



MOREPEN



Date: 02/09/2026

To

National Stock Exchange of India Ltd.
Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai- 400 051
Symbol: MOREPENLAB

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai- 400 001
Scrip Code: 500288

Subject: Business Responsibility & Sustainability Report for the financial year 2025-26.

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, *as amended*, please find enclosed Business Responsibility and Sustainability Report ("BRSR") of the company for the financial year 2025-26.

The aforesaid BRSR is forming an integral part of the Annual Report for the financial year 2025-26 and can be accessed on the company's website at www.morepen.com.

This is for your information and records.

Thanking you,

Yours faithfully,

For Morepen Laboratories Limited

Vipul Kumar
Srivastava

Vipul Kumar Srivastava
Company Secretary
Membership no. F 12148

Digitally signed by Vipul Kumar Srivastava
DN: cn=Vipul Kumar Srivastava, o=Morepen Laboratories Limited,
c=IN, email=vipul.kumar@morepen.com, serial=12148, c=IN
Morepen Laboratories Limited, Mumbai, India
Date: 2026.09.02 12:29:00 +05'30'

Encl.: a/a.

Morepen Laboratories Limited

CIN NO. L24231 HP1984PLC006028

Corp. Off.: 2nd Floor, Tower C, DLF Cyber Park, Udyog Vihar-III, Sector-20, Gurugram, Haryana-122016, INDIA
TEL.: +91 124 4892000, E-mail: corporate@morepen.com, Website: www.morepen.com

Regd. Off.: Morepen Village, Malkumajra, Nalagarh Road, Baddi, Distt. Solan (H.P.) -173205, INDIA
Tel.: +91 1795 266401-03, 244590, Fax: +91 1795 244591, E-mail: plants@morepen.com

ANNEXURE ‘D’

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the listed entity	–	L24231HP1984PLC006028
2	Name of the listed entity	–	Morepen Laboratories Limited
3	Year of incorporation	–	1984
4	Registered office address	–	Morepen Village, Nalagarh Road, Malkumajra, Baddi, Solan, Himachal Pradesh, 173205
5	Corporate address	–	2 nd Floor, Tower C, DLF Cyber Park, Udyog Vihar-III, Sector-20, Gurugram, Haryana-122016
6	E-mail	–	investors@morepen.com
7	Telephone	–	+91-124-4892000
8	Website	–	www.morepen.com
9	Financial year for which reporting is being done	–	01/04/2025 - 31/03/2026
10	Name of the Stock Exchange(s) where shares are listed	–	National Stock Exchange of India Limited ("NSE") and BSE Limited ("BSE")
11	Paid-up Capital	–	₹109,58,41,398
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. Sanjay Suri Whole-Time Director sanjay.suri@morepen.com +91-1795-266401-03
13	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 basis
14	Name of assessment or assurance provider	–	Not mandated for FY 25/26
15	Type of assessment or assurance obtained	–	Not mandated for FY 25/26

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.	API Business	Products like Loratadine, Montelukast, Atorvastatin etc	56.33%
2	Medical Devices Business	BP Monitors, Glucometers etc	35.60%

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

S. No.	Product/Service	NIC/HSN/SAC Code	% of total Turnover contributed
1.	Manufacture of pharmaceuticals, medicinal and chemical product (Active Pharmaceutical Ingredients)	210099	56.33%
2.	Manufacture of other medical and dental instruments n.e.c. (Diagnostics)	325005	35.60%

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	4	2*	6
International	0	0	0

*Corporate office at Gurugram and registered office at Baddi, Himachal Pradesh.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	20+
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 is 40% of the total turnover of the entity.

c. A brief on types of customers

Morepen distributes its APIs globally across domestic, regulated, and semi-regulated markets, spanning over 80 countries. Its esteemed clientele includes leading global pharmaceutical companies such as Sandoz, Perrigo, and Adamed, with a footprint extending across the USA, Germany, Poland, Japan, Korea, Russia, and Taiwan, as well as Rest-of-World (ROW) markets like Bangladesh, Egypt, Algeria, and the Philippines. Additionally, the company supplies medical devices and formulations directly to the retail segment.

Customer Type	Description	Key Needs
Retail Customers	Individual end-users buying OTC and wellness products	Quality, affordability, ease of use, accessibility
Pharmacies & Retailers	Physical stores selling the company's products to consumers	Reliable supply, competitive pricing, variety
Hospitals & Clinics	Healthcare institutions and professionals	Quality, regulatory compliance, technical support
Distributors & Wholesalers	Bulk buyers supplying to retailers and institutions	Consistent supply, favourable margins, logistics
E-commerce Customers	Online buyers via the company's site or e-commerce platforms	Convenience, quick delivery, authenticity
Corporate & Institutional	Organizations buying for employees or bulk needs	Custom solutions, bulk pricing, after-sales
Business to Business buyers (for API)	Supply of API to formulation manufactures and traders	Quality, Regulatory and supply assurance

IV. Employees

20. Details as at the end of 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)	1314	1188	90.41%	126	9.59%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total Employees (D+E)	1314	1188	90.41%	126	9.59%
WORKERS						
4.	Permanent (F)	605	564	93.22%	41	6.78%
5.	Other than Permanent (G)	1150	967	84.09%	183	15.91%
6.	Total Workers (F+G)	1755	1531	87.24%	224	12.76%

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)	0	0	0	0	0
2.	Other than Permanent(E)	0	0	0	0	0
3.	Total Differently abled employees (D+E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	0	0	0	0	0
5.	Other than Permanent(G)	1	1	100%	0	0
6.	Total Differently abled workers (F+G)	1	1	100%	0	0

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No(B)	%(B/A)
Board of Directors (BoDs)	6	1	16.67%
Key Management Personnel	4*	0	0%

*Two of the KMPs are part of the BODs

22. Turnover rate for permanent employees and workers (in%)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.94	12.60	15.61	12.80	13.28	12.85	12.84	11.41	12.71
Permanent Workers	1.83	0.00	1.71	0.98	0.00	0.91	1.35	0.00	1.22

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. 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.	Morepen Devices Limited	Subsidiary	100%	No
2.	Morepen Rx Limited	Subsidiary	100%	No
3.	Morepen Bio Inc.	Subsidiary	100%	No
4.	Morepen Labs - FZCO.	Subsidiary	100%	No
5.	Morepen Medipath Limited*	Subsidiary	60%	No
6.	Sigmacheck Health Private Limited	Subsidiary	60%	No
7.	Morepen Medical Equipment Trading L.L.C	Subsidiary	60%	No

* Previously known as Morepen Medtech Limited.

