

Business Responsibility and Sustainability Report

DIRECTOR'S MESSAGE

Dear Stakeholders,

It gives me immense pleasure to present Emcure Pharmaceuticals Limited's Business Responsibility and Sustainability Report (BRSR) for FY 2025-26. This report reflects our continued commitment towards responsible business practices, sustainable growth, ethical governance, and creating long-term value for all our stakeholders.

At Emcure, our purpose is driven by the belief of making quality healthcare accessible to patients across the globe. Over the years, we have built a strong presence across diverse therapeutic segments through our focus on innovation, research excellence, operational efficiency, and patient-centric solutions. Our commitment extends beyond business performance to creating a positive impact on society and the environment.

Sustainability remains an integral part of our business strategy. We continuously strive to strengthen our environmental stewardship by improving resource efficiency, reducing emissions, optimising energy consumption, promoting responsible waste management, and enhancing water conservation practices across our operations. We remain committed to identifying and managing climate-related risks and opportunities while supporting a more sustainable future.

Our people continue to be our greatest strength. We are focused on fostering a safe, diverse, equitable, and inclusive workplace that encourages collaboration, innovation, continuous learning, and professional growth. Through employee engagement initiatives, capability-building programs, and a strong culture of respect and integrity, we aim to create an environment where every individual can thrive and contribute meaningfully to organisational success.

As a responsible corporate citizen, we actively contribute towards community development through initiatives focused on healthcare access, education, environmental sustainability, skill development, and social well-being. Through our CSR programs, we seek to create a lasting positive impact and contribute to inclusive and equitable growth.

We continue to strengthen our governance framework through transparency, accountability, ethical conduct, and robust risk management practices. Our focus on data privacy, cybersecurity, regulatory compliance, and responsible business conduct enables us to maintain stakeholder trust and build long-term resilience.

As we move forward, we remain committed to integrating sustainability principles across our value chain and business operations. We believe that responsible growth, innovation, and stakeholder collaboration will continue to drive our success while creating sustainable value for patients, employees, communities, investors, and society at large.

I would like to express my sincere gratitude to our employees, customers, healthcare professionals, business partners, shareholders, and all stakeholders for their continued trust and support in our journey.

Together, we will continue to advance healthcare solutions while building a more sustainable and responsible future.

Regards,

Sunil Mehta

Whole-time Director

Emcure Pharmaceuticals Limited



Annexure II

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Corporate Identity Number (CIN) of the Listed Entity	L24231PN1981PLC024251
Name of the Listed Entity	Emcure Pharmaceuticals Limited
Year of Incorporation	1981
Registered Office Address	Plot No. P-1 & P-2, IT-BT Park, Phase-II, M.I.D.C., Hinjawadi, Pune – 411057, Maharashtra, India
Corporate Address	Plot No. P-1 & P-2, IT-BT Park, Phase-II, M.I.D.C., Hinjawadi, Pune – 411057, Maharashtra, India
E-mail	investors@emcure.com
Telephone	+91 20 3507 0033 and +91 20 3507 0000
Website	https://www.emcure.com/
Financial Year for which reporting is being done	01 April 2025, to 31 March 2026
Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
Paid-up Capital	INR 1,895,895,470/-
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Amruta Yangalwar Company Secretary and Compliance Officer investors@emcure.com +91 20 3507 0033 and +91 20 3507 0000
Reporting Boundary- Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone
Name of Assurance Provider	TÜV Rheinland India Pvt Ltd
Type of Assurance Obtained	Reasonable level of Assurance for the BRSR core indicators and Limited Level of Assurance- BRSR Disclosures

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture of pharmaceuticals, medicinal chemical and botanical products	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service*	NIC Code	% of total Turnover contributed
1.	Oral Solids	21002	57%
2.	Injectables	21002	30%
3.	Liquids	21002	5%

*On consolidated basis

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	9	- Registered & Corporate Office-1 - Regional Offices- 4 - C&F locations-22 - Warehouses- 3	39
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	80+

b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports to the total turnover of the Company during FY 2025-26 was 50.26%.

c. A brief on types of customers:

The Company sells its products to patients and end consumers through distributors and retailers, supplies to institutional buyers such as government bodies, and exports to international markets through its subsidiaries and other distributors.

I. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	6,548	5,977	91%	571	9%
2.	Other than Permanent (E)	119	101	85%	18	15%
3.	Total employees (D + E)	6,667	6,078	91%	589	9%
WORKERS						
4.	Permanent (F)	366	359	98%	7	2%
5.	Other than Permanent (G)	2,564	2,401	94%	163	6%
6.	Total workers (F + G)	2,930	2,760	94%	170	6%
Trainees						
7.	Apprentices + Earn & Learn	406	307	76%	99	24%
8.	Total Head Count	10,003	9,145	91%	858	9%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	2	2	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	9	9	100%	0	0%
6.	Total differently abled workers (F + G)	9	9	100%	0	0%

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	Number and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel*	2	1	50%

*Note: Key Management Personnel excludes Board of Directors of the Company



22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	33%	34%	33%	37%	30%	36%	33%	31%	33%
Permanent Workers	4%	0	4%	4%	0%	3%	6%	13%	6%

Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / Subsidiary /associate companies / joint ventures(A)	Indicate whether holding/subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Gennova Biopharmaceuticals Limited	Subsidiary	87.95	Yes
2	Zuventus Healthcare Limited	Wholly-owned Subsidiary	100	Yes
3	Emcutix Biopharmaceuticals Limited	Wholly-owned Subsidiary	100	Yes
4.	Emcure Wellness Private limited	Wholly owned Subsidiary	100	Yes
5	Emcure Lifesciences Private Limited	Wholly-owned Subsidiary	100	Yes
6	Emcure Nigeria Limited	Wholly-owned Subsidiary	100	Yes
7	Emcure Pharmaceuticals Mena FZ-LLC	Wholly-owned Subsidiary	100	Yes
8	Emcure Pharmaceuticals South Africa (Pty) Limited	Wholly-owned Subsidiary	100	Yes
9	Emcure Brazil Farmaceutica Ltda.	Wholly-owned Subsidiary	100	Yes
10	Emcure Pharma Philippines Inc.	Wholly-owned Subsidiary	100	Yes
11	Emcure Pharma UK Ltd	Wholly-owned Subsidiary	100	Yes
12	Emcure Pharma Peru S.A.C	Wholly-owned Subsidiary	100	Yes
13	Emcure Pharma Mexico S.A. DE C.V.	Wholly-owned Subsidiary	100	Yes
14	Marcan Pharmaceuticals Inc.	Wholly-owned Subsidiary	100	Yes
15	Emcure Pharmaceuticals Pty Ltd	Wholly-owned Subsidiary	100	Yes
16	Emcure Pharma Chile SpA	Wholly-owned Subsidiary	100	Yes
17	Lazor Pharmaceuticals Ltd.	Wholly-owned Subsidiary	100	Yes
18	Emcure Pharmaceuticals Dominicana, S.A.S	Wholly-owned Subsidiary	100	Yes
19	Tillomed Pharma GmbH	Step-down Subsidiary	100	Yes
20	Tillomed Laboratories Ltd	Step-down Subsidiary	100	Yes
21	Laboratorios Tillomed Spain SLU	Step-down Subsidiary	100	Yes
22	Tillomed Italia SRL	Step-down Subsidiary	100	Yes
23	Tillomed France SAS	Step-down Subsidiary	100	Yes
24	Tillomed Malta Ltd.	Step-down Subsidiary	100	Yes
25	Mantra Pharma Inc.	Step-down Subsidiary	100	Yes
26	Torrent Urja 37 Private Limited	Associate*	28.03	No
27	Sunsure Solarpark Twelve Private Limited	Associate*	36.82	No

