Date: 21st August, 2026

To	To
The Listing Department **National Stock Exchange of India Limited** Exchange Plaza, Bandra – Kurla Complex Bandra (East) Mumbai – 400 051 ***Stock Code : INDOCO***	The Listing Department **Bombay Stock Exchange Limited** Floor 25, P. J. Towers, Dalal Street, Mumbai – 400 001 ***Stock Code : 532612***

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2025-2026

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith business responsibility and sustainability report for the financial year 2025- 2026. Additionally, the business responsibility and sustainability report is also being uploaded on the website of the Company at **www.indoco.com**.

This is for your information and records.

Thanking you,
Yours faithfully,
For Indoco Remedies Limited

RAMANATHAN HARIHARAN
Digitally signed by RAMANATHAN HARIHARAN
Date: 2026.08.21 15:34:43 +05'30'

INDOCO REMEDIES LIMITED MUMBAI 93

Ramanathan Hariharan
Company Secretary & Head- Legal

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Listed Entity**	L85190MH1947PLC005913
2.	**Name of the Listed Entity**	Indoco Remedies Limited
3.	**Year of incorporation**	1947
4.	**Registered office address**	Indoco House, 166 CST Road, Vidyanagari Marg, Kalina, Santacruz East, Mumbai 400098
5.	**Corporate address**	Indoco House, 166 CST Road, Vidyanagari Marg, Kalina, Santacruz East, Mumbai 400098
6.	**E-mail**	compliance.officer@indoco.com
7.	**Telephone**	+91 22 6287 1000 / 6879 1250
8.	**Website**	www.indoco.com
9.	**Financial year for which reporting is being done**	April 01, 2025 to March 31, 2026
10.	**Name of the Stock Exchange(s) where shares are listed**	BSE Limited and National Stock Exchange of India Limited
11.	**Paid-up Capital**	₹ 18,46,07,210/-
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	Mr. Ramanathan Hariharan, Company Secretary & Head -Legal, Tel. No. : +91 22 68321400, Email Id: compliance.officer@indoco.com
13.	**Reporting boundary**	Standalone Basis
14.	**Name of assessment or assurance provider**	Not Applicable
15.	**Type of assessment or assurance obtained**	Not Applicable

II. Products/services

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

S. No.	*Description of Main Activity*	*Description of Business Activity*	*% of Turnover of the entity*
1	Manufacture of Formulation Pharmaceuticals	Manufacturing and Sales of Formulation Pharmaceuticals	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	Formulation Pharmaceutical Preparation	21002	89
2	Chemical Preparation (Active Pharma Ingredients)	21001	9
3	Analytical Research & Bio-Equivalent Studies	72100	2

III. Operations

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

Location	*Number of plants*	*Number of offices*	*Total*
National	8	4	12
International	Nil	1	1

19. Markets served by the entity:

a. Number of locations

Locations	*Number*
National (No. of States)	20
International (No. of Countries)	55+

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

45.10 % of the Company's total revenue (standalone) can be attributed to its earnings from exports.

c. A brief on types of customers

Indoco, being a Pharmaceutical Company, has a diverse customer base that includes patients, healthcare professionals/providers, hospitals, clinics, wholesalers, distributors, retail pharmacies, government agencies/institution, other pharmaceutical companies and international customers. The end-users of Indoco's products are patients who rely on its medicines to treat various ailments. The Company exports its products to various countries worldwide, catering to a global customer base.

IV. Employees

20. Details as at the end of the Financial Year:

a. Employees and workers (including differently abled):

S. No.	*Particulars*	*Total (A)*	*Male*		*Female*	
			No. (B)	*% (B / A)*	*No. (C)*	*% (C / A)*
	Employees					
1.	Permanent (D)	5,036	4,591	91.16	445	8.84
2.	Other than Permanent (E)	2	1	50	1	50
3.	**Total employees (D + E)**	**5,038**	**4,592**	**91.15**	**446**	**8.85**
	Workers					
4.	Permanent (F)	708	684	96.61	24	3.39
5.	Other than Permanent (G)	809	688	85.04	121	14.96
6.	**Total workers (F + G)**	**1,517**	**1,372**	**90.44**	**145**	**9.56**

Note: *The figures for the Previous Financial Year 2024-2025 and Current Financial Year 2025-2026 are not directly comparable, as the Current Financial Year includes headcount for Other than Permanent Workers. This change has been made to improve the accuracy and transparency of our sustainability reporting.*

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)	1	1	100	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	**Total differently abled employees (D + E)**	**1**	**1**	**100**	**Nil**	**Nil**
Differently-abled workers						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	**Total differently abled workers (F + G)**	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25
Key Management Personnel	2	Nil	Nil

22. The turnover rate for permanent employees and workers

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	35.82%	26.20%	35.07%	48.70%	26.17%	46.74%	47.13%	23.79%	45.07%
Permanent Workers	21.74%	11.11%	21.42%	27.93%	23.08%	27.70%	27.05%	50.00%	28.16%

V. 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	Xtend Industrial Designers and Engineers Private Limited	Subsidiary	100	No
2	Indoco Remedies Czech S.R.O.	Subsidiary	100	No
3	Indoco Remedies UK Limited	Subsidiary	100	No
4	Warren Remedies Private Limited	Subsidiary	100	No
5	FPP Holding Company, LLC	Subsidiary	85	No
6	Jalansar Wind Energy Private Limited	Associate	26	No
7	Kanakal Wind Energy Private Limited	Associate	26	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (₹) : ₹ 1,63,353.81 Lakhs

(iii) Net worth (₹) : ₹ 1,09,277.23 Lakhs

VII. 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*		
		Number of complaints filed during the year	*Number of complaints pending resolution at close of the year*	*Remarks*	*Number of complaints filed during the year*	*Number of complaints pending resolution at close of the year*	*Remarks*
Communities	Yes https://www.indoco.com/policies/grievance_redressal_policy_external.pdf	Nil	Nil	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)	Yes https://www.indoco.com/policies/grievance_redressal_policy_external.pdf	Nil	Nil	N.A.	Nil	Nil	N.A.
Shareholders	Yes https://www.indoco.com/inv-grievances.asp	Nil	Nil	N.A.	Nil	Nil	N.A.
Employees and workers	Yes https://www.indoco.com/policies/policy-on-prevention-of-sexual-harassment-at-the-workplace.pdf https://www.indoco.com/policies/code_of_conduct.pdf https://www.indoco.com/policies/Whistle_Blower_and_Vigil_Mechanism.pdf	Nil	Nil	N.A.	Nil	Nil	N.A.
Customers	Yes https://www.indoco.com/contact-us.asp https://www.indoco.com/policies/grievance_redressal_policy_external.pdf	205	17	The pending Complaints are under investigation	84	4	The pending Complaints are under investigation

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*		
		Number of complaints filed during the year	*Number of complaints pending resolution at close of the year*	*Remarks*	*Number of complaints filed during the year*	*Number of complaints pending resolution at close of the year*	*Remarks*
Value Chain Partners	Yes **https://www.indoco.com/policies/grievance_redressal_policy_external.pdf** **https://www.indoco.com/contact-us.asp**	Nil	Nil	N.A.	76	1	The pending Complaint is under investigation
Other (please specify)	-	-	-	-	-	-	-

