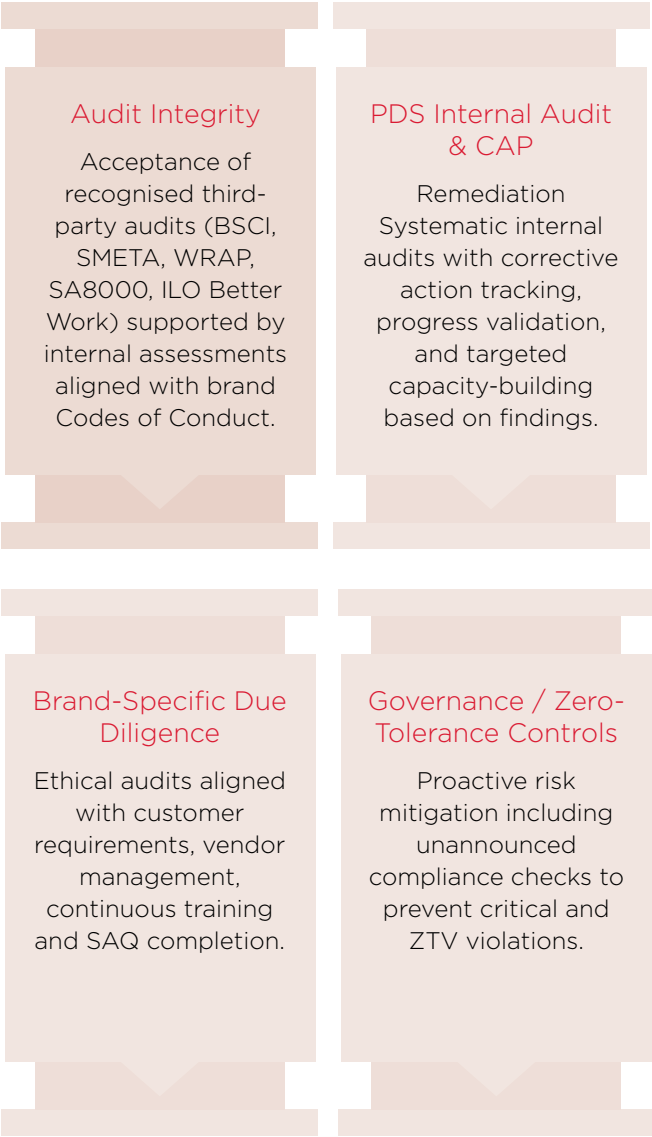
SUPPLIER ENGAGEMENT & TRAINING PROGRAMMES

PDS’ ESG Learning and Development programme delivered 38 awareness sessions across 18 topics during FY 2025-26, covering suppliers representing 93% of business value. The programme was delivered through a combination of in-person and virtual sessions, strengthening awareness of responsible business practices across the value chain. Key topics included grievance mechanisms, health and safety, labour laws, customer codes of conduct, climate action, gender equality, Higg FEM, electrical and fire safety, transport safety, root cause analysis and corrective action planning, RSC escalation protocols, and due diligence aligned with the UN Global Compact and the Supplier Code of Conduct.



PDS’ ESG Learning and Development programme delivered 38 awareness sessions across 18 topics during FY 2025-26, covering suppliers representing 93% of business value. The programme was delivered through a combination of in-person and virtual sessions, strengthening awareness of responsible business practices across the value chain. Key topics included grievance mechanisms, health and safety, labour laws, customer codes of conduct, climate action, gender equality, Higg FEM, electrical and fire safety, transport safety, root cause analysis and corrective action planning, RSC escalation protocols, and due diligence aligned with the UN Global Compact and the Supplier Code of Conduct.

PDS’ compliance due diligence framework is built on four integrated pillars:



Sustainable Supply Chain and Responsible Sourcing Policy

PDS’ Sustainable Supply Chain and Responsible Sourcing Policy establishes the principles and expectations that guide responsible sourcing across its global supplier network. The policy promotes ethical business conduct, human rights, labour standards, environmental stewardship and responsible procurement practices, while aligning suppliers with the Company’s sustainability commitments. Through supplier engagement, periodic assessments and capacity-building initiatives, PDS seeks to strengthen supply chain resilience, encourage continuous improvement and foster long-term partnerships built on trust, transparency and shared responsibility.

CUSTOMER RELATIONSHIP MANAGEMENT

0 substantiated customer privacy complaints and **0** incidents involving leaks, thefts or losses of customer data

100% of products manufactured by the Company carry information on safe and responsible usage in accordance with applicable statutory and customer requirements

Zero product recalls and no penalties or regulatory actions relating to product safety were reported



Customer Satisfaction

Customer satisfaction remains a key priority for PDS. The Company seeks to deliver value through operational excellence, innovation and reliable service while maintaining open communication with customers. Feedback received through various engagement channels is used to identify opportunities for continuous improvement and enhance the overall customer experience.

PDS periodically conducts customer satisfaction surveys to assess customer perceptions and gather insights into service quality, responsiveness and overall performance. The results of these surveys support data-driven decision-making and help the Company strengthen customer relationships and continuously improve its offerings.