Note - Dr. Morepen Limited, Total Care Limited and Quick Med Private Limited ceased to be subsidiaries with effect from 31 July 2025.

VI. CSR Details

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

(ii) Turnover (in ₹) 16,76,66,92,000
(Note: This is the turnover from operations)

(iii) Net worth (in ₹) 12,45,41,00,000

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:

			2025-26			2024-25		
Stakeholder Group from whom complaint is received	Grivance Redressal Mech-anism in Place (Yes/No)	(If yes then-provide web-link for grievance redress policy)	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	Yes, the company have a unified Grievance Redressal Policy which can be accessed using the following web-link	0	0	–	0	0	–
Investors (other than shareholders)	Yes		0	0	–	0	0	–
Shareholders	Yes		2	0	–	0	0	–
Employees and workers	Yes		10	0	–	13	0	Refer to Qn13 of Principle 3 of BRSR report of FY 24/25
Customers	Yes		2	0	Complaints received from customers related to labelling and packaging of the product.	16	0	Refer to Qn 3 of Principle 9 of BRSR report of FY 24/25
Value Chain partners	Yes	-	0	0	–	0	0	–
Other (please specify)	-	-	-	-	-	-	-	-

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

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	Climate Change (GHG Emissions)	Risk	• Stricter environmental regulations across India, the EU, and the US may lead to increased compliance costs, potential penalties, operational disruptions, and restrictions on exports. • Extreme weather events could impact climate sensitive infrastructure, and impact workforce availability. • Variations in temperature and humidity may affect the storage and transportation of sensitive products, resulting in higher spoilage rates and increased logistics costs. • Water scarcity, particularly in key manufacturing regions in India, poses risks of production disruptions and increased costs for alternative sourcing. • Instability in energy supply can lead to operational interruptions and higher energy expenses. • Increasing expectations from investors and customers regarding climate action and transparency may influence business reputation and market access. • Insurance premiums and financing costs may rise for operations exposed to higher environmental and climate-related risks	Adaptation: • Invest in climate-resilient infrastructure and increase the use of renewable energy technologies. • Adopt water-efficient processes. • Implement advanced monitoring systems to strengthen supply chain and logistics management. Mitigation: • Strengthen compliance mechanisms and enhance reporting in line with environmental regulations. • Invest in cleaner technologies, biofuels, and energy-efficient equipment to reduce environmental impact. • Actively participate in industry collaborations to promote best practices and policy advocacy. • Obtain and maintain relevant certifications and undertake periodic third-party audits. • Enhance measurement, tracking, and disclosure of Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions.	Negative Impact: Compliance, adaptation, and technology investments increase short-term costs. Disruptions can impact output, revenue, long-term profitability, market access, insurance and financing costs.
2	Waste Management & Sustainable Packaging	Opportunity	• Reduces environmental pollution and overall footprint, ensuring alignment with Indian and global regulatory requirements.	Not applicable	Positive Impact: While initial investments may be required, they are offset by lower

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)
			• Strengthens brand reputation among eco-conscious consumers and B2B stakeholders. • Enables long-term cost efficiencies through optimized material usage and reduced waste disposal. • Supports circular economy practices, including increased use of recycled content and improved recyclability. • Prepares the Company for evolving regulations on plastics and hazardous waste management. • Enhances access to green procurement opportunities and sustainability-linked financing. • Minimizes risks related to supply chain disruptions and reputational impact.		material consumption and reduced waste disposal costs, along with stronger brand value and better access to new markets and incentives. Improved stakeholder confidence and proactive regulatory compliance further contribute to sustainable, long-term growth.
3	Energy Management	Opportunity	• Delivers significant cost savings through reduced energy consumption and improved process optimization. • Demonstrates environmental leadership, enhancing attractiveness to investors and customers. • Reduces exposure to volatile energy prices and potential supply disruptions, particularly in industrial zones. • Supports the achievement of regulatory requirements and corporate sustainability targets through increased adoption of renewable energy. • Enables access to government incentives, carbon credits, and green financing opportunities.	Not applicable	Positive Impact: Lower energy costs enhanced operational resilience, and access to potential financial incentives contribute to improved profitability. A strong ESG profile further supports investor confidence and may help reduce the overall cost of capital.

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)
			• Strengthens export competitiveness by aligning with global buyer standards and sustainability expectations.		
4	Water management	Opportunity	• Optimizes water usage, minimizing waste and conserving a critical natural resource. • Ensures operational continuity, particularly in water-stressed regions in India. • Strengthens compliance with environmental regulations and CSR commitments while enhancing corporate reputation. • Supports climate resilience through initiatives such as rainwater harvesting and pond rejuvenation. • Reduces the risk of regulatory penalties and potential production disruptions. • Aligns with stakeholder and community expectations for responsible and sustainable water management.	Not applicable	Positive Impact: Optimized water usage reduces risk of production disruptions, enhances reputation, and access to potential government incentives contribute to improved performance. It also strengthens long-term resilience and supports business continuity.
5	Sustainable Supply Chain	Opportunity	• Drives cost efficiencies through improved resource utilization, waste reduction, and operational optimization. • Enhances resilience to disruptions arising from resource scarcity, climate events, and evolving regulatory requirements. • Promotes supplier diversification, reducing dependency on single regions and strengthening supply chain stability.	Not applicable	Positive Impact: Enhances cost efficiency through improved operational resilience, brand image and a stronger reputation thereby resulting in revenue growth, facilitation of market expansion, and improved access to sustainability-linked finance.