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

S. No.	*Material issue identified*	*Indicate whether risk or opportunity (R/O)*	*Rationale for identifying the risk / opportunity*	*In case of risk, approach to adapt or mitigate*	*Financial implications of the risk or opportunity (Indicate positive or negative implications)*
1	Energy Management	Opportunity	Purchase of renewable energy and adoption of energy efficiency initiatives can assist reduce operating costs and offset emissions.	-	Positive - Investments in renewable energy, energy-efficient machinery and processes has the potential to propel business in the long run via reduced operating costs.
2	Carbon Emissions	Risk	Increasing product demand will necessitate higher manufacturing capacity, resulting in a rise in emissions.	Implementation of energy efficient technologies in processes will help in reducing emissions and help the Company achieve its targets.	Negative- Investments in environmentally friendly technology and processes for reducing emissions will lead to increased operating costs.
3	Water Management	Risk	Water, being a limited resource on the globe and a vital component of all activities, poses a threat to future operations.	Devise tactics and conduct assessments to ensure maximum efficiency of Zero Liquid Discharge (ZLD) across all facilities, along with initiatives aimed at conserving valuable water resources.	Positive - No immediate financial impact is envisaged, and we are taking measures to guarantee effective water management to prevent this problem from getting out of hand.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Waste Management	Opportunity	The waste generated may be considered as a resource that may be utilised in the future, as well as a strategy to mitigate the negative environmental consequences of the business.	-	Positive - Waste is recycled and used both internally and outside, guaranteeing that operating costs are decreased.
5	Value Chain Management	Risk	Because the product is reliant on the supply chain for the duration of its life cycle, a good contingency plan is essential to cope with unanticipated events that may disrupt the supply chain.	Employing a robust assessment method to analyze the repercussions of an unforeseen supply chain disruption and developing a thorough contingency strategy to mitigate substantial business disruptions. Assessing suppliers to ensure alignment with industry-specific responsible supply chain initiatives and compliance requirements.	Negative - Long-term effects on the business partnership might result from suppliers not adhering to the standards set by the growing industries. On the other side, ethical supply chain procedures will help the business deal with unanticipated supply chain interruptions and enhance its overall social and environmental performance.
6	Social Responsibility	Opportunity	Involvement in community development raises the standard of living in the region, producing future employment prospects as well as clients. Being a community benefactor also boosts the Company's reputation.	-	Positive - CSR initiatives offer advantages to the community, fostering positive sentiment and elevating the Company's brand, resulting in enduring financial gains.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Diversity, Equity and Inclusion (DEI)	Opportunity	It gives the Company the opportunity to contribute to the advancement of society as a whole, as well as access to a bigger pool of talent for its personnel.	-	Positive - The advantages stemming from DEI endeavors uplift employee morale and fortify the Company's workforce, yielding lasting financial advantages.
8	Employee Welfare	Opportunity	Due to the importance of the employee as a component of the business growth plan, failure to exceed workforce expectations may have an adverse effect on the Company's retention rate and business continuity.	-	Positive- The costs associated with the benefits offered are crucial for the wellbeing of the workforce and for motivating employees, which improves the effectiveness of operations.
9	Product Responsibility	Risk	Considering the pharmaceutical industry's high sensitivity to product quality and safety problems, addressing product liability risks is critical.	Strict monitoring processes have been implemented to determine the safety and quality of the product.	Negative - Due to the delicate nature of pharmaceutical items, any compromise on the quality and safety of the products may have major financial and legal repercussions for the Company.
10	Attracting and retaining Talent	Opportunity	Because personnel is an important component of the business growth plan, failing to satisfy workforce expectations may have a negative impact on the Company's retention rate and business continuity.	-	Positive- A strong staff with a high retention rate shows the Company's commitment to offering a positive work environment, a proactive approach to workforce development and increased productivity.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Health and Safety	Risk	Highly skilled workers and employees complete their duties more effectively, efficiently, and safely.	Continuous efforts are undertaken to keep the plants updated with the latest safety protocols, ensuring employee well-being and optimizing production.	Positive - Financial resources allocated for the initiatives on employee health and safety will potentially yield positive results in the long term.
12	Business Conduct and Ethics	Risk	Non-compliance with the Company's ethical standards could lead to the erosion of the Company's reputation, along with potential financial and legal repercussions.	Mechanisms for vigilant monitoring and adherence are established to ensure that all business operations align with the Company's values and standards.	Negative - A breach in any of the Company's commercial operations might place the Company at serious financial, legal, and reputational danger.
13	Risk Management	Opportunity	Risk management of several Company components may aid in decision-making in order to maintain a sustainable and profitable business.	-	Positive - In order to maintain profitability, the Company takes proactive steps to reduce future hazards.
14	Data Integrity and Security	Opportunity	The significance of technology and cyber security must be assessed on a regular basis in order to prevent breaches of data privacy involving sensitive information belonging to the business and its stakeholders.	-	Positive - A strong alignment of safe data integrity principles will ensure compliance with data security and privacy laws, prevent any data loss, and help the Company to comply with data security and privacy laws with the help of cutting-edge technology and digitalization activities inside its business processes.

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 NGRBC 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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	**https://www.indoco.com/inv-corp-policies.asp**								
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	WHO-cGMP (all principles). Schedule M (Drugs & Cosmetics Act), ICH guidelines. Indoco's Patalganga (Rasayani) API manufacturing site was awarded a Bronze Medal in the EcoVadis Sustainability Rating (Overall Score: 64/100, 67th percentile; rated Environment 60/100, Labour & Human Rights 65/100, Ethics 69/100, Sustainable Procurement 60/100; published March 2026).								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Environmental Impact (Target against Financial Year 2025-2026 baseline): • Reduce freshwater withdrawal by 3%. • Reduce energy consumption by 3%. • Reduce Scope 1 & 2 GHG emissions by 3%. Social & Human Capital: • Achieve zero workplace incidents and continuously improve safety performance. • Maintain zero human rights violations. • Maintain zero tolerance for child labour. Corporate Governance: • Sustain zero incidents of data breaches, corruption, and bribery.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	During Financial Year 2025-2026, the Company officially established its 2030 strategic ESG targets, setting the current reporting period as the baseline year for our environmental reduction goals (freshwater withdrawal, energy consumption, and carbon emission). Simultaneously, we formalized our operational standards for our zero-tolerance policies regarding safety incidents, human rights violations, child labour, data breaches, corruption, and bribery. Because these targets were initiated in the current financial year, Financial Year 2025-2026 serves strictly as our baseline for measurement. We are currently implementing the necessary operational frameworks and data tracking mechanisms to drive these initiatives. Quantitative performance, progress against the baseline, and target evaluations will be published in the next annual reporting cycle.								