Customer Data and Privacy & Communication

PDS is committed to safeguarding customer information and maintaining robust data privacy and security practices across its operations. During FY 2025–26, the Company recorded no substantiated complaints relating to breaches of customer privacy, including no complaints from external parties and no complaints from regulatory authorities. In addition, no incidents involving identified leaks, thefts or losses of customer data were reported during the year. The Company confirms that no such cases were reported during the reporting period.

Product Safety and Labelling

PDS is committed to ensuring that products supplied across its value chain meet applicable quality, safety and regulatory requirements. Product and service information requirements relating to sourcing, material composition, safe use, disposal and associated environmental or social impacts are incorporated into relevant procedures and customer specifications. During FY 2025–26, 100% of significant product and service categories were covered by and assessed for compliance with these requirements. Through robust quality assurance and product stewardship practices, PDS seeks to enhance transparency, support informed decision-making and maintain customer confidence.

Environmental, Social and Governance

Community Development & Social Impact

PDS is committed to creating positive social impact and supporting the well-being of the communities in which it operates. Through community engagement, stakeholder collaboration and responsible business practices, the Company seeks to contribute to inclusive development and sustainable outcomes. These efforts reflect PDS' commitment to fostering meaningful relationships and creating long-term value for communities across its areas of operation.



Key Highlights

211+
students supported
through education
initiatives

248+
beneficiaries enrolled in
vocational and livelihood
programmes

280+
parents and community
members engaged through
awareness initiatives

KEY INITIATIVES

Initiative	Description	Reach / Metric
Employee Volunteering	Employees participated in charity events and social impact initiatives across regions	Multiple geographies
Supplier Capacity Building	ESG training to 178 supplier factories, strengthening livelihood and working conditions	1,097 workers trained
Building / Worker Safety	Continued implementation of the grievance mechanism for garment factory workers in Bangladesh	Ongoing
GPTW Certification	Great Place to Work certification reflects a community of trust and inclusion internally	India & Sri Lanka

ADVANCING INCLUSIVE COMMUNITY DEVELOPMENT

PDS continues to integrate community development into its broader sustainability agenda through targeted social impact initiatives that foster inclusive and equitable growth. Guided by the “Build Community” pillar within its sustainability framework, the Company remains committed to creating long-term positive impact through education, skill development, and community engagement programmes.

As part of its long-term social commitment, PDS has set a target to support 1,000 underprivileged children in gaining access to free primary and secondary education by 2027. These initiatives align with globally recognised sustainability priorities, including

the United Nations Sustainable Development Goals (UN SDGs), particularly those relating to quality education, reduced inequalities, and inclusive economic growth.

STRENGTHENING EDUCATION AND LIVELIHOOD OPPORTUNITIES

PDS continued to expand its social outreach through initiatives focussed on educational access, holistic child development, and livelihood enhancement. During FY 2025-26, over 211 students benefited from Soham School initiatives in India, while Soham for All programmes in Bangladesh facilitated more than 248 vocational training enrolments across computer education and industrial sewing programmes.

The education initiatives integrated experiential learning, environmental awareness, sports, wellness programmes, cultural engagement, and academic support to create a student-centric and inclusive learning environment. Programmes such as Innovation Day, summer camps, environmental awareness activities, Republic Day celebrations, educational tours, and sports initiatives supported students in developing confidence, creativity, teamwork, leadership, and social awareness.

The Company also achieved a 100% SSC pass percentage, with 11 students securing Distinction and 9 students achieving First Division, reflecting the effectiveness of its structured academic support and mentoring approach.

In addition to student development initiatives, vocational education programmes focussed on employability, digital literacy, and livelihood-readiness. Over 79 learners successfully completed vocational training programmes during the reporting period, supporting long-term economic empowerment and skill development within local communities.

PDS also strengthened sustainability awareness across internal teams and external stakeholders through targeted workshops, webinars, and capability-building programmes focussed on sustainable sourcing, circularity, regenerative materials, and responsible supply chain management.

Collaborative workshops conducted with brand partners and industry experts engaged over 200 stakeholders, while sustainability-focussed webinars were conducted across more than 40 business units to strengthen ESG awareness and organisation-wide alignment on emerging sustainability priorities and regulatory developments.

COMMUNITY ENGAGEMENT AND AWARENESS INITIATIVES

Community participation remained an integral component of PDS’ social impact approach. Through parent engagement sessions, literacy awareness initiatives, health awareness programmes, and gender

equality sensitisation activities, the Company continued strengthening relationships between schools, families, and local communities.

Awareness initiatives conducted during the year engaged more than 280 parents and community members across themes such as literacy, health, child protection, and gender equality, supporting inclusive community development and long-term social resilience.



STYLE FOR CHANGE - EXTENDING GARMENT LIFECYCLES

Style for Change – Extending Garment Lifecycles is an annual sustainability initiative that addresses the growing challenge of textile waste by promoting responsible consumption and circularity. The programme encourages employees to donate reusable garments and facilitates the recovery of usable clothing from operational activities, ensuring that these items are reused rather than discarded. Through employee engagement, structured collection, quality assessment and need-based distribution, the initiative extends the lifecycle of garments while reducing textile waste.