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)
			• Strengthens brand reputation and fosters greater customer trust and loyalty. • Anticipates and aligns with global buyer expectations for sustainable and responsible sourcing. • Mitigates ESG-related risks across the upstream supply chain. • Timely disbursement of payment to value chain partners.		
6	Wellbeing of Employees	Opportunity	• Reduces absenteeism, employee turnover, and associated insurance costs. • Enhances productivity and overall operational performance. • Strengthens employer branding, supporting talent attraction and retention. • Lowers healthcare costs through the implementation of employee wellness programs. • Improves employee engagement, satisfaction, motivation and morale and an encouraging positive environment. • Ensures compliance with applicable laws of the land. • Minimizes legal liabilities and reputational risks arising from workplace incidents.	Not applicable	Positive Impact: Lowers operating cost, enhances productivity, and improves talent retention, thereby resulting in prevention of unnecessary cost.
7	Community engagement	Opportunity	• Strengthens trust and reinforces the social license to operate within local communities. • Facilitates access to local	Not applicable	Positive Impact: Strong community relations enables a positive mood, thereby resulting in

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)
			talent and strategic partnerships. • Mitigates regulatory, reputational, and operational risks. • Supports long-term business sustainability and resilience. • Enhances the impact of CSR initiatives, contributing to improved brand value. • Supports smoother permitting processes and expansion into new geographies.		continuation of positive and encouraging relationship with the local community and in allowing the social license for operating business. Supports long-term market presence and stakeholder goodwill.
8	Product Quality and Safety	Risk	• Failure may result in reputational harm, reduced consumer trust, and a decline in market share. • Regulatory oversight is increasing in both domestic and export markets. Non-compliance may lead to legal actions, monetary penalties, and regulatory scrutiny. • Consumer health risks can give rise to product recalls and legal liabilities. • Adverse events may negatively impact investor confidence and global partnerships. • Social media can rapidly escalate and spread product-related concerns, which may impact confidence of customers resulting in impact of business revenue.	Adaptation: Invest in advanced quality control, real-time monitoring, and robust feedback mechanisms. • Ensure regular employee training and conduct supplier audits. • Collaborate with regulators to maintain compliance. Mitigation: Strengthen product design and manufacturing standards. • Diversify suppliers to reduce the risk of single-point failure. • Establish rapid response protocols for recalls and communication. • Drive continuous innovation and stakeholder engagement.	Negative impact: Recalls, litigation, and loss of sales can significantly affect revenue and profitability. Proactive quality management helps limit potential losses, safeguard reputation, and ensures continued market access.
9	Regulatory Compliances	Opportunity	• Facilitates access to new markets and supports global expansion. • Helps mitigate legal, financial, and operational risks.	Not applicable	Positive Impact: Compliance helps avoid costly penalties and operational disruptions, supports revenue growth, and

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)
			• Reduces the likelihood of penalties, litigation, and reputational damage. • Attracts investors and lenders who value strong compliance. • Supports stable operations and ensures business continuity. • Prepares the organization for evolving regulations in India and globally.		attracts capital. Strong compliance can also serve as a competitive advantage in highly regulated markets.
10	Cyber-security/ Data Privacy & Security	Risk	• Cyberattacks and data breaches can expose sensitive information, resulting in financial losses, regulatory penalties, and reputational damage. • Non-compliance with data protection regulations (such as GDPR and the Indian PDP Bill) may lead to significant fines. • Ransomware and denial-of-service attacks can disrupt business operations. • Increasing digitalization in the pharmaceutical sector is elevating exposure to cyber risks. • Loss of customer trust can adversely affect long-term revenue. • Regulatory scrutiny and mandatory reporting requirements are increasing globally.	Adaptation: Implement firewalls, encryption, and intrusion detection systems. • Conduct regular security assessments and provide employee training. • Develop comprehensive incident response and disaster recovery plans. Mitigation: • Collaborate with cybersecurity experts and law enforcement agencies. • Ensure continuous monitoring and share threat intelligence. • Regularly update and patch systems to address vulnerabilities.	Negative Impact: Data breaches and operational disruptions can lead to direct financial losses, legal expenses, and loss of business. Proactive investment helps to mitigate risks, safeguard revenue, and maintain stakeholder trust.
11	Intellectual Property and Innovation	Opportunity	• Protects proprietary products and processes, creating barriers to entry. • Enables revenue generation through licensing opportunities and strategic partnerships.	Not applicable	Positive Impact: Monetization of intellectual property, higher sales, and market exclusivity contribute to revenue growth. A strong Intellectual Property

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)
			• Supports market expansion and strengthens brand differentiation. • Attracts investment and enhances shareholder value. • Plays a critical role in maintaining competitiveness in pharmaceutical R&D. • Facilitates global market approvals and exclusivity rights. • Addresses increasing IP enforcement in India and international markets.		and Innovation portfolio attracts partners and investors while supporting premium pricing.

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.

[illegible]

Governance, Leadership & Oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Amidst global uncertainty and instability, and various other geopolitical challenges, we at Morepen Laboratories Limited have been able to balance our growth without impacting our shareholders confidence. Further, as we conclude the fiscal year 2025/26, we remain steadfast in our commitment to integrate sustainability in every facet of our business activities to create long-term value for our stakeholders. Our dedication to environmental, social, and governance (ESG) principles is fundamental to our growth as we continue to make high-quality affordable healthcare accessible globally. ESG Challenges and Strategy: • We have continued with our commitments to make our workplace and operations a better place for our employees as well as contributing to making the world a better place for others. To address these, we have implemented ESG framework that aligns with global standards, including the United Nations Global Compact (UNGC) principles. • We have also obtained Integrated Management System (IMS) certification as per ISO 14001 (Environmental Management), ISO 45001 (Occupational Health and Safety), ISO 37301 (Compliance Management System) and ISO 50001 (Energy Management System) in line with national and international standards. • The Company has participated in the Eco Vadis sustainability assessment to strengthen its ESG performance, which is increasingly important for customers and export markets. We have made significant progress in Eco Vadis – we have received bronze medal with a score of 70, which is a significant leap in comparison to the previous year's score. • Our primary focus remains in managing the inherent ESG based material risks associated with our business operations, while simultaneously capitalizing the opportunities. Key Targets and Achievements: • Energy and Climate Action: During FY 2025-26, we accelerated our transition toward a greener operational model. As such, we have continued our transition to renewable energy sources and the adoption of energy-efficient technologies to mitigate climate change and support national Net Zero commitments. • Resource Stewardship: We have prioritized the 3Rs (Reduce, Reuse, Recycle) in waste management and implemented advanced water-saving technologies to optimize consumption and ensure responsible wastewater disposal. • Sustainable Development: Our CSR initiatives for this year, as approved by the Board, have targeted rural development, and community-centric sustainable infrastructure projects, such as the installation of solar-powered streetlights, apart from planting trees. • Operational Excellence: Our facilities maintain rigorous international certifications, including WHO-GMP, USFDA, and EDQM, which validate our structured and conscious efforts toward energy management and regulatory compliance. Looking ahead, Morepen Laboratories is committed to further improving the ESG performance across the value chain, investing in cleaner technologies and in further strengthening our ESG disclosures to ensure full transparency and accountability as we grow.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sanjay Suri Whole Time Director DIN: 00041590
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.	Mr. Sanjay Suri, Whole-Time Director and the Key Managerial Personnel (KMP) responsible for sustainability at Morepen Laboratories Limited, serves as the Head of Sustainability for the Company. He is entrusted with the formulation, implementation, and continuous enhancement of sustainability policies that are aligned with the National Guidelines on

Responsible Business Conduct (NGRBC), the Securities and Exchange Board of India's Business Responsibility and Sustainability Reporting (BRSR) framework, and other applicable national and international standards.