*Note: Associate as per Companies Act, 2013

Corporate Social Responsibility (CSR) Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
Turnover (INR)	52,431,866,818
Net Worth (INR)	37,105,949,105

Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No). * (If yes, then provide web-link for grievance redress policy)	FY 2025-26		FY 2024-25		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes, Community complaints and grievances are reported through emails	0	0	0	0	-
** Investors & Shareholders	Yes, Investors/Shareholders' complaints and grievances are reported through emails, on the scores portal at https://scores.sebi.gov.in/ or to the Registrar and Transfer Agent of the Company.	1	0	521	0	-
Employees and workers	Yes, Complaints and concerns is recorded through various channels, including an email address, web portal and via written communication.	0	0	0	0	-
Customers	Yes, customer complaints and grievances can be reported through emails	111	1	104	0	-
Value Chain Partners	Yes, value chain partners can file complaints via email	0	0	0	0	-
Others (Anonymous)		0	0	0	0	-

* Note: Grievance redressal mechanism is in place; it is communicated through various channels, which are mentioned in the above table.

** Note: Investors & shareholders are the same for this company

Grievance redressal email ID: corporate@emcure.com

26. Overview of the entity's material responsible business conduct issues

Significant Environmental, Social, and Governance (ESG) issues that have the potential to influence the organisation's operations, performance, and long-term value creation through associated risks and opportunities, together with the basis for their materiality assessment, the measures taken to manage or mitigate the risks, and the related financial implications.

S. No.	Material identified issue	Indicate whether risk or Opportunity (R/O)	Rationale for identifying the risk/opportunity	If Risk: How do you plan to mitigate?	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management and Green House Gas (GHG) emission	Risk & Opportunity	Risk: High energy use and GHG emissions may increase climate, regulatory, and operational risks. Opportunity: Adoption of low-carbon technologies can improve efficiency and reduce emissions.	1. Focus on renewable energy, biomass usage, energy efficiency, low-carbon technologies, and operational improvements. 2. Energy conservation initiatives and transition towards cleaner energy sources.	Negative – Higher compliance costs, climate risks, and operational disruptions may impact profitability. Positive – Improved efficiency, cost savings, and long-term sustainability benefits.
2	Water Management	Risk & Opportunity	Risk: Water scarcity, contamination, or poor environmental management may affect operations and compliance. Opportunity: Effective water management through water conservation, recycling, and rainwater harvesting can reduce operational costs, enhance resource efficiency, and strengthen business resilience against water-related disruptions.	1. Implementation of ZLD, water recycling, ETP upgrades, waste management, and conservation initiatives. 2. Water reuse, recycling, monitoring, and resource optimization initiatives.	Negative – Regulatory penalties, operational disruptions, and reputational risks. Positive – Improved operational efficiency, compliance, and stakeholder trust.



S. No.	Material identified issue	Indicate whether risk or Opportunity (R/O)	Rationale for identifying the risk/opportunity	If Risk: How do you plan to mitigate?	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Waste Management	Risk & Opportunity	Risk: Improper waste disposal may cause pollution and non-compliance. Opportunity: Adopting circular economy practices and maximising waste recycling can create cost savings, improve resource utilisation, and generate value from recoverable materials. This can enhance environmental performance while supporting long-term business sustainability and competitiveness.	1. Waste segregation, recycling, and disposal through authorised vendors. 2. Recycling and responsible waste disposal practices.	Negative – Penalties, pollution, and reputational impact. Positive – Cost optimisation and improved sustainability performance.
4	Environment, Health and Safety	Risk & Opportunity	Risk: Inadequate EHS practices, including weak process safety, occupational health & safety, fire safety, hazardous waste handling, and emergency preparedness, may lead to workplace incidents, chemical releases, fire incidents, legal liabilities, and operational disruptions. Opportunity: Strong EHS practices, including occupational health & safety, process safety, fire safety, hazardous waste management, and emergency preparedness, enhance workforce safety, operational resilience, and regulatory compliance.	1. The Company undertakes routine and non-routine hazard identification and risk assessments, process safety reviews, emergency preparedness drills, incident and near-miss reporting, contractor safety monitoring, fire safety management, and corrective/preventive actions. Regular audits, occupational health initiatives, employee training, and continuous safety monitoring are also implemented to strengthen EHS performance. 2. Continuous improvement of EHS systems, emergency response capabilities, employee awareness programmes, and safety performance monitoring.	Negative – Workplace incidents, process safety events, fire incidents, regulatory non-compliance, and operational disruptions may increase costs and impact reputation and employee well-being. Positive – Improved employee confidence, productivity, compliance, operational resilience, and stakeholder trust.
5	Health education & disease prevention	Opportunity	Health awareness and disease prevention improve patient safety and public health outcomes.	We conduct patient awareness programmes and healthcare professional training initiatives to promote better healthcare outcomes, while also organising internal health awareness programmes and wellness initiatives for employees to encourage preventive healthcare, healthy lifestyles, and overall well-being.	Positive – Enhanced stakeholder trust and long-term social impact.
6	Access to Healthcare	Opportunity	Expanding access to affordable healthcare enhances patient outcomes, broadens market reach, and aligns with the Company's social responsibility commitments, thereby creating opportunities for sustainable growth and positive societal impact.	Expanding healthcare accessibility and affordability initiatives through patient awareness programmes, health education campaigns, and community outreach activities aimed at improving access to healthcare services and promoting informed healthcare decisions.	Positive – Improved market presence, stakeholder trust, and sustainable growth.

S. No.	Material identified issue	Indicate whether risk or Opportunity (R/O)	Rationale for identifying the risk/opportunity	If Risk: How do you plan to mitigate?	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Cyber Security and Data Privacy	Risk & Opportunity	Risk: Cybersecurity threats, data breaches, unauthorised access, and evolving digital risks may compromise the confidentiality, integrity, and availability of business information and critical IT systems, potentially impacting business operations, regulatory compliance, and stakeholder trust. Opportunity: Strengthening cybersecurity controls, data privacy practices, and digital governance frameworks enables the Company to safeguard information assets, enhance system resilience, support secure digital transformation, improve operational efficiency, and reinforce stakeholder confidence while ensuring business continuity and sustainable growth.	1. Regular vulnerability assessments, penetration testing, cybersecurity monitoring, access controls, employee awareness training, and timely system updates are implemented to prevent cyber threats, data breaches, and unauthorised access to critical information systems. 2. The Company continues to strengthen its cybersecurity and data privacy framework through advanced security technologies, digital governance practices, and secure digital transformation initiatives to enhance operational efficiency, business resilience, stakeholder trust, and long-term business performance.	Negative: Cybersecurity incidents, data breaches, unauthorised access, or failure to comply with data privacy regulations may result in operational disruptions, financial losses, regulatory penalties, reputational damage, and loss of stakeholder confidence. Positive: A robust cybersecurity and data privacy framework, supported by advanced security technologies, digital governance practices, and employee awareness, helps protect information assets, maintain data integrity, enhance operational efficiency, strengthen stakeholder trust, and support sustainable business growth.
8	Diversity, Equity and Inclusivity	Opportunity	Fostering and maintaining a diverse, equitable, and inclusive workplace enables the Company to attract and retain talented individuals, encourage innovation through diverse perspectives, enhance employee engagement, and strengthen overall organisational performance and sustainable growth.		Positive: A diverse, equitable, and inclusive workforce comprising individuals with varied backgrounds, genders, ages, experiences, and abilities fosters innovation, enhances employee engagement, strengthens collaboration, improves decision-making, and contributes to higher organisational effectiveness and sustainable growth.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines for Responsible Business Conduct Principles and Core Elements.