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)**	Our world is undergoing a profound transformation. Climate challenges, tightening regulations, and shifting stakeholder expectations demand not just compliance, but conviction. At Indoco, we are meeting this moment by embedding sustainability into how we manufacture, how we govern, and how we grow. Growth, for us, must never come at the cost of our planet or our people. **This has been a year of visible progress, and of honest reckoning.** The most significant shift has been in our energy mix. Renewable sources now account for **43.5% of our total energy consumption, up from 23.9%** in the previous year, driven by the introduction of briquettes as boiler fuel at selected sites and a decisive move away from carbon-intensive alternatives. This has translated directly into results: our **Scope 1 emissions fell by 18.6%,** and our combined Scope 1 and Scope 2 footprint declined by 8.8% even as production volumes rose. Water stewardship advanced on every front. Total water withdrawal reduced by **16.7%**, from 4,07,900 to 3,39,737 kilolitres. The commissioning of a state-of-the-art Reverse Osmosis plant at our Patalganga site has materially expanded our wastewater treatment capacity, enabling the recycling of treated effluent and reducing our dependence on freshwater. Patalganga and our R&D Centre at Rabale now operate partial Zero Liquid Discharge systems. At another key facility, replacing water and steam ejectors with Dry Vacuum Pumps has delivered concurrent savings in electricity, water and emissions. Our digitalisation programme - TrackWise, SAP, DMS, LMS and digital signature solutions - has strengthened transparency and compliance while measurably reducing paper consumption across batch records and training documentation. We are also deploying intelligent platforms to monitor workforce safety and manage risk proactively. External validation followed. In March 2026, our Patalganga API manufacturing site was awarded a **Bronze Medal in the EcoVadis Sustainability Rating**, scoring 64 out of 100 and placing in the 67th percentile globally - an independent benchmark of our progress across environment, labour and human rights, ethics, and sustainable procurement. On our people, we recorded **zero fatalities and zero high-consequence work-related injuries**, alongside zero complaints relating to sexual harassment, child labour, forced labour, discrimination or wages. Provident Fund and Gratuity coverage stood at 100% for both employees and workers. **I must equally be candid about where we have further to travel.** Rising production volumes drove our absolute energy consumption up by 27.1% and our Scope 1 and 2 emissions by 20.2% - a reminder that efficiency gains alone will not decouple our growth from our footprint, and that the harder structural work

	lies ahead. Our sustainable sourcing framework is in its early stages: Our Supplier Code of Conduct now extends to our principal value chain partners, and building this into a structured programme of assessment and capability - building across the wider supplier base is work that lies before us. Our disclosures this year have not been externally assured. Each of these is a priority for the year ahead. **To hold ourselves accountable, we have adopted the Indoco 2030 Strategic Targets, measured against a Financial Year 2025-2026 baseline:** • Environmental Impact - reduce freshwater withdrawal by 3%; reduce energy consumption by 3%; reduce Scope 1 and Scope 2 GHG emissions by 3%. • Social & Human Capital - achieve zero workplace incidents and continuously improve safety performance; maintain zero human rights violations; maintain zero tolerance for child labour. • Corporate Governance - sustain zero incidents of data breaches, corruption and bribery. Detailed implementation plans and investment requirements for these targets are being finalised and will be reported from Financial Year 2026-2027. Sustainability at Indoco is not a parallel agenda. It is how we intend to remain a trusted manufacturer of medicines for the decades ahead.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ms. Aditi Panandikar Managing Director (DIN: 00179113)
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.	No

10. Details of Review of NGRBCs by the Company:

Subject for Review	*Indicate whether the review was undertaken by the Director / Committee of the Board/ Any other Committee*									*Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)*								
	P 1	*P 2*	*P 3*	*P 4*	*P 5*	*P 6*	*P 7*	*P 8*	*P 9*	*P 1*	*P 2*	*P 3*	*P 4*	*P 5*	*P 6*	*P 7*	*P 8*	*P 9*
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads / director / board committees / board members, wherever applicable.																	
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 on a quarterly basis.																	

11. **Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency**

No, external evaluation of our policies has not been conducted yet. Our policies are reviewed internally by the respective department heads, as required, to ensure that they remain up to date and incorporate global/industry best practices.

12. **If the answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**

Questions	*P 1*	*P 2*	*P 3*	*P 4*	*P 5*	*P 6*	*P 7*	*P 8*	*P 9*
The entity does not consider the Principles material to its business (Yes/No)	Not applicable since the policies of the Company cover all Principles on NGRBCs.								
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 Company conducts familiarisation programmes for its Board of Directors at regular intervals, which covers topics such as Business and Operational performance of the Company, Import and Export in Logistics, Environment, Health and Safety and Operations.	100
Key Managerial Personnel	1	Oral Health & Dental Awareness.	50
Employees other than BoD and KMPs	692	Fire & Chemical Safety, PPE & Work Permit, POSH, ETI Code, Ethics & Code of Conduct, Leave Policy, GMP & Data Integrity, Good Documentation Practices, Equipment Operation & Maintenance, Product Knowledge & Selling Skills (MR programmes), Leadership & Communication.	78.51
Workers	210	Fire Safety & Mock Drill, PPE & LOTO, Chemical & Hazard Handling, Work Permit System, Emergency Preparedness, MSDS, Waste Handling, Personal Hygiene & Health, POSH, ETI Code, Ethics & Code of Conduct, Behavioural Challenges, cGMP, Good Documentation Practices.	68.95

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 30 of SEBI (Listing Obligations and Disclosure Requirements) 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 preferred? (Yes/No)*
Penalty/ Fine	1	Office of the Assistant Commissioner Saidapet Assessment Circle Integrated Building for Commercial Taxes and Registration, Room no: 230, Second floor, Nandanam, Chennai -600035.	40,000	Penalty initiated under DRC-01 due to non-submission of e-way bill to support inward supply.	No
Settlement	Nil				
Compounding fee					
Non-Monetary					
Particulars	*NGRBC Principle*	*Name of the regulatory / enforcement agencies / judicial institutions*	*Brief of the Case*		*Has an appeal been preferred? (Yes/No)*
Imprisonment	Nil				
Punishment					

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:**

Case Details	*Name of the regulatory/enforcement agencies/ judicial institutions*
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 an Anti-bribery and Anti-Corruption Policy. The Policy is available on the Company's website at the web link: **https://www.indoco.com/policies/anti-corruption_policy.pdf**

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

Particulars	*FY 2025-26*	*FY 2024-25*
Directors	No Directors/KMPs/employees/workers were involved in bribery/ corruption in both FY 2025-26 and FY 2024-25. Hence, no action was taken by any law enforcement agency.	
KMPs		
Employees		
Workers		

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

Particulars	*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	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	N.A.

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, since no fines, penalties or actions were imposed by regulatory, law enforcement or judicial authorities on cases related to corruption and conflicts of interest.

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

Particulars	*FY 2025-26*	*FY 2024-25*
Number of days of accounts payables	66	48

9. **Open-ness 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	45.12%	24.48%*
	b. Number of trading houses where purchases are made from	2,738	2,612
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	28.79%	48.17%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	86.99%	91.11%
	b. Number of dealers / distributors to whom sales are made	4,087	4,348
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	27.40%	21.85%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	2.19%	1.01%*
	b. Sales (Sales to related parties / Total Sales)	4.67%	1.94%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	97.67%**	94.85%
	d. Investments (Investments in related parties / Total Investments made)	100%**	Nil

* *In Financial Year 2025-2026, we revised our calculation methodologies, as a result, the data for Financial Year 2024–2025 has been restated based on the updated methods.*

** *During the Financial Year 2025-2026, the Company gave a loan of ₹107.50 Crores to Warren Remedies Private Limited, wholly owned subsidiary of the Company, which attributes to 97.67% of the total loans and advances given. Subsequently, the said loan along with interest amounting to ₹ 107.79 Crores was converted into 10,77,90,000 equity shares of ₹10 each of Warren Remedies Private Limited. The said investment is attributed to 100% of the total investments made.*

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.**

Particulars	*FY 2025-26 (%)*	*FY 2024-25 (%)*	*Details of improvements in environmental and social impacts*
R&D	-	-	-
Capex	0.95	2.78	**Goa Unit II** • Upgraded the conventional Effluent Treatment Plant (ETP) to a Zero Liquid Discharge (ZLD) system by implementing advanced treatment technologies, including a two-stage Reverse Osmosis (RO) system and a Mechanical Vapour Recompression Evaporation (MVRE) system. • Achieved significant water conservation through recycling and reuse of treated effluent in utility operations, thereby minimizing freshwater consumption and eliminating liquid discharge. **API Plant, Rabale- R104** • Installed an Online Effluent Quality Monitoring System (OEQMS) for continuous monitoring of treated effluent parameters, ensuring regulatory compliance and enhanced environmental performance. **API Plant, Patalganga** • Installed an Online Continuous Emission Monitoring System (OCEMS) on the boiler stack in accordance with Central Pollution Control Board (CPCB) guidelines, enabling real-time monitoring and reporting of emissions. • Implemented a scrubber system in the Effluent Treatment Plant (ETP) to control and prevent the release of effluent vapors and fugitive emissions, improving workplace and environmental air quality.