He is responsible for setting and monitoring sustainability and ESG targets, reviewing the Company's ESG performance, and ensuring compliance with applicable regulatory requirements, environmental norms, and social-governance standards across operations and the value chain. He drives initiatives related to resource efficiency, climate action, waste management, water stewardship, and sustainable procurement, consistent with the Company's broader sustainability mission and policy framework.

In this capacity, he provides strategic oversight and direction to the Company's sustainability governance structure, including the Board-level Sustainability Committee and management-level Sustainability Steering Committee, to ensure that Morepen's business operations are aligned with industry best practices and its commitment to responsible, ethical, and sustainable growth. He also promotes stakeholder engagement and community-centric initiatives, reinforcing the Company's role as a responsible corporate citizen in line with NGRBC Principles and the UN Sustainable Development Goals.

10. Details of Review of NGRBCs by the company:

For Details of Review of Policies by the Company:																		
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
Performance against above policies and follow up action	Yes, the review was conducted for assessment of compliance requirements specific to the principles of BRSR core by the Sustainability Committee									The review is conducted on an annual basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes, and at periodic intervals as per the legal requirement								

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.

[illegible]

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

[illegible]

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 programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	0	-	0
Key Managerial Personnel	0	-	0
Employees other than Board of Directors (BODs) and Key Management Personnel (KMPs)	235	The Company conducted comprehensive training and awareness programmes for all employees across a broad range of areas, including Good Manufacturing Practices (GMP), Standard Operating Procedures (SOPs), On-the-Job Training, Prevention of Sexual Harassment (POSH) awareness, Business and Human Rights, Safety, Personal Protective Equipment (PPE) usage, Respiratory Protection, Chemical Handling, Productivity Improvement, Product Quality Improvement, Waste Management, Time Management, Health and Wellness, Technical Processes and Emergency Response. By building employee capabilities in environmental management, human rights, and operational excellence, the company reinforces its alignment with the nine BRSR principles, enhances employee well-being, and supports sustainable value creation for all stakeholders.	62.48%
Workers	44	The company has conducted comprehensive training sessions for all workers, encompassing key areas such as On-Job Training, POSH Awareness Training, Human Rights Training, Health & Safety Training, Chemical Handling Training, Good Manufacturing Practices (GMP), safe handling of raw and packaging materials, emergency preparedness, use of fire extinguishers, productivity improvement, prevention of child, forced, and bonded labour, awareness of statutory benefits (including PF, ESI, gratuity, and bonus), adherence to standard operating procedures (SOPs), personal hygiene, housekeeping and teamwork. These initiatives play a vital role in cultivating a safe, compliant, and inclusive work environment, while aligning with applicable legal and regulatory frameworks. They also strengthen workforce awareness by clearly outlining workers rights and responsibilities. Through the integration of operational best practices with robust social safeguards, the company continues to demonstrate its commitment to responsible business conduct and sustainable workforce development.	91.79%

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 Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	-	NIL	-	No
Settlement	NIL	-	NIL	-	No
Compounding fee	NIL	-	NIL	-	No

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases here 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-corruption or anti-bribery policy. The company maintains a robust Anti-Corruption and Anti-Bribery Policy that reflects a strict zero-tolerance approach toward any form of bribery or corrupt practices. The policy is applicable to all employees, directors, officers, contractors, consultants, and any third parties acting on behalf of the company. It explicitly prohibits the offering, giving, receiving, or soliciting of bribes-whether in cash or in kind-to secure any undue commercial, contractual, regulatory, or personal advantage. The framework mandates adherence to all relevant anti-corruption regulations, including FERA, Anti-Money Laundering laws, the Foreign Corrupt Practices Act (FCPA), and the UK Bribery Act. The policy further emphasizes accountability and transparency by requiring individuals to promptly report any suspected or actual violations, with assurances of protection against retaliation. Non-compliance may lead to stringent disciplinary measures, including termination and potential legal action. Overall, the policy reinforces ethical conduct and provides clear guidance to identify, prevent, and address corruption-related risks, thereby promoting a fair and responsible business environment.

Link: <https://www.morepen.com/public/img/pdf/Anti%20Corruption%20and%20Anti%20Bribery%20Policy%20-%20Morepen.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:

	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
Number of complaints received in relation to issues of conflict of interest of the KMPs	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:
No such cases filed.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables*	83	81

*Trade Payable days have been calculated based on payable only of RM/PM purchases and their expenses.

9. 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:

Parameters	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	16.86%	24.16%
	b. Number of trading houses where purchases are made from	253	80
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	47.81%	71.12%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	48.77%	56.01%
	b. Number of dealers / distributors to whom sales are made	1729	1575
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	29.05%	55.15%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0%	0%
	b. Sales (Sales to related parties / Total Sales)	8.01%	10.63%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	5.17%	0%
	d. Investments (Investments in related parties / Total Investments made)	0.26%	0.44%

Leadership Indicators:

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, the company has established structured processes to prevent and manage conflicts of interest involving members of its Board, ensuring strong governance and ethical oversight. Board members are expected to proactively avoid situations where personal interests may conflict with those of the company. In instances where a conflict arises or is anticipated, they are required to disclose all relevant details in writing to the Board. Further, both Board members and senior management must refrain from participating in discussions or decision-making processes where such conflicts exist, ensuring appropriate disclosure and recusal. The Board undertakes periodic reviews of related party transactions and potential conflicts in line with its Policy on Related Party Transactions, ensuring compliance with applicable regulations, including SEBI requirements and the Companies Act. Additionally, the Code of Conduct mandates that all Board members and senior management uphold integrity, avoid conflicts, and promptly report any potential issues. These mechanisms form a critical part of the company's governance framework, promoting transparency, accountability, and ethical decision-making at the highest levels.