Disclosure Questions		P- 1	P- 2	P- 3	P- 4	P-5	P-6	P-7	P-8	P-9
Policy and management processes										
1	A. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	B. Has the policy been approved by the Board? (Yes/No)	The statutory policies are approved by the Board or Board Committees, as applicable. Other applicable policies are either approved by the Board or by the appropriate authority/ department.								
	C. Web Link of the Policies, if available	Code of Conduct (Principle 1, 2) Vigil Mechanism Policy (Principle 1,4 & 5) Environment, Health & Safety (EHS) Policy (Principle 3) Human Rights Policy (Principle 5) Corporate Social Responsibility Policy (Principle 6, 8) Note: Public Advocacy Policy (Principle 7) (Present in Intranet), Cyber Security Policy (Principle 9) (Present in Intranet)								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	No	No	No	No	No	No	No



Disclosure Questions		P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	• ISO 14001 (Environmental Management System) – Sanand Plant • ISO 45001 (Occupational Health & Safety Management System) – Sanand Plant • Good Manufacturing Practice (GMP) certifications, including WHO-GMP and EU-GMP, along with approvals from various national and international regulatory authorities • Compliance with Bureau of Indian Standards (BIS) and the National Building Code (NBC) of India • Adoption of National Fire Protection Association (NFPA) guidelines for fire and life safety management								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Emcure has defined a structured set of sustainability objectives to strengthen its Environmental, Social, and Governance (ESG) performance and proactively manage emerging risks while enhancing long-term stakeholder value. Environmental Stewardship 1) Carbon Neutrality: The Company continues its journey towards carbon neutrality through energy efficiency initiatives, increased adoption of renewable energy, and emissions reduction programs. During FY 2025–26, the Company achieved an approximately 8.5% reduction in Scope 2 GHG emissions compared to the previous year. 2) Energy Efficiency: Reducing energy intensity by optimising processes, adopting energy efficient technologies, and monitoring performance through defined KPIs. 3) Water Management: Enhancing water recycling and reuse practices, particularly in water stressed regions, to improve water stewardship and reduce freshwater withdrawal. Social Responsibility and Safety 4) Workplace safety: Maintaining zero fatalities across manufacturing plants and operational locations through a strong safety culture, robust EHS systems, and proactive risk management. Governance and Ethics 5) Compliance and Integrity: Upholding the highest standards of compliance and ethics through a robust corporate governance framework that emphasises transparency, accountability, regulatory adherence, and ethical conduct. Collectively, these initiatives position Emcure to strengthen resilience, manage ESG-related risks effectively, and enhance stakeholder confidence amid increasing market volatility, regulatory scrutiny, and investor focus on sustainable business practices.								
6	Performance of the entity against the specific commitments, goals and targets, along with reasons in case the same are not met.	The Company regularly reviews its sustainability initiatives to ensure alignment with its strategic objectives and core values. Continuous progress in areas such as renewable energy, water management, and social responsibility reflects its commitment to long-term sustainable growth and stakeholder value creation.								
Governance, leadership and oversight										
7	Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Director’s Message at the beginning of this Business Responsibility and Sustainability Report.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (is).	Name: Mr Sunil Mehta Designation: Whole-time Director DIN: 00118469								
9	Does the entity have a specified committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Mr Sunil Mehta Designation: Whole-time Director DIN: 00118469								

Details of Review of NGRBCs by the Company																												
10	Subject for Review									Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee										Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9									
A	Performance against above policies and follow-up action									The Company's policies are reviewed periodically and, wherever required, on a need basis by the respective Department Heads, Directors, Board, and relevant Committees, as applicable																		
B	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances									Status of compliance with all applicable statutory requirements is reviewed by the Board and the Audit Committee on a quarterly basis/ on a need basis. We prioritize compliance with all applicable laws and regulations. We demonstrate our commitment to responsible and compliant business practices.																		
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.									P1		P2		P3		P4		P5		P6		P7		P8		P9		
	Yes TUV Rheinland India Pvt Ltd is engaged as assurance provider																											
12	Questions									P1		P2		P3		P4		P5		P6		P7		P8		P9		
	The entity does not consider the Principles material to its business (Yes/No)									Not applicable																		
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																											
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)																											
	It is planned to be done in the next financial year (Yes/No)																											
	Any other reason (please specify)																											

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the Financial Year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	The Directors of the Company are familiarised, at the time of their appointment, with the Company's Core Values, Code of Business Conduct, and their roles and responsibilities as Directors. During the year, various familiarisation programmes were conducted covering a wide range of topics, including the Company's strategic plans and business operations, regulatory developments and compliance requirements, updates on Corporate Social Responsibility (CSR) initiatives, the risk management framework and key business risks, economic developments, and Environmental, Social, and Governance (ESG) matters. These programmes are designed to enable Directors to effectively discharge their responsibilities and remain informed about matters relevant to the Company's business and governance.	100%
Key Managerial Personnel	4		100%
Employees other than BoD and KMPs	86	On a regular basis, employees and workers participate in various training and development programmes covering both functional and non-functional aspects. These programmes focus on technical, techno-behavioural, and soft skills development, along with employee well-being, health and safety, skill enhancement, the whistle-blower mechanism, prevention of sexual harassment at the workplace, and other job-specific training relevant to their roles and responsibilities.	93%
Workers			93%



2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been referred? (Yes/No)
Penalty/ Fine	In terms of Regulation 30 of the SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015, the applicable disclosures are made to the Stock Exchanges. The same is available on the website of the Stock Exchanges as well as on the Company's website at www.emcure.com				
Settlement					
Compounding Fees					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal Been preferred? (Yes/No)
Imprisonment				
Punishment		Nil		

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Not applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief, and if available, provide a web link to the policy.

Yes, the Company has a separate Anti-Corruption Policy which distinctly elucidates the expected standards of governance practices. A particular emphasis is placed on the Company's stance of zero tolerance towards any form of bribery and corruption. The intention of this policy is to ensure that all business operations and transactions are carried out in a professional, fair, and principled manner. The policy includes strict compliance with all local, state, foreign and other applicable laws, rules and regulations.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest:

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable

7. Provide details of any corrective action taken or underway on issues related to fines/penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest:

Not Applicable

8. Number of days of accounts payable ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-26	FY 2024-25
Number of days of accounts payable	118	111

9. Openness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties, along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	54%	58%
	b. Number of dealers /distributors to whom sales are made	4500+	4500+
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	24%	23%
Share of RPTs in	Purchases(Purchases with related parties / Total Purchases)	3%	2%
	Sales (Sales to related parties / Total Sales)	36%	32%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	93%	95%
	Investments (Investments in related parties / Total Investments made)	98%	96%

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	100	100	We are setting up a continuous process to enhance both environmental and social impact through measures such as reducing waste and emissions, decreasing water usage, utilizing resources efficiently, and mitigating safety risks.
Capex	13	4	We have undertaken several initiatives to improve our environmental sustainability. In terms of energy, we are implementing a solar project for captive use to reduce Scope 1 emissions and setting up a briquettes plant for captive use to lower Scope 2 emissions. For water management, we installed a Reverse Osmosis (RO) to recycle water, and a Zero Liquid Discharge (ZLD) system at our corporate to minimize fresh water consumption.