In 2025, the programme was expanded to the Nuwara Eliya District, covering the District General Hospital, MOH offices, tea estate communities and childcare homes in Thalawakele. This expansion enabled PDS to support more than 2,000 beneficiaries, significantly extending the programme's social reach. By combining circular economy principles with community support, the initiative contributes to sustainable resource use, strengthens employee awareness and creates lasting social and environmental value.



Promoting Social Equity and Employee Well-being

PDS continues to prioritise social equity, workforce well-being, and inclusive development across its operations and supply chain network. The Company has strengthened its focus on employee engagement, workplace inclusion, and responsible labour practices through structured programmes and governance mechanisms.

Key areas of focus include:



Worker well-being and welfare initiatives



Gender inclusion and diversity promotion



Grievance redressal mechanisms



Employee awareness and capability-building programmes

ESG AND SUSTAINABILITY TRAINING INITIATIVES

Recognising the importance of a people-centric approach within the Textiles, Apparel, Footwear and Luxury Goods sector, the Company remains committed to ensuring fair, inclusive, and responsible growth while supporting the well-being and development of workers across its ecosystem.

NORLANKA - STRENGTHENING WORKFORCE INCLUSION AND COMMUNITY WELL-BEING

Norlanka continued to reinforce PDS' people-centric approach by promoting inclusive employment opportunities, workforce well-being, and community engagement across its operations. As part of its responsible manufacturing approach, the organisation focussed on creating safe and supportive workplaces while strengthening awareness around health, safety, and employee welfare.

During the year, employee engagement and awareness initiatives covered themes such as workplace well-being, health and hygiene, capability-building, and responsible social practices. The organisation also continued supporting local communities through engagement programmes that encouraged participation,

inclusion, and long-term socio-economic resilience.

Norlanka's approach reflects the role of responsible manufacturing in creating shared value through workforce empowerment, local employment generation, and inclusive community development.

POETICGEM - CREATING SOCIAL VALUE

Poeticgem continued to strengthen social value creation by supporting artisan communities and promoting responsible sourcing and ethical production practices across its value chain. Through close collaboration with skilled workers and supply chain partners, the organisation contributed towards preserving traditional craftsmanship while supporting

long-term livelihood opportunities.

The organisation also focussed on capability-building and awareness initiatives related to sustainable production, product quality, and responsible sourcing practices. By integrating sustainability into its operational model, Poeticgem continued to

strengthen inclusive economic participation while supporting resilient and community-linked supply chains.

The initiative reflects PDS' broader commitment to responsible growth through ethical partnerships, community engagement, and sustainable value creation.

EMPOWERING PEOPLE, ENRICHING LIVES

Suraia Akter – Creating Pathways to Self-Reliance

Suraia Akter participated in vocational and awareness-based learning initiatives that helped strengthen both her practical and personal development skills. Through exposure to sewing and livelihood-oriented training, she gained hands-on experience that can support future income-generation opportunities. The programme also enhanced her confidence, independence, and ability to engage socially within her community. Her story demonstrates how vocational education can contribute toward women's empowerment and long-term economic resilience.

MD Asaduzzaman Ashik – Advancing Through Digital Skills

Coming from a modest background, Ashik enrolled in the computer training programme to strengthen his digital capabilities and improve future employment opportunities. Through consistent participation, he developed practical skills in typing, presentations, spreadsheets, and basic computer operations. Over time, teachers observed significant improvement in his confidence, communication, and classroom participation. The programme helped Ashik build the technical foundation needed to pursue higher education and become more career-ready in an increasingly digital environment.

V. YAMINI - RISING BEYOND CHALLENGES THROUGH EDUCATION

V. Yamini's journey reflects the transformative impact of inclusive education and sustained community support in enabling children from underserved backgrounds to pursue brighter futures. Living in a modest one-room rented home with her mother and elder sister, Yamini continues to pursue her education with determination despite financial hardships, while her mother works as the sole earning member of the family to support their daily needs and schooling. Through the structured learning environment, mentorship, emotional encouragement, and holistic support provided by Soham School, Yamini has demonstrated growing confidence, academic engagement, and resilience. Her story highlights how access to quality education and a nurturing ecosystem can empower children to overcome socio-economic barriers, build self-belief, and create pathways towards long-term personal and social development.



Employee Participation and Community Engagement

PDS actively encourages employee participation in social and sustainability-driven initiatives as part of its commitment to responsible corporate citizenship. Through volunteering efforts, donation campaigns, awareness programmes, and community

engagement activities, employees contribute towards creating shared social value while strengthening the Company's culture of empathy, collaboration, and responsibility.

These initiatives also support broader organisational

objectives related to stakeholder engagement, inclusive community development, and sustainable business practices.

SOHAM FOR ALL, BANGLADESH

Programme Snapshot

566

students supported through formal education programmes, expanding access to quality education.

318

girls enrolled across formal education programmes, promoting inclusive learning opportunities.

280+

parents engaged through awareness initiatives, strengthening family and community participation in education.

173

students provided with digital learning exposure, improving digital literacy and future-readiness.

79

participants successfully completed vocational programmes, building job-ready skills for sustainable livelihoods.