Kindly refer to the following:

For Code of Conduct: <https://www.morepen.com/public/img/Code-of-Conduct-for-BoardMembers-and-Senior-Management-Personnel.pdf>

For Policy on Dealing with Related Party Transactions: <https://www.morepen.com/public/img/pdf/Policy-onDealings-with-Related-Party-Transactions.pdf>

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 improvement in social and environmental impacts
R&D	0	0%	-
Capex	9.39%	0%	1. Boiler Fuel Conversion to Parali (Biomass) - Baddi The boiler fuel was transitioned from conventional fuel to Parali (agricultural biomass), significantly reducing greenhouse gas (GHG) emissions and lowering the overall carbon footprint of the operations. The initiative also promotes the productive utilization of agricultural residue that would otherwise be openly burned. Social and Environmental Impact: - Significantly reduced greenhouse gas emissions using renewable biomass fuel. - Mitigated the environmental impact of crop residue burning by creating a productive use for Parali. - Supported local farmers by providing an additional source of income through the procurement of agricultural residue. - Contributed to improved air quality and healthier communities in the surrounding areas. 2. Boiler Conversion from HSD to Dual Fuel (LPG) - Plant 12B, Parwanoo The boiler was upgraded from High-Speed Diesel (HSD) to a dual-fuel system utilizing Liquefied Petroleum Gas (LPG). As a cleaner-burning fuel, LPG has enhanced combustion efficiency, reduced atmospheric emissions, and improved the plant's overall environmental performance. Social and Environmental Impact: - Reduced emissions of particulate matter and other air pollutants. - Improved workplace air quality by minimizing smoke and airborne emissions. - Reduced employee exposure to harmful pollutants, supporting better occupational health and safety. - Created a cleaner and safer working environment for employees. - Lowered the environmental impact on neighbouring communities through reduced air emissions. 3. Installation of Multi-Effect Evaporator (MEE) and Agitated Thin Film Dryer (ATFD) - Baddi A Multi-Effect Evaporator (MEE) was installed to reduce Total Dissolved Solids (TDS) in wastewater, thereby improving effluent

			quality. The Agitated Thin Film Dryer (ATFD) further processes the concentrated residue into dry powder, enabling safer disposal and minimizing odour generated during the effluent treatment process. Social and Environmental Impact: - Enhanced wastewater treatment efficiency and improved the quality of treated effluent. - Enabled safer handling and disposal of concentrated waste through residue drying. - Reduced odour emissions, contributing to a healthier workplace and surrounding environment. - Reinforced the Company's commitment to responsible wastewater management and employee well-being. 4. Installation of Dust Collector - Masulkhana A dust collection system was installed to capture particulate matter (PM) generated during manufacturing operations, thereby reducing dust emissions released into the atmosphere. Social and Environmental Impact: - Reduced particulate matter emissions, improving ambient air quality. - Improved workplace air quality by minimizing airborne dust. - Reduced employee exposure to particulate matter, supporting occupational health and safety. - Contributed to a cleaner working environment and reduced environmental impact on the surrounding community.
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Note: During the period, R&D efforts were primarily aligned with core business priorities, product development, and improving operational efficiency. The Company recognizes the growing significance of environmental and social responsibility and is committed to periodically reviewing its investment strategies to incorporate sustainable technologies, in line with evolving business requirements and regulatory expectations.

2.

a.

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

No, the entity has not yet established procedures for sustainable sourcing.

b.

If yes, what percentage of inputs were sourced sustainably?

Not Applicable
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.

The company has established robust internal processes to ensure the safe handling, recycling, and disposal of waste streams generated across its operations, as outlined below:

(a) Plastics (including packaging):

Plastic waste generated from packaging and operations is minimized at the source to the extent feasible. All plastic waste is segregated at source and managed in accordance with applicable regulations and disposed of to authorized hazardous waste recyclers which are approved by the local pollution control board authority.

(b) E-waste:

E-waste generated primarily from office and laboratory equipment is limited in volume and is handled through a defined process of collection, segregation and storage. The company engages only authorized e-waste recyclers to ensure environmentally sound disposal in compliance with regulatory requirements.

(c) Hazardous waste:

Hazardous waste streams, including chemical residues, laboratory waste, and expired or rejected products, are managed through dedicated systems. These include secure storage, controlled transportation, and disposal via authorized and licensed agencies, ensuring adherence to all safety and environmental norms.

- (d)

Other (non-hazardous) waste:

General waste such as paper, office waste, and other recyclable materials is segregated at source and directed to authorized recyclers or municipal waste management systems. The company continuously monitors waste generation and implements waste minimization initiatives supported by employee awareness programs.
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, EPR is applicable to certain activities of the company, with specific mention to management of plastic waste. Approvals are being sought for making necessary provisions to be in alignment with the requirements stipulated by the Central and Local Pollution Control Board.

Leadership Indicators:

1.

Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The company has not conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry). However, the company intends to conduct LCA assessments in the coming years for some of its key products.					

2.

If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product /Service	Description of the risk /concern	Action Taken
While the company has not yet undertaken Life Cycle Assessment (LCA) studies for its products, it has implemented an environmental, health & safety, energy and compliance management system as per ISO standards. In this context assessment is carried out to identify adverse environmental or social concerns if arising due to business activities that are conducted by the company. No such significant social or environmental concerns/risks have been identified until the last assessments, which were carried out both in internal as well as external assessments.		

3.

Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	2025-26	2024-25
Solvents	72%	65.98%

4.

Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

5.

Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable, since the company is engaged in manufacturing of pharmaceutical products.	

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	1188	427	35.94%	1188	100%	0	0	946	79.63%	0	0
Female	126	57	45.24%	126	100%	126	100%	0	0	0	0
Total	1314	484	36.83%	1314	100%	126	100%	946	79.63%	0	0
Other than permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

*Maternity Benefit is meant for prospective mothers, hence the percentage of females covered by maternity benefit should be over the total number of females working in the organization.

^ Paternity Benefit is meant for prospective fathers; therefore, the percentage of males covered by paternity benefit should be calculated over the total number of male employees working in the organization.

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	564	297	52.66%	564	100%	0	0	564	100%	0	0
Female	41	14	34.15%	41	100%	41	100%	0	0	0	0

Total	605	311	51.40%	605	100%	41	100%	564	100%	0	0
Other than permanent workers											
Male	967	967	100%	967	100%	0	0	0	0	0	0
Female	183	183	100%	183	100%	183	100%	0	0	0	0
Total	1150	1150	100%	1150	100%	183	100%	0	0	0	0

*Maternity Benefit is meant for prospective mothers, hence the percentage of females covered by maternity benefit should be over the total number of females working in the organization.