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, Indoco has adopted a Supplier Code of Conduct incorporating environmental, social and governance parameters, including water consumption, adverse environmental impacts, child labour, bonded labour, anti-bribery and anti-corruption, and data privacy. The Code forms the baseline of our sustainable sourcing approach and is being rolled out across our supplier base.

We have identified the listed value chain partners in our direct material and Active Pharmaceutical Ingredient supply base that publish Business Responsibility and Sustainability Reports in the public domain as the initial cohort for engagement under the Code. A structured sustainable sourcing mechanism - encompassing vendor engagement, capacity building and formal sustainability assessments - is currently under implementation and will be extended progressively across the supplier base.

b. **If yes, what percentage of inputs were sourced sustainably?**

As of Financial Year 2025-2026, **0.83%** of the Company's inputs by value were sourced from vendors covered under Indoco's Supplier Code of Conduct, comprising **Hikal Limited, Paushak Limited, Balaji Amines Limited, Navin Fluorine International Limited and Aether Industries Limited**. The Company is implementing a Sustainable Procurement Programme comprising vendor engagement, capacity building and structured assessments to expand this coverage in subsequent reporting periods.

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.**

Plastics (including packaging):

To promote reuse and minimize packaging waste, factory cartons are reused in the following manner:

- Standard case lots of sales materials are dispatched to CFA locations using reusable factory cartons.
- Loose cartons are retained and utilized during the repacking of sample consignments.
- Central Warehouse (CWH) uses these loose cases for repacking sample materials and forwards them to CFAs for repacking of sales consignments to stockists.

This reuse process helps in reducing shipper costs.

We have established appropriate waste management systems across all our facilities. Our waste disposal processes adhere to local regulations and prioritize minimizing the amount of waste sent to landfills.

Waste Type	***Waste management procedure in place***
Plastic (including packaging)	Sent to authorized recyclers
E-waste	Sold to authorized recyclers for safe disposal
Hazardous Waste	Sent to authorized recyclers/Pre-processor for co-processing or to the TSDF (Treatment, Storage, and Disposal Facilities) site
Other Waste	Sent to authorized recyclers

Note: Indoco follows a structured process to minimize the risk of contamination to pharmaceutical products and to protect the environment. This process aligns with Good Manufacturing Practices (GMP), regulatory requirements, and Safety, Health, and Environmental (SHE) guidelines.

i. Effluent Treatment

- All Indoco manufacturing sites operate an Effluent Treatment Plant (ETP) to treat effluents generated during manufacturing and testing.
- Treated effluents are disposed of strictly in compliance with national and international environmental, health, and safety regulations.

ii. Waste Collection and Storage

- All waste is properly labeled and promptly destroyed to avoid cross-contamination.
- Waste is not allowed to accumulate inside production areas.
- Collected waste is placed in designated, suitable receptacles and transferred to external collection points.

iii. Waste Disposal and Destruction

- Pharmaceutical waste is destroyed under the supervision of a designated responsible person.
- Critical waste, such as printed packaging material, is destroyed by tearing, shredding, or drilling.
- At contract manufacturing sites, destruction is carried out in the presence of an Indoco representative.
- Preferred destruction method is incineration, wherever applicable.
- Deblistered strips and packaging materials are marked as scrap and destroyed by shredding.
- Laboratory waste is treated as per approved procedures before disposal.

iv. **Supplier Waste Compliance**

- Suppliers of printed packaging materials (e.g., leaflets, labels, cartons) are required to destroy waste material at their locations following Indoco's waste disposal guidelines.

v. **Management of Unused Materials**

- Usable but unused starting materials are returned to the manufacturer to minimize pharmaceutical waste.
- Toxic and flammable substances are stored in suitably designed, enclosed cupboards in compliance with legal requirements.

vi. **Authorized Waste Vendors**

- Waste collection and disposal are handled only by vendors authorized by the State Pollution Control Board, as per approved procedures.

vii. **Documentation and Records**

- Disposal records are maintained for all pharmaceutical waste, capturing:
  - ➢ Waste identity
  - ➢ Source of generation
  - ➢ Quantity
  - ➢ Method of destruction
  - ➢ Name of responsible person
  - ➢ Date of disposal

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.**

Indoco Remedies Limited acknowledges the applicability of the Plastic Waste Management Rules, 2016 (as amended) and is actively implementing its Extended Producer Responsibility (EPR) obligations as a Brand Owner and Importer of plastic packaging. The registration with respect to EPR of plastic waste and e-waste has been completed.

In Financial Year 2025-2026, the Company introduced a total of 1,199 tons of plastic packaging into the market, comprising:

- 1,185 tons as a Brand Owner, and
- 14 tons as an Importer.

To fulfil its EPR obligations, the Company will procure 1,199 tons of plastic waste credits by June 30, 2026, through engagement with CPCB-authorized recyclers or Producer Responsibility Organizations (PROs), resulting in a compliance for the Brand Owner category.

We have also implemented internal monitoring mechanisms to track EPR obligations and performance regularly. The ESG/Sustainability team oversees compliance, coordinates with recyclers/PROs, and ensures documentation is maintained for regulatory audits.

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*	
		No. (B)	*% (B / A)*	*No. (C)*	*% (C /A)*	*No. (D)*	*% (D / A)*	*No. (E)*	*% (E / A)*	*No. (F)*	*% (F / A)*
Permanent employees											
Male	4,591	4,591	100	4,591	100	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	445	445	100	445	100	445	100	N.A.	N.A.	Nil	Nil
Total	**5,036**	**5,036**	**100**	**5,036**	**100**	**445**	**8.84**	**Nil**	**Nil**	**Nil**	**Nil**
Other than Permanent employees											
Male	1	1	100	1	100	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	1	1	100	1	100	1	100	N.A.	N.A.	Nil	Nil
Total	**2**	**2**	**100**	**2**	**100**	**1**	**50**	**Nil**	**Nil**	**Nil**	**Nil**

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*	
		No. (B)	*% (B / A)*	*No. (C)*	*% (C /A)*	*No. (D)*	*% (D / A)*	*No. (E)*	*% (E / A)*	*No. (F)*	*% (F / A)*
Permanent workers											
Male	684	684	100	684	100	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	24	24	100	24	100	24	100	N.A.	N.A.	Nil	Nil
Total	**708**	**708**	**100**	**708**	**100**	**24**	**3.39**	**Nil**	**Nil**	**Nil**	**Nil**
Other than Permanent workers											
Male	688	688	100	688	100	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	121	121	100	121	100	Nil	Nil	N.A.	N.A.	Nil	Nil
Total	**809**	**809**	**100**	**809**	**100**	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**

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

Particulars	*FY 2025-26*	*FY 2024-25*
Cost incurred on wellbeing measures as a % of total revenue of the company	0.33	0.14

Note: *The reported expenditure on wellbeing initiatives applies to both permanent and other than permanent employees and workers in the Financial Year 2025-2026.*

2. Details of retirement benefits, for the current financial year 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	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	8.89	14.12	Yes	12.30	23.60	Yes
Others –please specify	-	-	-	-	-	-

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.