248

youth and women enrolled in vocational programmes, enhancing employability and livelihood opportunities.



NURTURING HOLISTIC LEARNING AND STUDENT DEVELOPMENT

The formal education programme continued to create value by combining foundational learning with opportunities that supported creativity, confidence, communication and social development among students.

Throughout the year, students actively participated in science fairs, literacy programmes, cultural events, sports activities, scouting exposure and health awareness campaigns that encouraged experiential learning and active classroom

engagement. These interventions strengthened analytical thinking, teamwork and participation while creating a more engaging and inclusive learning environment.

The programme also reinforced student well-being through structured co-curricular activities and community participation initiatives that promoted discipline, leadership and emotional development. A notable outcome during the year was the increasing

use of English during student presentations at the Annual GEN Competition, reflecting growing communication confidence and learner progression.

Alongside student development, the initiative strengthened relationships with parents and guardians through awareness sessions focussed on literacy, health, gender equality and child protection, helping reinforce education as a shared community responsibility.

Key Engagement Highlights

130

students participated in the Annual GEN Competition, strengthening communication and presentation skills

124

students participated in annual sports activities promoting teamwork, discipline and physical well-being

141

students benefited from health check-up programmes conducted during the year

Awareness programmes on literacy, health and gender equality engaged over 282 parents and community members

Cultural, science and literacy initiatives encouraged experiential and activity-based learning across classrooms



IMPACT STORY

ADVANCING GIRLS' EDUCATION THROUGH INCLUSIVE LEARNING ENVIRONMENTS



Girls represented a significant proportion of overall enrolment across the programme, reflecting Soham for All's continued focus on inclusive and equitable access to education.

Through classroom learning, co-curricular participation, cultural engagement and leadership opportunities, the programme created a supportive environment where girls were encouraged to actively participate, build confidence and strengthen academic engagement.

Parent awareness sessions on gender equality and child protection further supported the creation of a more enabling ecosystem for continued education and long-term empowerment of girls within the community. By combining academic support with emotional encouragement and community engagement, the initiative continued to strengthen pathways for young girls to pursue education with confidence and aspiration.

Strengthening Employability Through Vocational and Digital Skills

The vocational education programme continued to strengthen livelihood-readiness by equipping learners with practical, employability-focussed skills designed to support economic participation and self-reliance.

The programme delivered structured training across computer applications and industrial sewing, while also providing learners with exposure to typing, spreadsheets, presentations, databases, networking basics and practical garment-related skills. In addition, sanitary napkin-making training supported household-level skill-building and awareness.

The initiative created opportunities for both school-going learners and college/university students, widening access to digital literacy and vocational capability development across different age groups. Graduation and recognition events conducted during the year also helped reinforce learner confidence, motivation and programme credibility.

Vocational Training Outcomes FY 2025-26

128

Computer training enrolment

120

Industrial sewing enrolment

248

Total vocational enrolment

173

School students receiving computer skills training

79

Programme graduates/completers

IMPACT STORY

ADVANCING DIGITAL INCLUSION AND FUTURE-READY SKILLS



Digital literacy continued to emerge as a critical enabler of future employability and economic inclusion within underserved communities. Through Soham for All's computer training initiatives, learners gained practical exposure to workplace-relevant digital applications, helping strengthen their confidence and readiness for future opportunities.

Participants were trained in typing, presentations, spreadsheets, document preparation, databases

and email applications, enabling them to build foundational digital capabilities increasingly required in modern educational and professional environments.

The programme particularly benefited college and university students seeking employability-focused skills while also introducing younger learners to digital tools at an early stage, helping bridge gaps in technology access and future-readiness.

STRENGTHENING COMMUNITIES THROUGH AWARENESS AND PARTICIPATION

Soham for All continued to strengthen community participation and household awareness through sustained engagement initiatives conducted with parents, guardians and local communities throughout the year.

Awareness sessions focussed on literacy promotion, health and hygiene, hepatitis awareness, child protection, gender equality and early marriage prevention. These programmes helped strengthen communication between families and educators while encouraging greater awareness regarding the importance of education, health and social well-being.

By integrating parent engagement into the broader programme structure, Soham for All continued to reinforce community ownership and create a more supportive ecosystem for long-term student development and educational continuity.



Soham for Kids, India

ADVANCING INCLUSIVE EDUCATION AND HOLISTIC CHILD DEVELOPMENT

Soham for Kids continued its mission of providing inclusive, high-quality and holistic education to children from underserved communities in Hyderabad during FY 2025-26. Through a student-centric learning approach, the programme integrated academics with experiential learning, physical wellness, cultural awareness, environmental responsibility and emotional development, creating a nurturing ecosystem for long-term student growth.

Across the academic year, students participated in structured educational activities, assessments, sports programmes, cultural celebrations, educational tours and community engagement initiatives designed to strengthen confidence, creativity, discipline, leadership and social awareness. The programme continued to reflect Soham School's commitment to equitable learning opportunities and holistic child development while fostering dignity, aspiration and hope among children and their families.

Programme Snapshot

211

students supported through education programmes, expanding access to quality learning opportunities.

100%

SSC pass rate achieved, reflecting strong academic outcomes.