^ Paternity Benefit is meant for prospective fathers; therefore, the percentage of males covered by paternity benefit should be calculated over the total number of male employees working in the organization.

c. Spending on measures towards well-being 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 total revenue of the company	0.37%	0.39%

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

FY 2025-26				FY 2024-25		
Benefits	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	98.86%	99.94%	Yes	91.67%	100%	Yes
Gratuity	100%	100%	Yes	92.86%	100%	Yes
ESI	8.68%	74.99%	Yes	14.81%	77.82%	Yes
Others- (Leave Encash-ment	73.97%	100%	N.A.	67.86%	100%	N.A.

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 is guided by its Equal Opportunity Policy and ensures that its offices are equipped with facilities to support ease of access for all individuals. The corporate offices are fitted with elevators and infrastructure designed to accommodate differently abled persons. Additionally, wheelchair-accessible washrooms are available at the corporate office to enhance accessibility and inclusivity.

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 established an Equal Opportunity Policy in alignment with compliance requirements specific to Rights of Persons with Disabilities Act, 2016.

Policy is accessible at: <https://www.morepen.com/public/img/pdf/Equal%20Opportunity%20Policy%20-%20Morepen.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	100%	100%	100%	100%
Female	45.45%	100%	100%	100%
Total	82.35%	100%	100%	100%

Note - Out of the 11 female employees who availed maternity leave, 6 were scheduled to return to work after 31st March 2026. Of these, 3 employees have already resumed their duties during the current financial year, while the remaining 3

are expected to rejoin upon completion of their maternity leave. Additionally, 2 employees whose return to work was pending from the previous financial year have resumed their duties during the current financial year. These employees were included in the previous year's return-to-work calculation, which resulted in an 81% return rate. Accordingly, their rejoining in the current year has also be taken into consideration while interpreting the overall return-to-work statistics.

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

	YES/NO (If YES, then give details of the mechanism in brief)
Permanent Workers	Yes*
Other than Permanent Workers	Yes*
Permanent Employees	Yes*
Other than Permanent Employees	Yes*

**In the context of Morepen Laboratories Limited, a structured and transparent grievance redressal mechanism is in place to address concerns across all categories of employees and workers. The mechanism is governed by a formal Grievance Redressal Policy, which enables individuals to raise concerns in a confidential manner without fear of retaliation, thereby fostering a safe and supportive work environment. Grievances can be reported initially to the immediate supervisor, who is expected to address the issue within a defined timeline. If unresolved, the matter may be escalated sequentially to the HR department, the Plant Head, and ultimately to the Director, ensuring a clear and time-bound escalation framework. The process is further strengthened by a Social Performance Team (SPT), comprising representatives from HR, administration, technical functions, and workers, which ensures impartial review and transparency. The SPT oversees grievance handling, conducts root-cause analysis, and ensures implementation of corrective actions to prevent recurrence. All grievances are systematically documented, tracked, and periodically reviewed in management meetings, with key outcomes reported to the Board. This structured approach ensures effective resolution, accountability, and continuous improvement across all employee and worker categories.*

Grievance Redressal Policy is available at: <https://www.morepen.com/public/img/pdf/Greivance%20Redressal%20Policy%20-%20Morepen.pdf>

7. Membership of employees and worker 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	1314	0	0	1248	0	0
Male	1188	0	0	1120	0	0
Female	126	0	0	128	0	0
Total Permanent Workers	605	0	0	566	0	0
Male	564	0	0	527	0	0
Female	41	0	0	39	0	0

8.Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measure		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	1188	473	39.81%	381	32.07%	1,210	779	64.38%	901	74.46%
Female	126	21	16.67%	36	28.57%	134	61	45.52%	83	61.94%
Total	1314	494	37.60%	417	31.74%	1,344	840	62.50%	984	73.21%
Workers										
Male	1531	1084	70.80%	728	47.55%	1540	1,351	87.73%	1,449	94.09%
Female	224	192	85.71%	201	89.73%	241	199	82.57%	200	82.99%
Total	1755	1276	72.71%	929	52.93%	1781	1,550	87.03%	1,649	92.59%

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	1,188	1059	89.14%	1,210	1,207	99.75%
Female	126	118	93.65%	134	131	97.76%
Total	1,314	1177	89.57%	1,344	1,338	99.55%
Workers						
Male	1,531	1,531	100%	1,540	1,521	98.77%
Female	224	224	100%	241	241	100%
Total	1,755	1,755	100%	1,781	1,762	98.93%

10. Health & 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, we have established and are implementing a Health & Safety Management System in alignment with ISO 45001 which has been certified in the last Financial Year. The coverage of this system is across all manufacturing facilities and corporate office.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
The company has established processes and procedures in respect to Job Safety Analysis (JSA) through permit to work, regular safety audits, Hazard Identification and Risk Assessment (HIRA), employee safety training, etc. In addition, the company conducts routine inspections, internal and external assessments of its EHS management systems to identify work related hazards and risks, if any.
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
Yes, the company has defined processes for workers to report the work-related hazards and to remove themselves from such risks.
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
Yes, employees/ worker has access to non-occupational medical and healthcare services.

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

Safety Incident/Number	FY 2025-26		FY 2024-25	
	Employees	Workers*	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	0.24	0	0.64 ^
Total recordable work-related injuries	0	1	0	4 ^
No. of fatalities	0	0	0	0
High consequence work-related injury or ill-health (excluding fatalities)	0	0	0	0

* Including in the contract workforce
^ Data has been revised

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

The company has established and is implementing a Health & Safety Management System in alignment with ISO 45001 which has been certified in the last Financial Year. The company has a robust EHS policy which focuses on safeguarding well-being of all stakeholders relevant to the organization, while ensuring adherence to applicable regulations and recognized industry standards. To strengthen this framework, performance is regularly evaluated through management review meetings aimed at driving continual improvement. The company also undertakes routine internal audits and site inspections to evaluate safety practices and promptly address any identified gaps. Incidents and potential hazards are systematically reviewed to identify underlying causes, with corrective and preventive measures implemented to mitigate risks and avoid recurrence.