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No). If yes, what percentage of inputs were sourced sustainably?

Suppliers are encouraged to adopt sustainable practices and must comply with relevant environmental regulations. Standard operating procedures guide vendor selection and evaluation, including checks on EHS compliance. To ensure business continuity, alternate vendors are identified where single-source dependency exists.

We have standard operating procedures for the evaluation and selection of our vendors for the sourcing of materials.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging), (b) E-waste, (c) Hazardous waste and (d) other waste

Type of Waste	Safe Disposal / Reclamation Process
Packaging Waste	Registered as a Brand Owner under Extended Producer Responsibility. Equivalent plastic waste collected through authorised agencies for recycling and energy recovery.
E-waste	Sent to authorised vendors/recyclers.
Hazardous Waste	Sent to authorised pre-processor, co-processor, recycler, secured landfill, or incinerator site for safe disposal.
Non-Hazardous Waste	Sent to registered vendors for disposal.
Bio-medical Waste	Biomedical waste is sent to authorised Common Biomedical Waste Treatment and Disposal Facilities (CBWTFs) for safe treatment and disposal, in compliance with applicable guidelines and regulations prescribed by the State Pollution Control Board and the Central Pollution Control Board (CPCB).



4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, The Company is registered as a Brand Owner under the Extended Producer Responsibility (EPR) framework and complies with all applicable regulatory requirements. It has established a structured system for the collection, recycling, and disposal of post-consumer plastic waste through authorized waste management agencies and Producer Responsibility Organizations. Emcure adopts a circular economy approach focused on regulatory compliance, resource efficiency, waste minimization, and continuous sustainability improvement. Waste segregation at source is implemented across all facilities, supported by training and awareness initiatives. All waste is managed in accordance with government regulations, with a strong emphasis on reducing landfill disposal and environmental impact. The Company also collaborates with authorized recyclers and agencies to ensure responsible, traceable, and environmentally sound end-of-life handling of waste.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent employees											
Male	5,977	5,977	100%	5,977	100%	-	-	-	-	-	-
Female	571	571	100%	571	100%	571	100%	-	-	553	97%
Total	6,548	6,548	100%	6,548	100%						
Other than Permanent employees											
Male	101	101	100%	101	100%	-	-	-	-	-	-
Female	18	18	100%	18	100%	18	100%	-	-	18	100%
Total	119	119	100%	119	100%						

b. Details of measures for the well-being of workers

Category	% of workers covered by										
	Total(A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	% (D/A)	Number (E)	% (E /A)	Number (F)	%(F/A)
Permanent workers											
Male	359	359	100%	359	100%	-	-	-	-	-	-
Female	7	7	100%	7	100%	7	100%	-	-	5	71%
Total	366	366	100%	366	100%	7				5	
Other than Permanent workers											
Male	2,401	2,401	100%	2,401	100%	-	-	-	-	-	-
Female	163	163	100%	163	100%	163	100%	-	-	126	77%
Total	2,564	2,564	100%	2,564	100%						
Trainees											
Male	307	307	100%	307	100%	-	-	-	-	-	-
Female	99	99	100%	99	100%	99	100%	-	-	144	88%
Total	406	406	100%	406	100%						

- Employees other than permanent workers are covered under insurance programs governed by various applicable Acts.

- c. Spending on measures towards wellbeing of employees and workers (including permanent and other than permanent) in the following format –

	FY 2025-26	FY 2024-25
Cost incurred on well- being measures as a % of the total revenue of the company	0.13%	0.15%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	2%	1%	Y	4%	3%	Y

3. Accessibility of workplaces -Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company has made provisions for differently abled employees across the organisation, including all manufacturing sites. Separate toilets and lift facilities have been provided to ensure accessibility and convenience for differently abled employees.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.

Yes, the Company has an Equal Opportunity Policy in place in accordance with the Rights of Persons with Disabilities Act, 2016. However, the policy is currently an internal document and is not available on the Company's website/public domain.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	37%	83%	NA	NA
Total	37%	83%	NA	NA

- The return-to-work rate is on the lower side, primarily due to maternity leave cases continuing from FY 2025–26 into FY 2026–27

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	For all the categories of the employees & workers we have established the following systems to address workplace concerns and strengthen employee engagement:
Other than Permanent Workers	
Permanent Employees	Workers Committee: This committee addresses general workplace matters and facilitates effective communication between workers and management.
Other than Permanent employees	Canteen Committee: This committee manages grievances and suggestions related to food quality, hygiene, and canteen facilities for both workers and employees. Suggestion / Complaint Box: Installed at easily accessible locations, this mechanism enables workers and employees to submit grievances or suggestions anonymously. Email ID: Suggestion@emcure.com is available to make any written complaint.



7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective Category (A)	No. employees/ workers in respective Category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective Category (C)	Number of employees/ workers in respective Category, who are part of association(s) or Union(D)	% D/C)
Permanent Employees						
Male	5,977	0	0%	5,820	0	0%
Female	571	0	0%	537	0	0%
Permanent Workers						
Male	359	270	75%	367	273	74%
Female	7	7	100%	7	7	100%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health And safety Measures		On Skill Upgradation		Total (D)	On Health And safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	5,977	2,868	48%	5,638	94%	5,820	2,630	45%	2,957	51%
Female	571	339	59%	492	86%	537	304	57%	376	70%
Total	6,548	3,207	49%	6,130	94%	6,357	2,934	46%	3,333	52%
Permanent Workers										
Male	359	359	100%	359	100%	367	367	100%	367	100%
Female	7	7	100%	7	100%	7	7	100%	7	100%
Total	366	366	100%	366	100%	374	374	100%	374	100%
Other than Permanent Employees										
Male	101	101	100%	101	100%	126	126	100%	126	100%
Female	18	18	100%	18	100%	23	23	100%	23	100%
Total	119	119	100%	119	100%	149	149	100%	149	100%
Other than Permanent Workers										
Male	2,401	2,311	88%	NA	NA	2,358	2,256	96%	NA	NA
Female	163	144	96%	NA	NA	191	174	91%	NA	NA
Total	2,564	2,455	96%			2,549	2,430	95%		
Trainees										
Male	307	307	100%	307	100%	373	373	100%	373	100%
Female	99	99	100%	99	100%	107	107	100%	107	100%
Total	406	406	100%	406	100%	480	480	100%	480	100%

9. Details of performance and career development reviews of employees and worker:

Category	FY2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent Employees						
Male	5,977	5,977	100%	5,820	5,820	100%
Female	571	571	100%	537	537	100%
Total	6,548	6,548		6,357	6,357	
Permanent Workers						
Male	359	359	100%	367	367	100%
Female	7	7	100%	7	7	100%
Total	366	366		374	374	

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes. Emcure has implemented an occupational health and safety management system across its operations. All manufacturing facilities follow the Employee, Health and Safety Policy (EHS) Policy and comply with applicable laws, ensuring a safe work environment. Routine and non-routine activities are managed through a Work Permit System and SOPs to ensure zero harm.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