9

students achieved First Division, recognising high academic performance.

200+

students participated in experiential and co-curricular learning programmes, enhancing life skills and all-round development.

123

girls enrolled across education programmes, promoting inclusive and equitable education.

11

students secured Distinction in SSC examinations, demonstrating academic excellence.

211

students benefited from health and wellness initiatives, supporting holistic development.

CREATING HOLISTIC AND EXPERIENTIAL LEARNING ENVIRONMENTS

Soham School continued to strengthen experiential and activity-based learning methodologies to make education more engaging, interactive and student-focussed. Throughout the year, students participated in science-based projects, geography exercises, rainwater-harvesting demonstrations, Innovation Day presentations and creative classroom activities designed to improve conceptual understanding and analytical thinking.

The programme promoted communication, collaboration and confidence-building by encouraging active participation in classroom and co-curricular activities. Innovation Day further enabled students to present creative models and practical ideas, strengthening scientific curiosity, problem-solving abilities and self-expression.

The school also maintained a strong focus on academic preparedness through structured revision sessions, writing practice and assessments, including Summative Assessment-2, Assignment Test-1, Formative Assessment-1 and FA-4 examinations. These initiatives helped identify learning gaps, strengthen academic consistency and support continuous student improvement.

Key Student Engagement Highlights

Innovation Day initiatives promoted creativity, scientific curiosity and practical learning

International Yoga Day celebrations encouraged physical wellness and mindfulness among students

Summer camps included computer training, art and craft, storytelling, dance and recreational learning activities

Republic Day and cultural programmes strengthened civic awareness, confidence and social participation

Educational visits to Shilparamam provided experiential exposure to Indian arts, crafts and cultural heritage

SUPPORTING STUDENT WELL-BEING BEYOND ACADEMICS

Soham School continued to prioritise holistic child development by integrating physical wellness, emotional support and recreational learning into the educational experience. Through initiatives such as Sports Day, yoga sessions, indoor and outdoor games, Zumba activities and creative workshops, students were encouraged to develop teamwork, resilience, discipline and emotional well-being.

The institution also ensured access to nutritious meals, educational materials, healthcare support and safe learning spaces, helping create a nurturing and supportive environment for children from underserved communities. Parent-teacher engagement programmes further strengthened communication between families and educators, reinforcing a collaborative support system for students both within and outside the classroom.



IMPACT STORY

BUILDING CONFIDENCE THROUGH EXPERIENTIAL EDUCATION



Soham School's experiential learning approach continued to play a transformative role in strengthening student confidence, participation and communication skills. Through classroom activities, competitions, cultural programmes and collaborative learning exercises, students were encouraged to actively engage in the learning process and build self-belief beyond traditional academics.

Activities such as debates, presentations, storytelling sessions, sports participation and Innovation Day projects created opportunities for children to improve communication, teamwork and creative thinking while developing confidence in expressing their ideas.

The programme also helped students strengthen discipline, resilience and social interaction skills, contributing towards more holistic personal development and long-term educational engagement.

IMPACT STORY

ADVANCING EDUCATIONAL ACCESS FOR CHILDREN FROM UNDERSERVED COMMUNITIES



Throughout the year, Soham School continued to support children facing socio-economic challenges by providing access to structured learning, emotional support and a stable educational environment.

Student journeys such as those of Yamini, Bilal Ahmed and Mohammed Abu Talib reflected the transformative impact of sustained educational support and mentorship. Despite financial limitations within their families, these students demonstrated resilience, discipline and strong commitment towards learning.

Through continuous guidance, classroom engagement and a nurturing school environment, students were able to strengthen academic participation, improve confidence and build aspirations for the future. These stories highlighted the broader role of education in supporting social mobility, empowerment and long-term community development.

Driving Academic Achievement and Long-Term Learning Outcomes

The academic year reflected strong student performance and continued learning progress across multiple grade levels. Soham School achieved a 100% SSC pass percentage, demonstrating the effectiveness of its structured academic support system and student-focussed learning environment.