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	0	0	Not Applicable	11	0	All complaints related to working conditions filed during the year were promptly acknowledged and resolved within defined timelines, demonstrating the company's commitment to maintaining a supportive and responsive work environment. Each complaint was carefully reviewed, with immediate corrective actions taken to address concerns. No complaints remained pending at the end of the year, reflecting the effectiveness of the company's grievance redressal mechanisms and dedication to continuous improvement in workplace conditions
Health & Safety	0	0	Not Applicable	2	0	All health and safety complaints received during the year were promptly acknowledged and resolved within defined timelines, demonstrating the company's commitment to a safe workplace and effective grievance redressal. Each issue was thoroughly investigated, with corrective actions implemented to address root causes and prevent recurrence. The timely closure of all complaints reflects strong employee awareness, transparent reporting channels, and a proactive approach to maintaining high health and safety standards across all facilities.

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	100%
Working Conditions	100%

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.

Throughout the year, no material or high-risk concerns related to health, safety, or workplace conditions were identified, indicating the robustness of the company's preventive controls and monitoring mechanisms in respect to health and safety. All concerns raised whether pertaining to occupational health, safety, or working conditions were addressed in a timely and structured manner. Whenever issues are identified, immediate corrective measures are undertaken, supported by detailed root cause analysis to minimize the likelihood of recurrence. The EHS function plays a proactive role in ensuring that employees and workers are equipped with adequate training and periodic refreshers, enabling them to identify, report, and manage potential risks effectively. This is further reinforced through regular management reviews and internal audits, which support continuous enhancement of occupational health and safety standards. That the company is certified to ISO 45001 (Occupational Health and Safety Management System) and ISO 37301 (Compliance Management System) is a testimony that we have an effective and appropriate process and procedures to address corrective measures for any adverse health and safety and working conditions based adverse risks or concerns.

Leadership Indicators:

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, the company provides term-life insurance coverage to all employees and workers in the manufacturing facilities. In the unfortunate event of the death of an insured employee or worker, the designated nominee is entitled to receive the applicable insurance benefits in accordance with the terms and conditions of the policy.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners

The company requires its value chain partners to comply with applicable labour and social security laws. As part of the compliance monitoring process, PF and ESI challans are collected and reviewed periodically to ensure that statutory dues have been duly deducted and deposited with the relevant authorities.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	1	4 ^	0	0

^ Data has been revised

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, the company offers transition assistance programs designed to support the continued employability of its workforce and effectively manage career endings resulting from retirement or termination. These initiatives include career counseling, job placement services, opportunities for senior personnel to serve as consultants' post-retirement, and comprehensive retirement planning, ensuring a positive and supportive transition for all employees.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	-
Working conditions	-

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

During the reporting year, the assessments conducted did not identify any significant or severe risks related to occupational health, safety, or working conditions, demonstrating the effectiveness of the Company's preventive controls, risk management practices, and continuous monitoring mechanisms. The Company remains committed to maintaining a safe, healthy, and supportive work environment. All grievances and complaints pertaining to health, safety, or working conditions were addressed in a timely and effective manner. Based on internal records, the average resolution time for complaints received during the year was 17 days, reflecting the Company's responsiveness and commitment to employee well-being. Whenever any concern or non-conformance is identified, appropriate corrective and preventive actions are implemented promptly. Root cause analyses are undertaken to address underlying issues and minimize the likelihood of recurrence. The Environment, Health and Safety (EHS) team regularly conducts awareness programs, training sessions, and refresher courses to equip employees and workers with the knowledge and skills required to identify, report, and mitigate workplace hazards effectively. In addition, periodic audits, management reviews, and continuous monitoring processes are carried out to strengthen the Company's occupational health and safety framework and drive continual improvement in workplace standards and performance.

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 adopts a structured approach to identify and classify its stakeholders based on their significance to the business, considering factors such as influence, level of interest, and potential impact. This assessment is supported by ongoing engagement mechanisms, including surveys and feedback channels, which help capture stakeholder expectations and concerns. To ensure continued relevance, the stakeholder register is periodically revisited and refined in alignment with changing business dynamics and sustainability priorities, while remaining consistent with recognized industry practices.

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 Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Users and Consumers, (B2C & B2B)	No	- Email - Website - E-commerce Platforms	As and when required	The company actively engages with customers to gather input on its products and services, respond to queries and concerns, and communicate updates on new offerings and developments. These interactions primarily center on product performance, safety standards, and market competitiveness, enabling the company to continuously refine its value proposition.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	- Email - Website - Investor presentations - Annual/ Quarterly Reports	Quarterly or Event based	The company conducts regular interactions with shareholders to communicate its financial performance, outline strategic priorities, and address investor queries. These engagements typically cover key areas such as financial outcomes, business strategy, governance practices, and compliance with regulatory requirements.
Local Community	Yes	- Community meetings - Website - Directly or indirectly through NGOs	Annual	The company engages with local communities to understand and respond to their concerns, while also providing transparency on its environmental footprint and operational impacts. Through its CSR initiatives, it contributes to health, development, and welfare programmes within the surrounding areas. Key areas of focus include community development, support for disadvantaged groups, and clear communication regarding activities that may influence the local ecosystem and population.
Employees and workers	No	- Email - Newsletters - Notice boards - Websites - Appraisal cycles - Training programmes (onsite and inhouse)	Periodic	The company prioritizes regular interaction with employees to communicate organizational updates, discuss working conditions, and gather feedback. It also emphasizes career growth by supporting development initiatives, while addressing employee concerns and ensuring clear communication of policies, benefits, and workplace practices.
Suppliers/ Vendors	No	- Email - In-person meetings - Virtual meetings	As and when required	The company collaborates closely with its suppliers and vendors to align on business requirements, convey quality expectations, and resolve any concerns related to product or service delivery. Inputs and feedback from these interactions are leveraged to strengthen coordination, enhance performance, and ensure adherence to the company's standards and expectations.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The company ensures consistent and open interaction with its stakeholders on key economic, environmental, and social matters through well-defined engagement channels such as discussions, surveys, and feedback mechanisms facilitated by senior leadership. Relevant information is shared in a timely manner, with due consideration given to confidentiality where required. While formal Board-level engagement processes are in the process of being institutionalized, insights from stakeholder interactions are consolidated and presented to the Board to support informed decision-making. Where engagement responsibilities are delegated, established protocols ensure that stakeholder inputs are systematically captured and communicated to the Board, reinforcing effective governance and accountability.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, engaging with stakeholders serves as a key mechanism for recognizing and addressing critical environmental and social issues. The company undertakes a structured materiality assessment to determine ESG topics that are significant from both a business perspective and stakeholder expectations. Based on the outcomes of this process, the management and the Board at Morepen integrate relevant elements into policies and operational frameworks to effectively respond to identified concerns. This enables the company to develop appropriate strategies for risk mitigation, adaptation, and leveraging emerging opportunities.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