Yes, the Company has taken steps to ensure the safety of differently-abled employees and workers at its corporate offices and plant locations. If any employees and workers with special needs require additional support or are facing accessibility challenges, they can contact the Human Resources (HR) department.

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.**

The Company has established a policy on equal opportunity in compliance with the Rights of Persons with Disabilities Act, 2016. The Policy is available on the Company's website at the web link: **https://www.indoco.com/policies/equal-opportunity-policy-as-per-the-rights-of-persons-with-disabilities-act_2016.pdf**.

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	N.A.	N.A.	N.A.	N.A.
Female	72.73	Nil	66.67	Nil
Total	**72.73**	**Nil**	**66.67**	**Nil**

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.**

Category of employees and workers	*Yes/No (If Yes, then give details of the mechanism in brief)*
Permanent Workers	We are committed to ensuring an inclusive environment, where people are treated with dignity and respect, so that employees and workers can bring their best selves to work. The Company has various policies to effectively address grievances like Code of Conduct, Whistle-Blower & Vigil Mechanism Policy, Policy on Prevention of Sexual Harassment at the Workplace. All the employees and workers of the Company shall report any queries or complaints of violation or potential violation (with full details and evidence, if any) to the location Human Resources Department Head and to Corporate Human Resources Department on **corporatehr@indoco.com**. All complaints, lodged with the location Human Resources Department Head or with Corporate Human Resources Department, will be promptly and discreetly investigated, provided allegations are authentic and specific. An Investigation Committee/Member, appointed by the Management, will investigate the complaints and upon completion, a report shall be submitted to the Management to take appropriate action. All complaints, identities, investigations, reports, testimonies, evidences, and all other associated documents, shall be kept strictly confidential.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. **Membership of employees and workers in association(s) or Unions recognised by the listed entity:**

Category	*FY 2025-26*			*FY 2024-25*		
	Total employees/ workers in respective category (A)	*No. of employees / workers in respective category, who are part of association(s) or union (B)*	*% (B / A)*	*Total employees/ workers in respective category (C)*	*No. of employees/ workers in respective category, who are part of association(s) or union (D)*	*% (D / C)*
Total Permanent Employees	**5,036**	**Nil**	**Nil**	**5,288**	**Nil**	**Nil**
Male	4,591	Nil	Nil	4,823	Nil	Nil
Female	445	Nil	Nil	465	Nil	Nil
Total Permanent Workers	**708**	**91**	**12.85**	**763**	**91**	**11.93**
Male	684	84	12.28	727	64	8.80
Female	24	7	29.17	36	27	75

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)*
Employees										
Male	4,591	269	5.86	3,817	83.14	4,823	1,080	22.39	3,563	73.88
Female	445	37	8.31	50	11.24	465	245	52.69	242	52.04
Total	**5,036**	**306**	**6.08**	**3,867**	**76.79**	**5,288**	**1,325**	**25.06**	**3,805**	**71.96**
Workers										
Male	684	270	39.47	122	17.84	727	607	83.49	727	100
Female	24	24	100	6	25	36	36	100	36	100
Total	**708**	**294**	**41.53**	**128**	**18.08**	**763**	**643**	**84.27**	**763**	**100**

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

Category	*FY 2025-26*			*FY 2024-25*		
	Total (A)	*No. (B)*	*% (B / A)*	*Total (C)*	*No. (D)*	*% (D / C)*
Employees						
Male	4,591	4,144	90.26	4,823	2,853	59.15
Female	445	425	95.51	465	369	79.35
Total	**5,036**	**4,569**	**90.73**	**5,288**	**3,222**	**60.93**
Workers						
Male	684	655	95.76	727	590	81.16
Female	24	24	100	36	20	55.56
Total	**708**	**679**	**95.90**	**763**	**610**	**79.95**

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 of such a system?**

   Yes, the Company is committed to maintaining high standards of health, safety and well-being for all employees, contractors and stakeholders through a robust Occupational Health and Safety (OHS) Management System aligned with legal requirements and industry best practices.

A well-defined EHS Policy forms the foundation of this commitment and is communicated across the organization. A dedicated EHS Department, led by a qualified Safety person, ensures compliance and effective implementation of safety practices, supported by an EHS Committee that reviews performance and recommends improvements.

Regular risk assessments are conducted to identify and mitigate workplace hazards and Standard Operating Procedures (SOPs) are established for all critical activities to ensure safe and consistent operations.

A structured system for incident and near-miss reporting is in place, enabling root cause analysis and implementation of corrective actions. Employee health is supported through an on-site Occupational Health Centre, annual medical check-ups and pre-employment health assessments.

Continuous training programs enhance employee awareness on safety practices, emergency response, and use of PPE, which is provided based on job requirements and strictly monitored.

An Onsite Emergency Plan is implemented to address potential emergencies, supported by trained firefighting and first aid teams. Regular mock drills are conducted across all shifts to ensure preparedness and continual improvement.

The coverage of the Company's Occupational Health and Safety Management System is 100%.

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

Indoco follows a proactive and systematic approach to identify, assess and control occupational health and safety risks, ensuring a safe working environment through continuous improvement.

Health and safety is overseen by the Environmental, Health, Safety (EHS) team, which is responsible for developing and implementing policies, procedures and programs across all locations.

Hazards are identified through regular workplace inspections by trained personnel, employee reporting mechanisms and analysis of past incidents and near misses.

A well-defined Hazard Identification and Risk Assessment (HIRA) system is implemented to evaluate risks associated with products, activities and services, enabling structured risk prioritization and mitigation. Risk assessments are conducted for both routine and non-routine activities using likelihood and consequence evaluation, supported by a risk matrix. Both qualitative and quantitative methods are applied depending on the nature of the risks.

In addition, specialized risk assessments such as HAZOP for Active Pharmaceutical Ingredient (API) processes, risk assessments for formulation units, and daily work permit system along with Job Safety Analysis (JSA) are carried out to ensure comprehensive hazard identification and control.

All health and safety systems are subject to regular internal and external audits to ensure effectiveness and compliance. Supporting frameworks include a comprehensive Safety Manual, formal risk management policies and robust chemical safety protocols to ensure safe handling, storage and disposal in line with regulatory requirements.

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

Yes, we provide mechanisms for employees and workers to report any work-related hazards or dangerous situations. Individuals can report near misses, injuries and incidents to their department heads.

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

Yes, employees and workers of the Company have access to medical and healthcare services for non-occupational conditions. First aid kits are available in all departments to address minor injuries or ailments not related to work.

Additionally, eligible employees and workers are covered under the Employees' State Insurance Act, which provides support in cases of work-related injuries, illnesses, or maternity benefits.

Employees are also provided with medical and health insurance, as applicable, which can be utilized for hospitalization arising from certain medical conditions or injuries.

11. Details of safety-related incidents, in the following format:

Safety Incident/Number	*Category**	*FY 2025-26*	*FY 2024-25*
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.153	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	3	Nil
	Workers	1	3
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

**Including in the contract workforce*

Note: *The figures for the Previous Financial Year 2024-2025 and Current Financial Year 2025-2026 are not directly comparable, as the Current Financial Year includes headcount for Other than Permanent Workers. This change has been made to improve the accuracy and transparency of our sustainability reporting.*

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

The Company has implemented a comprehensive Health and Safety Management System to proactively identify, assess, and mitigate workplace risks, ensuring a safe environment for employees, contractors, and visitors.

