

Workforce Empowerment

Thriving Together

Our employees are one of the key drivers of our success. In line with our vision of ‘Reaching people, Touching Lives’ globally as a leading provider of valued medicines’, we are committed to fostering and empowering the potential of our diverse and dynamic workforce⁶⁵.

Our employees contribute valuable expertise to the company’s growing intellectual capital, leveraging their varied educational background and experience. With a skilled team of over 51,000 employees, we are united by a common mission to build a healthier future for all.

51,000+
Global workforce
in FY24



Material Topics

- Human Capital Development
- Diversity, Equity, and Inclusivity
- Occupational Health and Safety

UN SDG Alignment



UN SDG Targets

5.1

End all forms of discrimination against women everywhere.

5.5

Ensure full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

8.5

Achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.

⁶⁵GRI 3-3



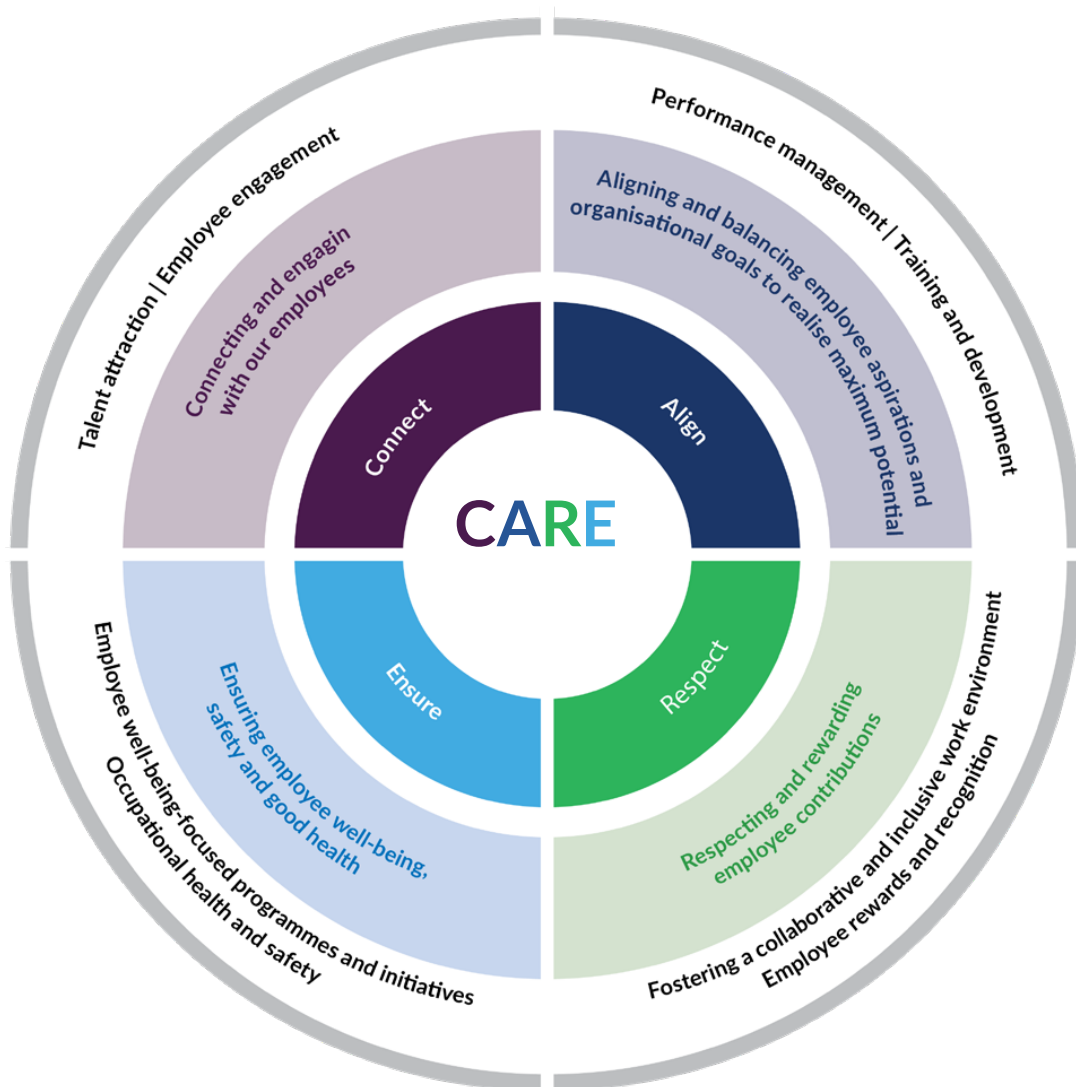
Building Empowered Teams

The CARE Philosophy

Our workforce embodies the core values of **Humility, Integrity, Passion, and Innovation**, essential for achieving operational success and making a positive impact on the lives of the patients we serve. We recognise that our success stems from the contributions of empowered individuals, and we

are dedicated to encouraging our employees to realise their full potential. The diversity and unity of our workforce are essential to achieving operational excellence. We are committed to fostering a sense of pride and ownership in their work while supporting their growth.

Our progressive human resource management strategy is implemented through consistent investments and collaborations, designed to meet evolving workforce expectations. We have strengthened our approach by aligning with four core principles - **Connect, Align, Respect, and Ensure (C.A.R.E)**.



At Sun Pharma, we are proud to be recognised as a Great Place To Work® across 25 countries including India and various emerging markets, reflecting our steadfast commitment to cultivating an exceptional workplace environment. This certification underscores our dedication to fostering a culture of trust, collaboration, and genuine care, making our organisation a preferred

destination for building meaningful and rewarding careers.

In an evolving world, continuous learning and development are key to ensuring that employees keep up with change. We provide employees with ample opportunities to develop new skills, enhance knowledge and stimulate imagination to work passionately. We encourage teams