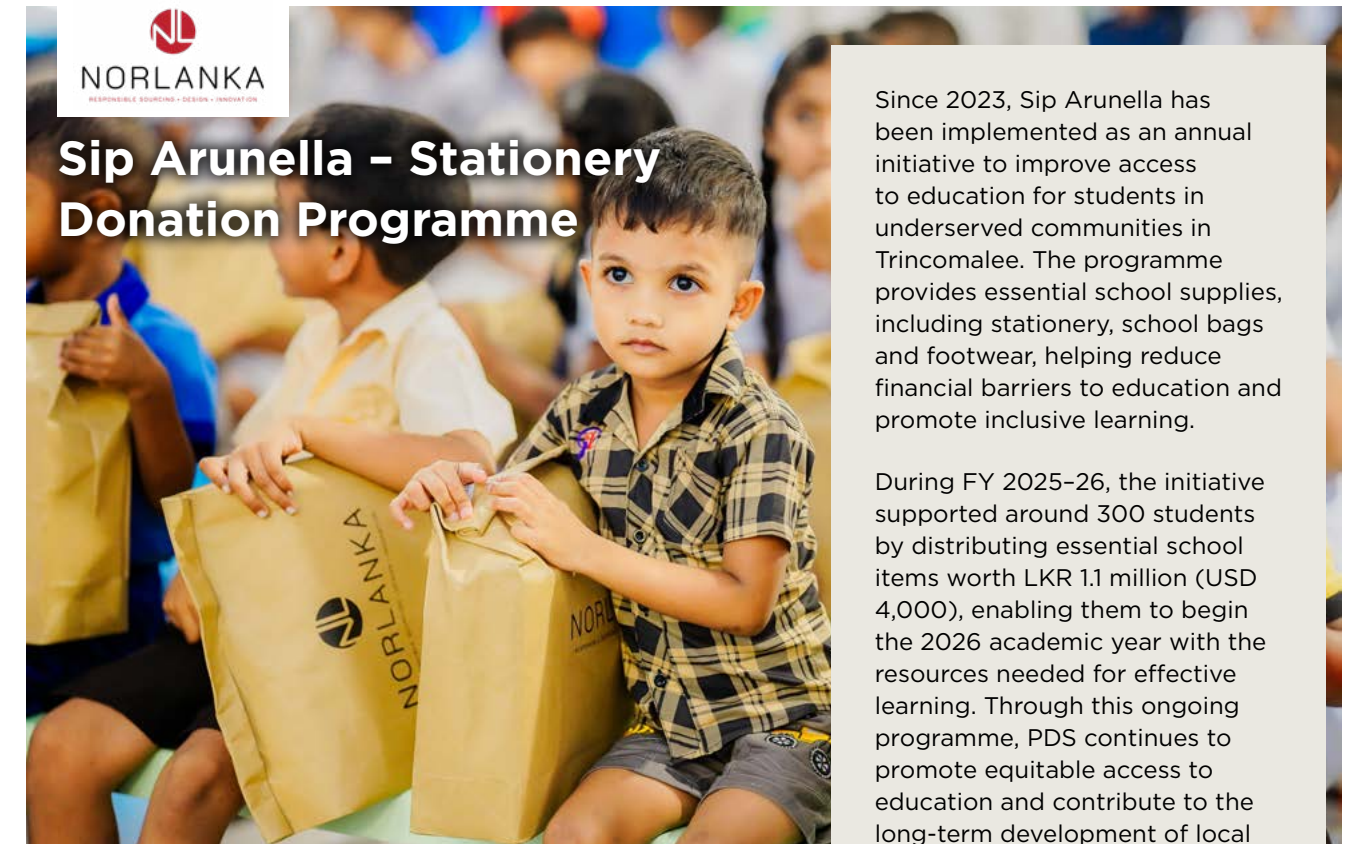
The results reflected the collective efforts of students, teachers, school leadership and families in maintaining academic consistency and encouraging long-term educational progression.

100% SSC pass rate achieved, with 11 Distinctions and 9 First Divisions among 23 students appearing for the examinations

Strengthening Environmental Awareness and Civic Responsibility

Environmental awareness and civic education continued to form an integral part of Soham School's holistic learning approach during the year. Through Green Day celebrations, plantation drives, poster-making activities, nature walks and environmental awareness sessions, students were encouraged to understand concepts such as water conservation, waste reduction and responsible environmental behaviour from an early age.