A robust EHS Policy, supported by a Safety Manual and SOPs, ensures compliance with applicable regulations and is periodically reviewed. Regular risk assessments, workplace inspections, and hazard identification practices are conducted, with fire suppression systems installed in critical areas to manage risks.

An approved Onsite Emergency Plan is in place, supported by trained First Aid and Firefighting teams, with regular mock drills conducted to ensure preparedness. Employees receive ongoing safety training, including specialized programs for high-risk operations, to strengthen safety awareness.

A structured incident management system enables reporting, investigation and implementation of corrective actions, with proper record maintenance. Occupational health is supported through an on-site Occupational Health Centre, annual medical check-ups, and wellness initiatives.

The Company follows the hierarchy of controls, ensuring effective use of engineering controls, administrative measures, and PPE. Employee engagement is encouraged through EHS committee meetings, feedback systems, and recognition programs, while regular audits drive continuous improvement.

13. 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*
Working Conditions	Nil	Nil	N.A.	Nil	Nil	N.A.
Health and Safety	Nil	Nil	N.A.	Nil	Nil	N.A.

14. Assessments for the year:

Particulars	*% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Health and safety practices	66.67
Working Conditions	66.67

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:**

    There have been no significant risk arising from the assessments undertaken for the reporting year and hence no corrective action undertaken.

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.**

    As a responsible Company, we are steadfast in our commitment to cultivating strong and meaningful relationships with stakeholders. The Company actively engages with stakeholders, carefully identifying critical material issues, and is committed to effectively addressing stakeholder expectations. The process of identifying key stakeholder groups at Indoco involves a systematic and comprehensive approach to understand and prioritize individuals, organizations, or entities that significantly influence the Company's operations, objectives, and outcomes. Initially, a stakeholder mapping exercise is conducted to identify potential stakeholders, including shareholders, customers, employees, regulatory authorities, healthcare professionals, suppliers, research institutions, advocacy groups, communities, competitors, and media.

    Once identified, the stakeholders are prioritized based on their level of influence and impact on Indoco's operations and objectives. Stakeholders with higher influence and impact are given priority.

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 & Marginalised Group (Yes/No)*	*Channel of Communication (Email/SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other*	*Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Other please specify)*	*Purpose and scope of engagement including key topics and concerns raised during such engagement*
Shareholders	No	Press releases, website, analyst meets, analyst briefings, annual general meetings, Stock exchange and other communications, Financial Results, investor meetings / conferences, Annual Report, Grievance Redressal Mechanism	Regular and as and when required	➢ Update shareholders / investors on the business and financial performance, Company's strategy, potential opportunities and risks
Banks	No	E-mails, meetings, submissions, phone calls	Regular	➢ Routine banking transactions ➢ Drawdown limits ➢ Lending terms
Regulatory authorities	No	E-mails, meetings, submissions, Engagement through Industry Associations / committees	As and when required	➢ To engage and make representations on various regulatory and policy issues
Suppliers/ vendors	No	Physical and virtual meetings, calls, e-mail, website	Regular	➢ Ensuring business continuity and maintenance of quality compliance ➢ To identify and address any gaps at supplier facilities relating to cGMP practices ➢ To address any feedback/queries related to the product

Stakeholder Group	*Whether identified as Vulnerable & Marginalised Group (Yes/No)*	*Channel of Communication (Email/SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other*	*Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Other please specify)*	*Purpose and scope of engagement including key topics and concerns raised during such engagement*
Employees	No	Digital and physical channels of communication including but not limited to e-mails, intranet, internal human resource portal, notice board, engagement initiatives, Townhalls, Grievance Redressal Mechanism, appraisal and training programmes.	Continuous	➢ Health and Safety Awareness, skill upgradation for personal and professional growth, awareness of Company's policies and grievance redressal, providing the latest and updated information on Company and industry development
Distributors/ Carrying and Forwarding Agent	No	Mailers, Emails, phone calls	Regular and as and when required	➢ Enhancing the reach of our medicines in various geographies ➢ Developing strong partnerships for an uninterrupted supply of medicines ➢ To address any query / feedback by Distributors / Carrying and Forwarding Agent
Consumers	No	Customer meets, Emails, social media, website, Marketing & Communication	Frequent and need based	➢ Increase awareness and educate to improve the health of our patients, identify and address the unmet patient needs and develop better products/ services for the patients ➢ To address any concerns relating to our products ➢ To create awareness about our products
Customers B2B	No	In person meetings, emails and calls	Ongoing	➢ Our customers form a vital part of the Company's stakeholder engagement group. The key areas of interest for our customers are product quality, timely supply and pricing.
NGOs	No	In person meetings, emails, calls	Ongoing	➢ We engage with NGOs to facilitate our CSR activities in the areas of Health, Education, Sanitation, Environment, Infrastructure and Sports.

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. of employees/ workers covered (B)*	*% (B / A)*	*Total C*	*No. of employees/ workers covered (D)*	*% (D / C)*
Employees						
Permanent	5,036	124	2.46	5,288	Refer Note*	
Other than Permanent	2	Nil	Nil	2		
Total Employees	**5,038**	**124**	**2.46**	**5,290**		
Workers						
Permanent	708	38	5.37	763	Refer Note*	
Other than Permanent	809	Nil	Nil	Nil		
Total Employees	**1,517**	**38**	**2.50**	**763**		

Note*: *While a dedicated Human Rights training has not been conducted in FY 2024-2025, our Code of Conduct training covers key topics aligned with fundamental human rights principles. These include POSH, child labour, locus of control, accountability, and other relevant areas that promote ethical behaviour and respect for individual rights across the organisation.*

2. **Details of minimum wages paid to employees and workers in the following format:**

Category	*FY 2025-26*					*FY 2024-25*				
	Total (A)	*Equal to Minimum Wage*		*More than Minimum Wage*		*Total (D)*	*Equal to Minimum Wage*		*More than Minimum Wage*	
		No. (B)	*% (B/A)*	*No. (C)*	*% (C/A)*		*No. (E)*	*% (E/D)*	*No. (F)*	*% (F/D)*
Employees										
Permanent	**5,036**	**28**	**0.56**	**5,008**	**99.44**	**5,288**	**Nil**	**Nil**	**5,288**	**100**
Male	4,591	21	0.46	4,570	99.54	4,823	Nil	Nil	4,823	100
Female	445	7	1.57	438	98.43	465	Nil	Nil	465	100
Other than Permanent	**2**	**Nil**	**Nil**	**2**	**100**	**2**	**Nil**	**Nil**	**2**	**100**
Male	1	Nil	Nil	1	100	1	Nil	Nil	1	100
Female	1	Nil	Nil	1	100	1	Nil	Nil	1	100
Workers										
Permanent	**708**	**Nil**	**Nil**	**708**	**100**	**763**	**Nil**	**Nil**	**763**	**100**
Male	684	Nil	Nil	684	100	727	Nil	Nil	727	100
Female	24	Nil	Nil	24	100	36	Nil	Nil	36	100
Other than Permanent	**809**	**537**	**66.38**	**272**	**33.62**	Not Applicable as there are no other than Permanent workers in the Company				
Male	688	417	60.61	271	39.39					
Female	121	120	99.17	1	0.83					

Note: *The figures for the Previous Financial Year 2024-2025 and Current Financial Year 2025-2026 are not directly comparable, as the Current Financial Year includes headcount for Other than Permanent Workers. This change has been made to improve the accuracy and transparency of our sustainability reporting.*

3. **Details of remuneration/salary/wages:**

a. **Median remuneration/wages:**

Particulars	*Male*		*Female*	
	Number	*Median remuneration/ salary/ wages of respective category*	*Number*	*Median remuneration/ salary/ wages of respective category*
Board of Directors (BoD)	6	8,29,50,440	2	9,20,16,923
Key Managerial Personnel	2	1,46,03,626	Nil	Nil
Employees other than BoD and KMP	4,589	4,35,000	445	5,34,251
Workers	684	4,29,484	24	4,44,769

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	11.40	9.33

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. Human Resources Head is the focal point for addressing human rights impacts or issues caused or contributed to by the business.