to exceed expectations through well-integrated growth strategies. We bring together talent from diverse backgrounds, which reflects in our international work and the communities we serve. We aim to empower our global talent of over 51,000 individuals, rooted in our strong value system which supports our workforce management and development approach.

Workforce Empowerment



The table below provides details on our workforce by gender, age, and region for FY24⁶⁶.

Total Global Consolidated Workforce – FY24

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Employees					
Top Management	0	65	156	186	35
Senior Management	6	618	534	906	252
Middle Management	67	2,334	627	2,307	721
Junior Management	264	3,630	712	3,551	1,055
Non-Management*	2,882	4,824	921	6,098	2,529
Executives on Contract	9,333	7,201	870	15,675	1,729
Trainees	1,392	168	11	950	621
Total Employees	13,944	18,840	3,831	29,673	6,942
Workers					
Permanent Associates	1,554	4,203	1,304	6,288	773
Casual Labour	1	123	2	75	51
Contractual Labour	7,669	208	73	6,351	1,599
Total Workers	9,224	4,534	1,379	12,714	2,423

*This includes all employees in non-management roles and field employees.

⁶⁶GRI 2-7, 2-8 and 405-1



Total Workforce - India - FY24

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Employees					
Top Management	0	44	90	121	13
Senior Management	0	383	231	556	58
Middle Management	50	1,745	282	1,790	287
Junior Management	148	2,845	350	2,954	389
Non-Management*	2,270	3,137	86	4,595	898
Field Employees	8,917	5,307	304	14,151	377
Executives on Contract	1,345	60	0	847	558
Total Employees	12,730	13,521	1,343	25,014	2,580
Workers					
Permanent Associates	1,504	3,638	935	5,835	242
Casual Labour	0	0	0	0	0
Contractual Labour	7,557	0	0	6,093	1,464
Total Workers	9,061	3,638	935	11,928	1,706

Total Workforce - Global (Excluding India) - FY24

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Employees					
Top Management	0	21	66	65	22
Senior Management	6	235	303	350	194
Middle Management	17	589	345	517	434
Junior Management	116	785	362	597	666
Non-Management*	612	1,687	835	1,503	1,631
Field Employees	416	1,894	566	1,524	1,352
Executives on Contract	47	108	11	103	63
Total Employees	1,214	5,319	2,488	4,659	4,362
Workers					
Permanent Associates	50	565	369	453	531
Casual Labour	1	123	2	75	51
Contractual Labour	112	208	73	258	135
Total Workers	163	896	444	786	717

*This includes all employees in non-management roles and field employees.