Emcure conducts structured risk assessments across all operations using tools such as HAZOP, HIRA, checklists, and impact modelling, with risks mitigated through engineering, administrative controls, and PPE. The Company undertakes periodic internal and external audits, annual workplace risk assessments, and biannual safety and electrical audits to ensure compliance and hazard identification. EHS training is provided to all employees, supported by a Process Safety Management System, SOPs, and a Work Permit System for both routine and non-routine activities. EHS committees drive continuous improvement, while an open reporting culture and regular safety discussions promote proactive identification, reporting, and resolution of risks.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes, Emcure has an established process for workers to report work-related hazards through supervisors, safety committees, the safety department, or directly to the EHS Head. Robust SOPs ensure timely identification and mitigation of risks, supported by regular occupational health and safety training, including hazard identification, risk assessment, and emergency response. Employees are trained in the use of fire-fighting and safety equipment through drills, with periodic assessments of preparedness. The EHS team also conducts shop floor training and toolbox talks, encouraging active worker participation, feedback, and continuous improvement.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, the Company provides non-occupational medical and healthcare services to all employees and workers, including health insurance coverage. It promotes physical and mental well-being through health training and awareness on healthy lifestyle practices. Key initiatives include stress management sessions, eye, dental, and heart check-ups, lifestyle counselling, monthly doctor sessions on health topics, mental health counselling, organizing webinars, and blood donation camps.



11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one Mn-person hours worked)	Employees	0.805	0
	Workers	0.475	0
Total recordable work-related injuries	Employees	2	0
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Emcure has a comprehensive EHS Policy integrating health and safety across operations, ensuring a safe environment for employees and stakeholders in compliance with applicable regulations. Regular workplace assessments, along with internal and external audits, support hazard identification and compliance. The Company conducts HIRA and HAZOP studies to manage risks using a hierarchy of controls, including elimination, substitution, engineering, administrative measures, and PPE. Continuous EHS training, safety drills, and awareness programs enhances employee capability in managing safety risks. Additionally, the Company provides medical check-ups, health insurance, and wellness initiatives such as lifestyle counselling and stress management to support overall employee well-being.

13. Number of Complaints on the following made by employees and workers:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	All locations are subject to internal audits conducted by the entity. Internal experts carry out these audits to ensure compliance with safety regulations and to identify critical areas for improvement.
Working Conditions	All locations are assessed for working conditions through GMP compliance assessments and Internal audits.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No critical observations were identified, and therefore no corrective actions were required. However, a dedicated system is in place for tracking and managing corrective actions whenever they arise.

When minor incidents, near-misses, unsafe conditions, or audit findings are identified, corrective and preventive measures are initiated promptly in line with established procedures.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company identifies its key stakeholders based on their relationship with the Company, their role in the business value chain, their influence on operations, and the extent to which they are impacted by the Company's activities. Stakeholders are mapped as internal or external, and direct or indirect, based on their interest, impact and level of engagement with the Company.

Key stakeholder groups include employees and workers, investors and shareholders, customers, healthcare professionals, patients, suppliers and business partners, regulatory and government authorities, local communities, NGOs, academic and research institutions, and civil society bodies. The Company engages with them through appropriate channels to understand expectations, address concerns and support responsible and sustainable business growth.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable & marginalized groups (Yes /No)	Channels of communication	Frequency of Engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement Instruction/Guidance
Employees & Workers	No	Physical and digital channels of communication including and not limited to email, newsletters, employee web portal, Town halls, training activities, feedback and grievance redressal mechanisms	Ongoing	Employee well-being and satisfaction are integral to the Company's growth strategy. Engagement helps identify key areas such as Learning & Development, Personal and Professional Growth, Well-being initiatives, Employee recognition, and Work environment.
Government & Regulators	No	In-person meetings, E-mail, audits	Need basis	Transparent communication is critical for compliance. Key focus areas include Regulatory compliance, Timely disclosures, Supply chain continuity, and Product responsibility.
Investors & Shareholders	No	Investor meetings and calls, conferences, shareholder meets, earnings calls Press releases, Investor presentations, Stock exchange communications, website updates, annual reports	Need basis	To provide an update on the Company's business and financial performance, Company strategy, opportunities and risks, and ESG topics
Consumers	No	In-person visits, e-mail, web conferences, brochures, social media, website	Frequent and need based	Update healthcare professionals on products, innovations, access, availability of our medicines and healthcare solutions, and to understand patient needs.
Customers	No	Digital platforms, Newspapers, Customer care (phone & email), Website	Frequent / Need basis	Focus on product quality & safety, product information, consumer satisfaction, feedback, complaints, and query resolution.
Value Chain Partners	No	Meetings, Supplier audits, Facility visits	Need basis	Regular engagement ensures quality, safety, and timely availability of materials and services. Includes supplier audits for critical materials and services to ensure business continuity.
Communities	No	In-person meetings, Engagement through NGO partners	Ongoing	Community development initiatives aimed at creating positive impact. Key areas include Health, Education, and Sanitation programs.



PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	%(D/C)
Employees						
Permanent	6,548	0	0	6,357	0	0
Other than permanent	119	0	0	149	0	0
Total Employees	6,667	0	0	6,506	0	0
Workers						
Permanent	366	0	0	374	0	0
Other than permanent	2,564	0	0	2,549	0	0
Total Workers	2,930	0	0	2,923	0	0

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal Minimum Wage to		More than Minimum Wage		Total (D)	Equal Minimum Wage to		More than Minimum wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
	Employees									
Permanent	6,548			6,548		6,357				
Male	5,977	-	-	5,977	100%	5,820	-	-	5,820	100%
Female	571	-	-	571	100%	537	-	-	537	100%
	Other than Permanent									
Male	101	-	-	101	100%	126	-	-	126	100%
Female	18	-	-	18	100%	23	-	-	23	100%
	Workers									
Permanent										
Male	359	-	-	359	100%	367	-	-	367	100%
Female	7	-	-	7	100%	7	-	-	7	100%
	Other than Permanent Workers									
Male	2,401	-	-	2,401	100%	2,358	-	-	2,358	100%
Female	163	-	-	163	100%	191	-	-	191	100%

3. Details of remuneration/salary/wages:

- a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (expressed in INR)	Number	Median remuneration/ salary/ wages of respective category (expressed in INR)
Board of Directors (BoD)	8	21,899,000	2	25,194,000
Key Managerial Personnel (KMP)	1	22,187,000	1	3,800,012
Employees other than BoD,KMP and FTE	5,972	630,531	569	598,503
Workers	359	781,708	7	843,499

*Note: Key Management Personnel excludes Board of Directors of the Company

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	7%	7%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. The Company recognizes the importance of human rights and addresses related concerns through structured grievance mechanisms involving committee heads, union representatives, department heads, and HR. Employees are encouraged to report issues directly to HR. A Vigil mechanism/ Whistle-Blower Policy enables stakeholders to report unethical behaviour, fraud, or violations of the Code of Conduct, with matters reviewed and escalated by the Audit Committee for appropriate action. A gender-agnostic POSH policy and Internal Complaints Committee (ICC) ensure protection against sexual harassment. These mechanisms support fair grievance resolution, uphold ethical standards, and maintain a safe and respectful workplace.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company has established a complaints mechanism to investigate complaints related to human rights issues. The Company maintains an open-door policy whereby employees may raise concerns directly with the HR head or any other member of Senior management. Worker unions help resolve human rights issues by protecting workers, raising concerns, negotiating fair policies, and ensuring safe and respectful workplaces. In addition, complaints can also be filed in accordance with Policy on Prohibition of Sexual Harassment at Workplace.