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

Our Human Rights Policy applies to all stakeholders and is available at weblink **https://www.indoco.com/policies/human_rights_policy.pdf**. We have various policies to effectively address grievances related to human rights issues. Under these policies, we have established a mechanism for receiving and managing complaints. We have a dedicated grievance channel through our Whistle Blower & Vigil Mechanism Policy, which allows stakeholders to report concerns confidentially to the Chairperson of the Audit Committee. The Company has a Code of Conduct and Policy on Prevention of Sexual Harassment at the Workplace against any kind of harassment whether sexual, verbal, physical or an act of exclusion which interferes with an individual's work performance or creates an environment which is hostile, offensive or intimidating.

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	Nil	Nil	N.A.	Nil	Nil	N.A.
Discrimination at workplace	Nil	Nil	N.A.	Nil	Nil	N.A.
Child Labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Forced Labour/ Involuntary Labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Wages	Nil	Nil	N.A.	Nil	Nil	N.A.
Other human rights related issues	Nil	Nil	N.A.	Nil	Nil	N.A.

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 of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

We believe in providing equal opportunity/affirmative action. We have formulated and implemented Code of Conduct, Whistle- Blower & Vigil Mechanism Policy, Equal Opportunity for Work and Pay Policy, Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016 and Policy on Prevention of Sexual Harassment at the Workplace to effectively prevent adverse consequences in discrimination and harassment cases. Complainants in discrimination and harassment cases are protected from adverse consequences as per the guidelines and provisions provided in the Policy on Prevention of Sexual Harassment at the Workplace policy, Code of Conduct and such other aforesaid policies.

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

Yes, human rights requirements form part of our business agreements and contract.

10. **Assessments for the year:**

Particulars	*% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)*
Child labour	66.67
Forced/involuntary labour	60
Sexual harassment	60
Discrimination at workplace	60
Wages	66.67
Others – please specify	-

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

Based on the assessments conducted, no significant risks or concerns have been identified; therefore, no corrective actions are currently required.

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

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	*FY 2025-26 (In MJ)*	*FY 2024-25 (In MJ)*
From renewable sources		
Total electricity consumption (A)	6,94,91,455.20	1,95,25,831
Total fuel consumption (B)	8,89,78,225.75	4,89,63,593.60
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**15,84,69,680.95**	**6,84,89,424.60**

Parameter	FY 2025-26 (In MJ)	FY 2024-25 (In MJ)
From non-renewable sources		
Total electricity consumption (D)	12,43,84,734	15,10,19,197.20
Total fuel consumption (E)	8,12,30,494.37	6,70,13,613.80
Energy consumption through other sources (F)		-
Total energy consumed from non-renewable sources (D+E+F)	**20,56,15,228.37**	**21,80,32,811**
Total energy consumed (A+B+C+D+E+F)	**36,40,84,909.32**	**28,65,22,235.60**
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	**2,228.81** **(MJ/Lakh ₹)**	**1,916.83** **(MJ/ Lakh ₹)**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	**45,340.68** **(MJ/Lakh ₹)**	**39,160.74** **(MJ/ Lakh ₹)**
Energy intensity in terms of physical output	**10,089.17** **(MJ/Lakh Units)**	**9,032.97** **(MJ/ Lakh Units)**
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No, Independent assessment/evaluation/ assurance has not been carried out by an external agency this year.	

Note: *For the calculation of "Energy intensity in terms of physical output", we used units of production as the total weight of the production volume was not available. This calculation includes all products manufactured, such as tablets, capsules, liquids, creams/ointments, formulations, and APIs.*

Note: *As part of our ongoing efforts to improve reporting accuracy and data management, the previous year's energy data has been restated to align with the methodology used for the current financial year and to ensure comparability.*

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.**

   Since the Company is engaged in pharmaceutical sector, it is not identified as DC under the PAT scheme.

3. **Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	74,783	-
(ii) Groundwater	1,39,004	2,67,288
(iii) Third party water	1,25,950	58,448
(iv) Seawater / desalinated water	-	-
(v) Others	-	82,164
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**3,39,737**	**4,07,900**
Total volume of water consumption (in kilolitres)	**2,86,269.6**	**3,42,317**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	**1.75** **(KL/Lakh ₹)**	**2.29** **(KL/Lakh ₹)**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	**35.66** **(KL/Lakh ₹)**	**46.79** **(KL/Lakh ₹)**

Parameter	FY 2025-26	FY 2024-25
Water intensity in terms of physical output	**7.93 (KL/Lakh Units)**	**10.79 (KL/Lakh Units)**
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No, Independent assessment/evaluation/ assurance has not been carried out by an external agency this year.	

Note: *As part of our ongoing efforts to improve reporting accuracy and data management, the previous year's water consumption data has been restated to align with the methodology used for the current financial year and to ensure comparability.*

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	29,881	32,103
- No treatment	-	-
- With treatment – please specify level of treatment	29,881	32,103
v. Others	23,586.4	33,480
- No treatment	-	-
- With treatment – please specify level of treatment	23,586.4	33,480
Total water discharged (in kilolitres)	**53,467.4**	**65,583**
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No, Independent assessment/evaluation/ assurance has not been carried out by an external agency this year.	

Note: *As part of our ongoing efforts to improve reporting accuracy and data management, the previous year's water discharge data has been restated to align with the methodology used for the current financial year and to ensure comparability.*

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

Yes, out of our 8 Plants, R&D centre, and offices, the Patalganga Plant and R&D centre has already implemented partial Zero Liquid Discharge (ZLD) system. However, approximately 20% of the water is still directed to the central effluent treatment plant for further processing.

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	μg/m3	18.50	31.37
SOx	μg/m3	18.38	16.44
Particulate matter (PM)	μg/m3	35.68	43.74
Persistent organic pollutants (POP)	μg/m3	-	-
Volatile organic compounds (VOC)	μg/m3	-	0.05
Hazardous air pollutants (HAP)	μg/m3	-	-
Others (CO2)	μg/m3	-	-
Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No, Independent assessment/evaluation/assurance has not been carried out by an external agency this year.		

Note: *As part of our ongoing efforts to improve reporting accuracy and data management, the previous year's air emissions data has been restated to align with the methodology used for the current financial year and to ensure comparability.*

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

Parameter	*Unit*	*FY 2025-26*	*FY 2024-25*
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCo2e	12,377.97	10,301.87
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCo2e	24,580.88	30,203.84
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	TCo2e/Lakh ₹	0.23	0.27
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)	TCo2e/Lakh ₹	4.60	5.54
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCo2e/Lakh Units	1.02	1.28
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No, Independent assessment/evaluation/ assurance has not been carried out by an external agency this year.		