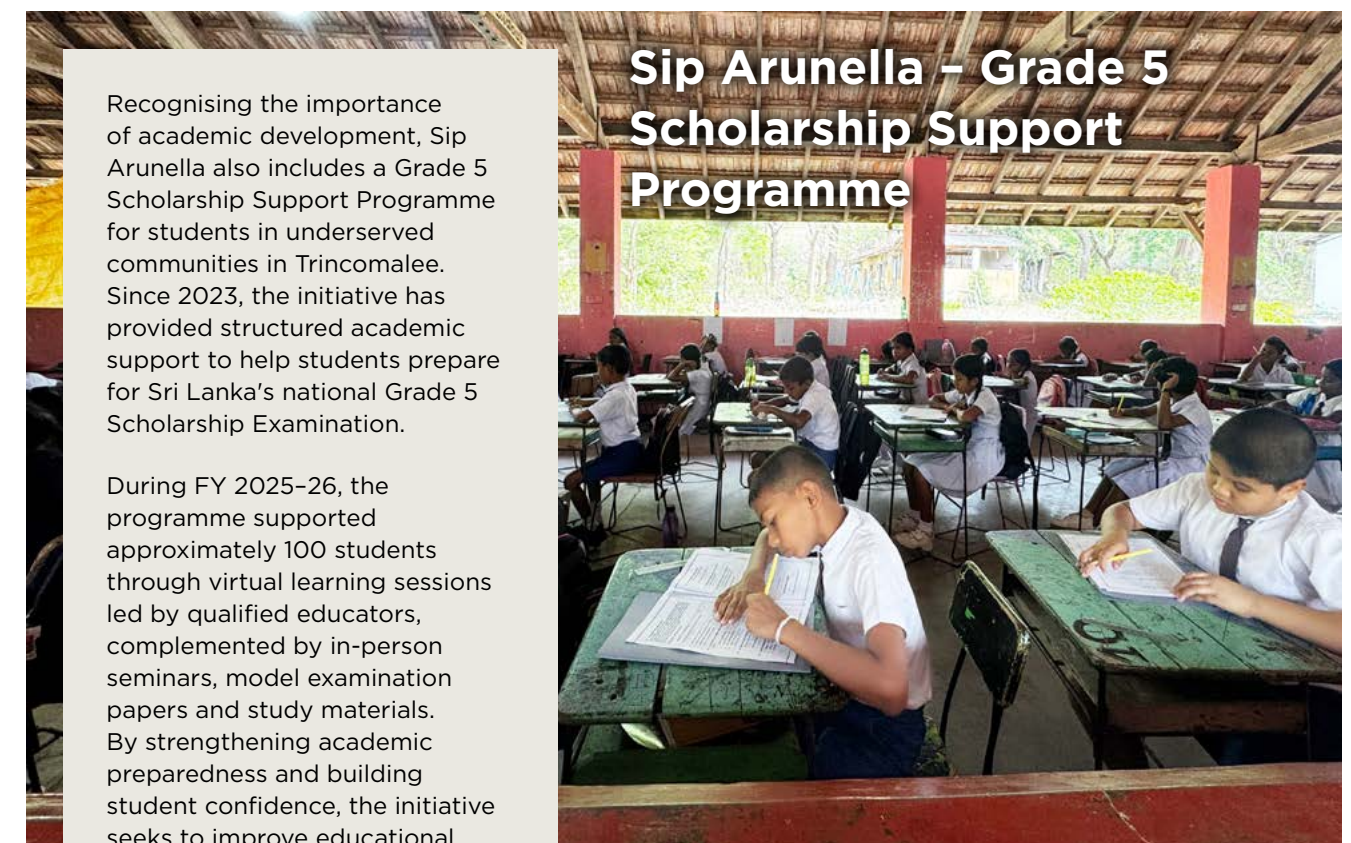
In parallel, Republic Day celebrations and civic engagement activities helped students develop awareness regarding constitutional values, equality, national responsibility and social participation. These initiatives contributed towards nurturing environmentally conscious and socially responsible future citizens.



Sip Arunella – Stationery Donation Programme

Since 2023, Sip Arunella has been implemented as an annual initiative to improve access to education for students in underserved communities in Trincomalee. The programme provides essential school supplies, including stationery, school bags and footwear, helping reduce financial barriers to education and promote inclusive learning.

During FY 2025–26, the initiative supported around 300 students by distributing essential school items worth LKR 1.1 million (USD 4,000), enabling them to begin the 2026 academic year with the resources needed for effective learning. Through this ongoing programme, PDS continues to promote equitable access to education and contribute to the long-term development of local communities.



Sip Arunella – Grade 5 Scholarship Support Programme

Recognising the importance of academic development, Sip Arunella also includes a Grade 5 Scholarship Support Programme for students in underserved communities in Trincomalee. Since 2023, the initiative has provided structured academic support to help students prepare for Sri Lanka's national Grade 5 Scholarship Examination.

During FY 2025–26, the programme supported approximately 100 students through virtual learning sessions led by qualified educators, complemented by in-person seminars, model examination papers and study materials. By strengthening academic preparedness and building student confidence, the initiative seeks to improve educational outcomes and expand future learning opportunities.

GRI Content Index

Statement of use	PDS has reported the information cited in this GRI content index for the period 1st April 2025 to 31st March 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	PAGE
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Company	14-17
	2-2 Entities included in the organization's sustainability reporting	Our Business Verticals	20
	2-3 Reporting period, frequency and contact point	About the Report	06-Jul
	2-4 Restatements of information	About the Report	06-Jul
	2-6 Activities, value chain and other business relationships	Our Business Verticals	20
	2-7 Employees	Social Responsibility	98 - 99
	2-8 Workers who are not employees	Social Responsibility	98 - 99
	2-9 Governance structure and composition	Governance : Meet The Board	64
	2-10 Nomination and selection of the highest governance body	Governance : Board Performance Evaluation	70
	2-11 Chair of the highest governance body	Governance : Meet The Board	67,69
		Governance : ESG Leadership Team	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance : Board Committee Composition And Oversight	68-69
	2-13 Delegation of responsibility for managing impacts	Governance : Board Committee Composition And Oversight	68-69
	2-14 Role of the highest governance body in sustainability reporting	Governance : Board Committee Composition And Oversight	68-69
	2-16 Communication of critical concerns	Governance : Ethics & Integrity	74
	2-17 Collective knowledge of the highest governance body	Governance : ESG Leadership Team	69
	2-18 Evaluation of the performance of the highest governance body	Governance : Board Performance Evaluation	70
	2-19 Remuneration policies	Governance : Board Performance Evaluation	70
	2-20 Process to determine remuneration	Governance : Board Performance Evaluation	70
	2-22 Statement on sustainable development strategy	Leadership Messages	8-13, 48-51
		Leadership Messages - ESG	