6. Number of Complaints on the following made by employees and workers:

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0		2	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other Human rights related issues	0	0		0	0	

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013(POSH)	1	2
Complaints on POSH as a % of female employees / workers	0.13	0.26
Complaints on POSH upheld	1	2

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

In accordance with the provisions of the Sexual Harassment Against Women at Work (Prevention, Prohibition and Redressal) Act, 2013 and the rules promulgated thereunder, we have adopted a policy to protect women from sexual harassment at work for the women employees. Internal Committees have been constituted at various locations to ensure fair, confidential, and timely investigation of complaints. This encourages female employees to pursue their careers without fear of prejudice, gender bias, sexual harassment and / or any such orientation, implicit or explicit. In addition, we have a Whistle Blower Policy that provides the necessary safeguards for all whistle blowers to make disclosures in good faith and any party assisting the investigation.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, in certain business agreements and contracts where relevant.



10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

11. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 10 above.

Since there were no critical observations made, no corrective actions were taken.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicator

1. Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	82,061.841,6 GJ	48,748.550,4 GJ
Total fuel consumption (B)	394,298.922,5 GJ	354,254.897,5 GJ
Energy consumption through other sources (C)	1,468.038,6 GJ	1,547.713,6 GJ
Total energy consumed from renewable sources (A+B+C)	477,828.802,7 GJ	404,551.161,5 GJ
From non-renewable sources		
Total electricity consumption (D)	235,566.611,6 GJ	251,478.196,9 GJ
Total fuel consumption (E)	20,626.830,2 GJ	21,604.010,8 GJ
Energy consumption through other sources (F)	4,932.292,3 GJ	4,832.114,8 GJ
Total energy consumed from non-renewable sources (D+E+F)	261,125.734,2 GJ	277,914.322,5 GJ
Total energy consumed (A+B+C+D+E+F)	738,954.536,9 GJ	682,465.484,05 GJ
Energy intensity per rupee of turnover (Total energy consumed (GJ) / Revenue from operations (Mn))	14.09	15.57
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (KWH) / Revenue from operations adjusted for PPP (Bn))	87,693,642.91	96,908,405.02
Energy intensity in terms of physical output	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – Yes, TÜV Rheinland India Pvt Ltd

* Energy intensity in terms of physical output is not reported due to the diverse nature of pharmaceutical products manufactured across multiple dosage forms and units of measurement.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, the Company has no sites/ facilities identified as a designated consumers (DCs) under the Government of India's Performance Achieve and Trade (PAT) scheme.

3. Provide details of the following disclosures related to water:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	58,130.09	57,667.31
(iii) Third party water	341,608.97	304,174.8
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	399,739.06	361,842.11
Total volume of water consumption (Withdrawal Water + Recycled Water) (in kilolitres)	549,171.94	510,736.01
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	10.47	11.66
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	234,617.84	261,083.57
Water intensity in terms of physical output (Total water consumption in kilolitres / Metric Tonnes production)	4,738.73	5,110.43
Water intensity in terms of physical output (Total water consumption in kilolitres / Production in Numbers)	0.000,13	0.000,14

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - Yes, TÜV Rheinland India Pvt Ltd

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
No treatment	-	-
With treatment—please specify level of treatment	-	-
(ii) To Groundwater	-	-
No treatment	-	-
With treatment—please specify level of treatment	-	-
(iii) To Seawater	-	-
No treatment	-	-
With treatment—please specify level of treatment	-	-
(iv) Sent to third-parties (expressed in Kilolitres)	140	10
No treatment	140	10
With treatment—please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	140	10

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, TÜV Rheinland India Pvt Ltd

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, we have implemented a comprehensive Zero Liquid Discharge (ZLD) system to recycle wastewater for utility use, minimizing pollutant discharge and reducing freshwater consumption. The system uses advanced treatment technologies such as Effluent Treatment Plant (ETP), Reverse Osmosis (RO), and Multiple Effect Evaporation (MEE) to treat and reuse water for utilities, toilet flushing, and plantation, aligned with the 'Reduce, Recover, Recycle' (3R) principle. Continuous investments and ongoing improvements support efficient water management and reduced environmental impact.



6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	MT	10	5.91
SOx	MT	4.5	7.69
Particulate matter (PM)	MT	30.91	49.27
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)		0	0
Hazardous air pollutants (HAP)		0	0
Others –please specify		0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, TÜV Rheinland India Pvt Ltd

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Units	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	30,082.433	27,257.03
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	46,458.97	50,784.63
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations) (Revenue in Mn)	tCO ₂ e / INR Mn	1.46	1.78
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e / Revenue from operations adjusted for PPP in INR Mn	25,960.64	19,848.25
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions in Metric Tonnes of CO ₂ eq / Metric Tonnes production)	tCO ₂ e / Metric Tonnes production	780.89	660.47
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions in Metric Tonnes of CO ₂ eq / Production in Numbers)	tCO ₂ e / Production in Numbers	0.000,014	0.000,011

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - Yes, TÜV Rheinland India Pvt Ltd

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

We have made strategic investments in captive renewable energy projects and have installed rooftop solar power systems across multiple locations, contributing to increased use of clean energy within our operations.

In addition, biomass co firing systems have been integrated into process boilers for steam generation, supporting the transition toward lower carbon and more energy efficient operations.

The Company has undertaken the following initiatives to improve energy efficiency and reduce greenhouse gas (GHG) emissions:

- Installation of energy-efficient blowers for HVAC systems.
- Deployment of Variable Frequency Drives (VFDs) for cooling tower fans, enabling speed optimization based on temperature set points.
- Replacement of conventional lighting systems with LED lighting.
- Replacement of old and rewound motors with high-efficiency motors.
- Reduction in DG set operations through the provision of express feeder lines and minimization of electrical breakdowns.

- Replacement of conventional water steam jet vacuum pumps with dry screw vacuum pumps.
- Management of volatile organic compounds (VOCs) through stringent operational controls and safety procedures.
- Conducting regular energy audits and performance assessments to identify improvement opportunities and implement energy-efficient technologies and best practices.

These initiatives collectively contribute to reducing energy consumption, lowering Scope 1 and Scope 2 GHG emissions, and improving overall operational efficiency.

The Company remains firmly committed to the continuous improvement of climate performance through increased renewable energy adoption, ongoing process innovation, and the deployment of resource efficient and low carbon technologies, aligned with evolving regulatory requirements and stakeholder expectations.

9. Provide details of the following disclosures related to waste

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	291.07	309.05
E-waste (B)	7.21	0.48
Bio-medical waste (C)	28.14	19.43
Construction and demolition waste (D)	-	-
Battery waste (E)	15.7	6.19
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) Other Hazardous wastes includes Expired materials/products, spent carbon, process organic residues, Mixed/Spent solvents, Waste oil, ZLD sludge and Inorganic salts, etc.	4,438.74	2,681.85
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) Other Non-hazardous wastes includes packing material, glass waste, containers, other scrap etc.	1,475.11	1,186.32
Total (A+B+C+D+E+F+G+H)	6,255.97	4,203.32
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.119	0.096
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	2,667.38	2,148.67
Waste intensity in terms of physical Output (Total Metric Tonnes Waste / Metric Tonnes production)	53.87	42.06
Waste intensity in terms of physical Output (Total Metric Tonnes Waste / Production in Numbers)	0.000,001	0.000,001
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	FY 2025-26	FY 2024-25
(i) Recycled	3,459.81	1,876.97
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	3,459.81	1,876.97
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	FY 2025-26	FY 2024-25
(i) Incineration	446.47	370.87
(ii) Landfilling	575.38	451.98
(iii) Other disposal operations	70.27	-
Total	1,092.12	822.85

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - Yes, TÜV Rheinland India Pvt Ltd



- 10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company's systematic waste management plan incorporates a comprehensive and structured approach focused on waste minimization, effective segregation, and environmentally sound disposal practices. Through proactive waste reduction measures such as stringent product rejection controls and pollution prevention initiatives, the Company emphasizes the elimination of waste generation and pollutants at the source. Preventive controls are also in place to avoid leaks, spills, and fugitive emissions, thereby reducing raw material losses and minimizing product wastage.