Note: *Since the previous year's energy consumption data has been restated, the Scope 1 and Scope 2 emissions and emission intensity figures for the previous year have been aligned accordingly, to ensure comparability.*

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

Yes, projects have been initiated that are geared towards reducing Green House Gas (GHG) emissions. These include:

- In Goa Plant I and II solid fuel boilers are being replaced with gas fired boilers, this will support in reduction of ash and environmental pollution as gas is a cleaner fuel.
- In Goa Plant I and II, steam based hot water system is replaced with heat pump for optimising / reducing the steam load which will subsequently help in optimising / reducing in fuel load.

9. **Provide details related to waste management by the entity, in the following format:**

Parameter	*FY 2025-26*	*FY 2024-25*
Total Waste generated (in metric tonnes)		
Plastic waste (A)	58.88	23.77
E-waste (B)	1.31	1.08
Bio-medical waste (C)	19.60	14.56
Construction and demolition waste (D)	69.85	-
Battery waste (E)	-	1.35
Radioactive waste (F)	-	-
Other Hazardous Waste. Please specify, if any (G)	889.08	263.65
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	315.87	-
Total (A + B + C + D + E + F + G + H)	**1,354.59**	**304.41**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	**0.0083 (MT/Lakh ₹)**	**0.0020 (MT/Lakh ₹)**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	**0.16 (MT/Lakh ₹)**	**0.04 (MT/Lakh ₹)**
Waste intensity in terms of physical output	**0.037 (MT/Lakh Units)**	**0.009 (MT/Lakh Units)**
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Other Hazardous Waste		
(i) Recycled	0.15	180.15
(ii) Re-used	260.04	-
(iii) Other recovery operations	279.88	-
Total	**540.07**	**180.15**
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
(i) Incineration	13.43	184.74
(ii) Landfilling	233.81	107.80
(iii) Other disposal operations	506.10	163.34
Total	**753.34**	**455.88**
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No, Independent assessment/evaluation/ assurance has not been carried out by an external agency this year.	

Note: *As part of our ongoing efforts to improve reporting accuracy and data management, the previous year's waste recovery data has been restated to align with the methodology used for the current financial year and to ensure comparability.*

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

Indoco's waste management strategy is built on the 3R principle-Reduce, Reuse, and Recycle. We systematically track all waste streams, including hazardous, non-hazardous, biomedical and e-waste, ensuring their recycling or safe disposal through authorized third parties in compliance with government regulations.

Across our value chain, we have implemented efficient waste management practices while promoting circularity. Our focus remains on maximizing recycling and minimizing the volume of waste sent to landfills and incineration. Currently, incinerable hazardous waste is routed to pre-processing facilities approved by government for responsible handling.

In line with our Extended Producer Responsibility (EPR) commitments, we also collect and recycle an equivalent quantity of post-consumer plastic waste generated from our products in India, ensuring full compliance with EPR mandates.

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 being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.*
Not Applicable as the Company does not have operations/offices in/around ecologically sensitive areas			

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 as during the current financial year, the Company was not required to undertake any Environment Impact Assessment under applicable regulations					

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 were 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*
Not Applicable				

Yes, the Company is compliant with the applicable environmental law / 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: 11

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.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2.	Indian Drug Manufacturers Association (IDMA)	National
3.	Federation of Indian Export Organisations	National
4.	Federation of Pharma Entrepreneurs (FOPE)	National
5.	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National
6.	Indo-German Chamber of Commerce	National
7.	Indian Merchant Chambers	National
8.	Basic Chemicals, Cosmetics & Dyes Export Promotion Council	National
9.	Himachal Pradesh Drugs Manufacturers Association (HPDMA)	State
10.	Maharashtra Economic Development	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*
Not Applicable as there is no action taken or underway against the Company on any issues related to anti-competitive conduct.		

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 Applicable as during the year, the Company was not required to undertake any SIA under the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.					

2. **Provide information on the 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.**

   The Communities can raise their grievances as per the mechanism provided in the Grievance Redressal Policy External available on the website of our Company.

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

Particulars	*FY 2025-26*	*FY 2024-25*
Directly sourced from MSMEs/ small producers	24%	21%*
Directly from within India	68%	56%*

** In Financial Year 2025-2026, we revised our calculation methodologies, as a result, the data for Financial Year 2024–2025 has been restated based on the updated methods.*

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**

Location	*FY 2025-26*	*FY 2024-25*
Rural	23.70%	26.21%
Semi-urban	11.73%	12.18%
Urban	16.89%	10.84%
Metropolitan	47.68%	50.77%

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

PRINCIPLE 9 Businesses 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**

To Receive:

- Mechanism for formulation sites -
  - Complaints can be communicated either orally or written form or through any other means of communication like electronically.
  - We have a dedicated email Id for each facility to receive consumer complaints. Once the complaints are received, the same are logged into the system.
  - Any additional information related to the complaint can be requested through a letter or an email.
- Additionally for API sites, SOP No. SOP/PP/QA/051 is implemented for handling customer (Consumer) complaints:
  - The Marketing department forwards the complaint to the Plant QA team within 48 hours from the receipt of the complaint. The QA head then reviews the complaint and send an interim response to the complainant through the Marketing department.
  - Critical complaints are investigated within 15 working days, while non-critical ones are completed within 30 working days from the time the complaint is received.
  - Once the investigation is completed, feedback determining the satisfaction of the complainant is obtained.

Feedback:

- Organisational mechanism
  - A reply is prepared and sent to the complainant along with the investigation details.
  - Any communication further received from the complainant is further assessed for any additional investigation, additional action plans or corrective actions.

2. **Turnover of products and/or 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	Refer Note*
Safe and responsible usage	100
Recycling and/or safe disposal	Refer Note*

Note*: *The Company has not yet conducted a Life Cycle Assessment (LCA) to evaluate and communicate the environmental or social impacts of its products. However, relevant parameters related to product recycling and safe disposal are considered. The Company complies with all applicable laws and regulations concerning product labelling and information.*

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

Particulars	*FY 2025-26*		*Remarks*	*FY 2024-25*		*Remarks*
	Received during the year	*Pending resolution at end of year*		*Received during the year*	*Pending resolution at end of year*	
Data privacy	Nil	Nil	N.A.	Nil	Nil	N.A.
Advertising	Nil	Nil	N.A.	Nil	Nil	N.A.
Cyber-security	Nil	Nil	N.A.	Nil	Nil	N.A.
Delivery of essential services	Nil	Nil	N.A.	Nil	Nil	N.A.
Restrictive Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Unfair Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Other	-	-	-	-	-	-

4. Details of instances of a product recall on account of safety issues:

Particulars	*Number*	*Reasons for recall*
Voluntary recalls	3	Voluntary recalls were made in order to maintain compliance standards. The said Voluntary recalls were not on account of safety concerns and there was no recurrence of such recalls.
Forced recalls	Nil	N.A.

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.

Yes, the Company has Cyber Security policy and the same is available on the Company's website at the web link: **https://www.indoco.com/policies/information_technology_policy.pdf** Further the Company's Risk Management Policy also provides measures for mitigation of cyber security risk and the same is available on the Company's website at the weblink: **https://www.indoco.com/policies/Risk_Management_Policy.pdf**.

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 the safety of products / services:

Not Applicable as there were no issues relating to advertising, delivery of essential services; cyber security, data privacy of customers and re-occurrence of instances of product recalls and no penalty was levied or action was undertaken by the regulatory authorities on the safety of products/services for the Financial Year 2025-2026.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:- Nil

b. Percentage of data breaches involving personally identifiable information of customers:- Nil

c. Impact, if any, of the data breaches:- N.A.

For and on behalf of the Board of Directors
Indoco Remedies Limited
Sd/-
Suresh G Kare
Chairman
DIN: 00179220

Place : Mumbai
Date : May 07, 2026