GRI STANDARD	DISCLOSURE	LOCATION	PAGE
	2-23 Policy commitments	Governance : Ethics & Integrity	72-74
	2-24 Embedding policy commitments	Governance : Ethics & Integrity	72-74
	2-25 Processes to remediate negative impacts	Governance : Risk Management	71-72
	2-26 Mechanisms for seeking advice and raising concerns	Governance : Ethics & Integrity	74
	2-27 Compliance with laws and regulations	Governance : Ethics & Integrity	72
	2-28 Membership associations	Membership & associations	46
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	60
	2-30 Collective bargaining agreements	Social Responsibility : Human Rights	109
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	62
	3-2 List of material topics	Materiality Assessment	63
	3-3 Management of material topics	Materiality Assessment	63
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	Environment : Biodiversity	94-95
	101-5 Locations with biodiversity impacts	Environment : Biodiversity	94-95
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	About the Company : Economic Highlights	15
	201-2 Financial implications and other risks and opportunities due to climate change	Governance : Risk Management	71-72
	201-3 Defined benefit plan obligations and other retirement plans	Social Responsibility : Diversity, Equity And Inclusion	100
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Social Responsibility : Community Development & Social Impact	118
	203-2 Significant indirect economic impacts	Social Responsibility : Community Development & Social Impact	118
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Social Responsibility : Supply Chain Management	113
	205-3 Confirmed incidents of corruption and actions taken	Our Business Verticals	21-35
GRI 207: Tax 2019	207-1 Approach to tax	Governance : Tax Governance	75
	207-2 Tax governance, control, and risk management	Governance : Tax Governance	74
	207-3 Stakeholder engagement and management of concerns related to tax	Governance : Tax Governance	75

GRI STANDARD	DISCLOSURE	LOCATION	PAGE
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Environment : Materials Management	92
	301-2 Recycled input materials used	Environment : Circularity & Responsible Materials	91
	301-3 Reclaimed products and their packaging materials	Environment : Product Stewardship	93
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environment : Energy Management	82-83
	302-3 Energy intensity	Environment : Energy Management	82-83
	302-4 Reduction of energy consumption	Environment : Energy Management	84
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environment : Water Management	87
	303-2 Management of water discharge-related impacts	Environment : Water Management	88
	303-3 Water withdrawal	Environment : Water Management	87
	303-4 Water discharge	Environment : Water Management	87
	303-5 Water consumption	Environment : Water Management	87
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environment : Emission Management	84
	305-2 Energy indirect (Scope 2) GHG emissions	Environment : Emission Management	84
	305-3 Other indirect (Scope 3) GHG emissions	Environment : Emission Management	85
	305-4 GHG emissions intensity	Environment : Emission Management	85
	305-5 Reduction of GHG emissions	Environment : Emission Management	84
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Environment : Air Quality Management	86
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment : Waste Management	89
	306-2 Management of significant waste-related impacts	Environment : Waste Management	89
	306-3 Waste generated	Environment : Waste Management	89
	306-4 Waste diverted from disposal	Environment : Waste Management	89
	306-5 Waste directed to disposal	Environment : Waste Management	89
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Social Responsibility : Supply Chain Management	113

GRI STANDARD	DISCLOSURE	LOCATION	PAGE
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Responsibility : Our Workforce	99
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Responsibility : Diversity, Equity And Inclusion	99
	401-3 Parental leave	Social Responsibility : Diversity, Equity And Inclusion	100
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Social Responsibility : Occupational health and safety	106
	403-2 Hazard identification, risk assessment, and incident investigation	Social Responsibility : Occupational health and safety	106
	403-3 Occupational health services	Social Responsibility : Occupational health and safety	106
	403-4 Worker participation, consultation, and communication on occupational health and safety	Social Responsibility : Employee Engagement Initiatives	101
	403-5 Worker training on occupational health and safety	Social Responsibility : Learning & Development	102-103
	403-8 Workers covered by an occupational health and safety management system	Social Responsibility : Occupational health and safety	106
	403-9 Work-related injuries	Social Responsibility : Occupational health and safety	107
	403-10 Work-related ill health	Social Responsibility : Occupational health and safety	107
	404-1 Average hours of training per year per employee	Social Responsibility : Learning & Development	103
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Responsibility : Learning & Development	104
GRI 404: Training and Education 2016			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance : Board Composition Snapshot	68
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Governance : Ethics & Integrity	73
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social Responsibility : Human Rights	109
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Social Responsibility : Human Rights	109
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social Responsibility : Human Rights	110

GRI STANDARD	DISCLOSURE	LOCATION	PAGE
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Social Responsibility : Human Rights	109-110
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Responsibility : Advancing Inclusive Community Development	120
	413-2 Operations with significant actual and potential negative impacts on local communities	Social Responsibility : Advancing Inclusive Community Development	120
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Our Business Verticals	21-35
	414-2 Negative social impacts in the supply chain and actions taken	Social Responsibility : Supply Chain Management	114
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Social Responsibility : Supply Chain Management	113-114
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Social Responsibility : Customer Relationship Management	117
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Social Responsibility : Customer Relationship Management	117
	417-2 Incidents of non-compliance concerning product and service information and labeling	Social Responsibility : Customer Relationship Management	116
	417-3 Incidents of non-compliance concerning marketing communications	Social Responsibility : Customer Relationship Management	116
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Social Responsibility: Customer Relationship Management	117