The Company actively recovers and sells solvent waste and other by-products to authorized end-users for responsible reuse, while deploying closed-loop systems to enable in-process recycling and enhance overall resource efficiency. In compliance with Extended Producer Responsibility (EPR) requirements, the Company undertakes systematic collection and environmentally responsible management of end-of-life plastics and continuously strengthens its plastic waste management practices in alignment with evolving regulatory and stakeholder expectations.

Additionally, as part of its hazardous waste management framework, the Company has initiated measures to divert a significant proportion of hazardous waste toward co-processing and recycling, reducing reliance on conventional disposal methods such as incineration and landfilling. These initiatives contribute to lower environmental impact and improved circularity in material use. Further, the Company has embraced digitalization initiatives across operations to reduce paper consumption, conserve natural resources, and support its broader sustainability and ESG objectives.

- 11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

- 12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in Public domain (Yes / No)	Relevant Web link
Not Applicable					

- 13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

S. No.	Specify the law / regulation /guidelines which was not complied with	Provide details of the non-compliance	Any fines /penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company is compliant with all the applicable laws / regulations / guidelines in India				

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. A. Number of affiliations with trade and industry chambers/ associations.

The Company is affiliated with 8 trade and industry chambers/associations

B. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Pharmaceutical Alliance (IPA)	National
2	Indian Drug Manufacturing Association (IDMA)	National
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4	Pharmaceuticals Export Promotion Council of India (PHARMEXCIL)	National
5	Organization of Pharmaceutical Producers of India (OPPI)	National
6	Confederation of Indian Industry (CII)	National
7	Hinjawadi Industries Association (HIA)	State
8	Mahratta Chamber of Commerce, Industries and Agriculture (MCCIA)	State

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of Authority	Brief of the case	Corrective action taken
	Nil	

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (yes/no)	Results communicated in public domain(yes/no)	Relevant web link
			Not conducted		

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format

S. No	Name of Project for which R & R is ongoing	State	District	No. of Project Affected Families (PAFs)	%of PAFs covered by R & R	Amounts paid to PAFS in the FY (In INR)
						Not applicable

3. Describe the mechanisms to receive and redress grievances of the community.

We take appropriate and effective actions to address complaints received from stakeholders and ensure timely follow-up for closure to prevent recurrence. Our Vigil Mechanism/Whistle-Blower Policy establishes a structured process for handling stakeholder grievances, clearly defining the reporting procedures and investigation framework to be followed.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

		FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers		11%	6%
Directly from within India		88%	83%



5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	FY 2025-26	FY 2024-25
Rural	18%	16%
Semi-urban	1%	1%
Urban	73%	75%
Metropolitan	8%	8%

PRINCIPLE 9 Business should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Consumer complaints and feedback are managed through a robust system, with focused efforts to ensure they are addressed effectively and in a timely manner. Patients/consumers, healthcare professionals, and other stakeholders can report adverse events or product-related concerns through a dedicated phone line and email channel.

All complaints received via customer care channels are evaluated and handled in accordance with established Standard Operating Procedures (SOPs). Based on the nature of the complaint, it is escalated to the relevant department for appropriate action and response. The Company also takes necessary steps to address complaints raised in consumer forums, in compliance with applicable laws and regulations.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and / or safe disposal	-

3. Number of consumer complaints in respect of the following:

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data Privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-Security	0	0		0	0	
Delivery Of Essential Services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others	0	0		0	0	

4. Details of instances of product recalls on account of safety issues:

Particulars	Number	Reason for recall
Voluntary recalls	3	Due to identified quality concerns, labeling or packaging errors, stability failures, etc.
Forced recalls	0	

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

The Company recognizes information and data as critical business assets and is committed to ensuring their confidentiality, integrity, and availability. Through its Information Security Policy, the Company has established a comprehensive framework for safeguarding sensitive information and protecting data privacy, aligned with internationally recognized standards and frameworks such as Information Security Management Systems (ISMS) and the National Institute of Standards and Technology (NIST). Robust security controls, monitoring mechanisms, and risk management practices are implemented to prevent unauthorized access, cyber threats, and data breaches, thereby maintaining the security, reliability, and trustworthiness of the Company's information assets.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No significant risks or concerns were identified, owing to the Company's strong vigilance and proactive efforts in maintaining health and safety standards.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches – Nil
- Percentage of data breaches involving personally identifiable information of customers – Nil
- Impact, if any, of the data breaches- Not Applicable



TÜV Rheinland India Pvt Ltd
27/B, 2nd Cross, Electronic City Phase 1,
Bengaluru- 560 100, Karnataka, India

INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Emcure Pharmaceuticals Limited on its BRSR Core Report for FY 2025-26

To Management of Emcure Pharmaceuticals Limited

Nature of the Assurance

TUV Rheinland India Pvt. Ltd (TUV Rheinland) was engaged by Emcure Pharmaceuticals Limited (the 'Company') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Core Report') for the reporting period of April 1, 2025, to March 31, 2026. TUV Rheinland has conducted a Reasonable level of Assurance for the BRSR core indicators. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised)

Reporting Framework

The Report has been prepared following Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities: The disclosure includes BRSR Core as per Annexure 17A and BRSR format as per Annexure 16 of Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, updated 30 January 2026,

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Emcure Pharmaceuticals Limited internal and external Stakeholders.

Responsibilities

The information in the report and its presentation is the responsibility of the management of the Company. TUV Rheinland has not been involved in the preparation of any of the material included in the report. Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

TUV Rheinland has conducted a Reasonable level of Assurance for BRSR Core parameters and Limited Assurance for BRSR essential indicators as specified under BRSR standards and amendments made as on date. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (revised)

Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000(revised) standard, but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The TUV Rheinland is the world leader in inspection, testing, and assurance, and providing services including management systems and service certification; quality, environmental audit and training; and environmental, social, and sustainability report assurance.

TUV Rheinland India affirms our independence from Emcure Pharmaceuticals Limited, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment, and comprised auditors registered with AA1000-PCSAP, GHG verifier, ISO14001, ISO45001



TÜV Rheinland India Pvt Ltd
27/B, 2nd Cross, Electronic City Phase 1,
Bengaluru- 560 100, Karnataka, India

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Core Indicators, including all KPI's within the report for the period April 1, 2025, to March 31, 2026. The reporting scope and boundaries include 9 manufacturing sites across India and one corporate office at Pimpri with operational control of Emcure Pharmaceuticals Limited, as follows

1. Emcure Pimpri FII API Plant
2. Emcure Kurkumbh API Plant
3. Emcure P2, Plot II Hinjawadi Plant
4. Emcure P1, Plot I Hinjawadi Plant
5. Emcure Kadu Plant (Surendra Nagar)
6. Emcure Sanand Plant
7. Emcure Mehsana Plant
8. Emcure Jammu Plant
9. Emcure Ahmedabad R&D
10. Corporate Office at Pimpri

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data.

Specifically, TÜV Rheinland undertook the following activities:

- Assessment of the reporting criteria in terms of their comprehensiveness, reliability, and accuracy.
- Assessment of the policies, process, procedures of the company
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core and essential indicators, and assessing the internal control mechanisms in place to ensure data quality.
- Data, Documents and Records checking, verification, analysis and evaluation
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Corporate Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.
- Recalculation of the KPIs to ensure the data consolidation and accuracy of the KPIs data

Limitations

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in Assurance Assessment report
- The assurance engagement considers an uncertainty of $\pm 5\%$ based on the materiality threshold for Assumption/ estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.
- TÜV Rheinland has not been involved in the evaluation or assessment of any financial data/performance of the Company.
- Our opinion on financial indicators is based on the third-party financial reports audited of the Company. TÜV Rheinland does not take any responsibility for the financial data reported in the audited financial reports of the Company



TÜV Rheinland India Pvt Ltd

27/B, 2nd Cross, Electronic City Phase 1,
Bengaluru- 560 100, Karnataka, India

- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

Findings and Conclusions

Reasonable Assurance of BRSR Core - Based on the review, assurance process and procedures we have performed and the evidence we have obtained, TÜV Rheinland is of the opinion that the information presented by the Company in its report, on the BRSR Core Indicators (As per Annexure 1) is complete, reliable, and has been fairly stated in all material respects, and is prepared based on the BRSR reporting guidelines prescribed by Securities and Exchange Board of India (SEBI).

Limited Level of Assurance - BRSR Disclosures including BRSR principles - On the basis of the assessment undertaken, nothing has come to our attention to suggest that the non-financial disclosures in BRSR report, do not properly adhere to the reporting requirements as per BRSR reporting guidelines in Annexure 16 of SEBI's Master Circular.

Gayathri Ramanna
Lead Assessor
ESG Assurance Practitioner
PCSAP – C16102401

Dt. 18.08.2026

Rajesh Mandalik
Sub Regional Manager – Sales (IMEA)
TUV Rheinland India Pvt Ltd
Dt-18-08-2026

Annexure 1 – BRSR Core Report (FY- 2024-2025,2025-2026)						
Sr. No.	ESG Attribute	Parameter	2025-2026	2024-2025	Unit	BRSR Cross-Reference
1. Green-house Gas (GHG) Footprint						
		Total Scope 1 Emissions	30,082.43	27,257.03	tCO ₂ e	Principle 6, Q7 (Essential Indicators)
		Total Scope 2 Emissions	46,458.97	50,784.63	tCO ₂ e	Principle 6, Q7 (Essential Indicators)
		<i>GHG Emission Intensity (Scope 1+2)</i>	<i>1.46</i>	<i>1.78</i>	<i>tCO₂e</i>	<i>Principle 6, Q7 (Essential Indicators)</i>
2. Water Footprint						
		Total Water Consumption	5,49,171.94	5,10,736.01	KL	Principle 6, Q3 (Essential Indicators)
		<i>Water Consumption Intensity</i>	<i>10.47</i>	<i>11.66</i>	—	<i>Principle 6, Q3 (Essential Indicators)</i>
		<i>Water Discharge by Destination & Treatment Level</i>	<i>140</i>	<i>10</i>	—	<i>Principle 6, Q4 (Essential Indicators)</i>
3. Energy Footprint						
		Total Energy Consumed	7,38,954.54	6,82,465.48	GJ	Principle 6, Q1 (Essential Indicators)
		Renewable Energy Consumption	4,77,828.80	4,04,551.16	GJ	Principle 6, Q1 (Essential Indicators)
		<i>Energy Intensity</i>	<i>14.09</i>	<i>15.57</i>	—	<i>Principle 6, Q1 (Essential Indicators)</i>
4. Circularity / Waste Management						
		Plastic Waste	291.07	309.05	MT	Principle 6, Q9 (Essential Indicators)
		E-Waste	7.21	0.48	MT	Principle 6, Q9 (Essential Indicators)
		Biomedical Waste	28.14	19.43	MT	Principle 6, Q9 (Essential Indicators)
		<i>Construction & Demolition Waste</i>	<i>0</i>	<i>0</i>	<i>MT</i>	<i>Principle 6, Q9 (Essential Indicators)</i>
		Battery Waste	15.7	6.19	MT	Principle 6, Q9 (Essential Indicators)
		Other Hazardous Waste	4438.74	2681.85	MT	Principle 6, Q9 (Essential Indicators)
		Other Non-Hazardous Waste	1,475.11	1186.32	MT	Principle 6, Q9 (Essential Indicators)
		Total Waste Generated	6255.97	4203.32	MT	Principle 6, Q9 (Essential Indicators)
		<i>Waste Intensity</i>	<i>0.119</i>	<i>0.096</i>	—	<i>Principle 6, Q9 (Essential Indicators)</i>
		Waste Recovered (Recycling / Reuse / Recovery)	3459.81	1876.97	MT	Principle 6, Q9 (Essential Indicators)
		Waste Disposed (by disposal method)	1092.12	822.85	MT	Principle 6, Q9 (Essential Indicators)
5. Employee Wellbeing & Safety						
		Spending on Employee Wellbeing (% of Revenue)	0.13	0.15		Principle 3, Q1(c) (Essential Indicators)
		Safety Incidents (incl. Contract Workforce)	3	0	Nos.	<i>Principle 3, Q11 (Essential Indicators)</i>


TÜV Rheinland India Pvt Ltd

 27/B, 2nd Cross, Electronic City Phase 1,
Bengaluru- 560 100, Karnataka, India

Annexure 1 – BRSR Core Report (FY- 2024-2025,2025-2026)						
Sr. No.	ESG Attribute	Parameter	2025-2026	2024-2025	Unit	BRSR Cross-Reference
6. Gender Diversity						
		POSH Complaints (%)	0.13	0.26	%	Principle 5, Q7 (Essential Indicators)
		Wages Paid to Females (% of Total Wages)	7%	7%	%	Principle 5, Q3(b) (Essential Indicators)
7. Inclusive Development						
		Procurement from MSMEs / Local Suppliers (% of Total)	11%	6%	%	Principle 8, Q4 (Essential Indicators)
		Wages in Smaller Towns (% of Total Wage Cost): Rural	18%	16%	%	Principle 8, Q5 (Essential Indicators)
8. Customer & Supplier Fairness						
		Data Breach Incidents (% of Total Cyber Events)	Nil	Nil	—	Principle 9, Q7 (Essential Indicators)
		Accounts Payable Days	118	111	Days	Principle 1, Q8 (Essential Indicators)
9. Business Transparency						
		Related Party Transactions (Purchases/Purchases with related parties / Total Purchases)	3%	2%	%	Principle 1, Q9 (Essential Indicators)
		Sales (Sales to related parties / Total Sales)	36%	32%	%	Principle 1, Q9 (Essential Indicators)
		Loans & advances (Loans & advances given to related parties / Total loans & advances)	93%	95%	%	Principle 1, Q9 (Essential Indicators)
		Investments (Investments in related parties / Total Investments made) 98% 96%	98%	96%	%	Principle 1, Q9 (Essential Indicators)