The company takes a proactive and structured approach to identifying and engaging with vulnerable and underserved groups, primarily through its CSR programmes. It undertakes periodic need assessments to ensure that interventions are aligned with the most critical requirements of local communities. Over time, the company has implemented initiatives such as healthcare camps, rural development projects, women's empowerment programmes, environmental conservation efforts, sanitation improvements, and access to safe drinking water. These initiatives are designed in collaboration with community stakeholders to enhance their relevance and effectiveness, while contributing to inclusive growth and social equity. This approach ensures that CSR efforts remain need-based, outcome-oriented, and closely aligned with the priorities of the communities they serve.

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	1,314	658	50.08%	1,248	784	62.82%
Other than permanent	0	0	0	96	83	86.46%
Total Employees	1,314	658	50.08%	1,344	867	64.51%
Workers						
Permanent	605	297	49.09%	566	317	56.01%
Other than permanent	1,150	1,150	100%	1,215	1,075	88.48%
Total Employees	1,755	1,447	82.45%	1,781	1,392	78.16%

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

FY 2025-26						FY 2024-25				
Category	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	1,314	23	1.75%	1,291	98.25%	1,248	37	2.96%	1,211	97.04%
Male	1,188	21	1.77%	1,167	98.23%	1,120	28	2.50%	1,092	97.5%
Female	126	2	1.59%	124	98.41%	128	9	7.03 %	119	92.97%
Other than Permanent	0	0	0	0	0	96	0	0%	96	100%
Male	0	0	0	0	0	90	0	0%	90	100%
Female	0	0	0	0	0	6	0	0%	6	100%
Workers										
Permanent	605	0	0	605	100%	566	1	0.18%	565	99.82%
Male	564	0	0	564	100%	527	1	0.19%	526	99.81%
Female	41	0	0	41	100%	39	0	0%	39	100%
Other than Permanent	1150	5	0.43%	1145	99.57	1215	339	27.90%	856	70.45%
Male	967	5	0.52	962	99.48	1013	334	32.98%	658	64.96%
Female	183	0	0	183	100%	202	5	2.46%	198	98.02%

3. Details of remuneration/salary/wages:

a. Median remuneration/ wages:

	Male		Female	
	Number*	Median remuneration/salary/ wages of respective category (Amount in ₹)	Number	Median remuneration/salary/ wages of respective category (Amount in ₹)
Board of Directors*	2	2,23,92,423	0	0
Key Managerial Personnel	2	1,06,95,018	0	0
Employees other than BoD and KMP	1,184	4,66,795	126	5,06,205
Workers	1,531	1,80,000	224	1,75,104

*Remuneration is not applicable to the independent directors

Mr. Sushil Suri, Chairman and Managing Director, and Mr. Sanjay Suri, Whole-time Director, are both KMPs. Their remuneration has been included in the BODs. The total number of BoDs (both full-time and independent) is provided in the 'General Disclosures' Section.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	11.39%	11.14%

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, we have a focal point (Human Resource Department) responsible 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.

The company has implemented a formal grievance redressal framework, accessible through its website, to address human rights-related concerns raised by both employees and external stakeholders. This process, managed by the HR department, follows a structured and transparent approach for lodging, reviewing, and resolving complaints, with timely communication of outcomes to the concerned parties. To ensure inclusivity and protection of vulnerable groups, the mechanism incorporates provisions such as anonymity, safeguards against retaliation, and culturally appropriate

procedures. Ongoing training and awareness programmes are conducted to familiarize employees and stakeholders with human rights principles and the use of the grievance system. The effectiveness of the mechanism is regularly assessed and refined through continuous monitoring and evaluation. Going forward we are also trying to strengthen our internal mechanisms for strengthening human rights related matters specific to adversely impacted external stakeholders, if any.

6. 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
Sexual Harassment	1	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	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	0
Complaints on POSH as a % of female employees/ workers	0.29%	0
Complaints on POSH upheld	0	0

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

The company's grievance redressal framework is designed to safeguard complainants from any negative repercussions in cases related to discrimination or harassment. It incorporates secure and confidential reporting avenues, ensures unbiased and comprehensive investigations, and facilitates prompt corrective measures to address such concerns. In addition, periodic training programmes are conducted for employees and workers to promote a respectful work environment and strengthen awareness of these protections.

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

Yes, some of the company's agreements are integrated with human rights requirements, which includes compliance of labour laws including prohibition to employee child labour and prevention from sexual harassment and any kind of discrimination. The company will ensure to capture aforesaid requirement as a forming part of all business agreements and contracts in due course of time. Additionally, the company's human rights policy also mandated protection of human rights by its contractors and suppliers.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Other human rights related issues	100%

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

No such significant risk/concern has been identified.

Leadership Indicators

1. Details of a business process being modified / introduced because of addressing human rights grievances/complaints.

As no complaints or grievances were reported during the year under review, hence no changes or enhancements to existing business processes were felt necessary for making any such change.

2. Details of the scope and coverage of any Human rights due diligence conducted.

During the reporting period, the company conducted internal reviews to assess potential human rights risks, following its established procedures for such evaluations. These assessments were carried out based on relevant human rights-based assessment procedures, in alignment with SA 8000 standards and the Environmental and Social Management System (ESMS) framework. The assessment covered key areas such as child labour, forced labour, wages, sexual harassment, and bonded labour, and was conducted across manufacturing units as well as the corporate office. The company continues to reinforce its commitment to protecting human rights throughout its operations by undertaking periodic internal reviews and engaging with stakeholders to identify and mitigate potential human rights-based risks.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, our premises/offices are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	–
Discrimination at workplace	–
Child Labour	–
Forced Labour/Involuntary Labour	–
Labour	–
Wages	–
Others – please specify	–

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Based on the outcomes of the assessments, no such significant risk/concern has been identified by the company.

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	FY 2024-25*
From renewable sources		
Total electricity consumption (A)	1244.41 GJ	0 GJ
Total fuel consumption (B)	265617.30 GJ	261073.78 GJ
Energy consumption through other sources (C)	0.00 GJ	0 GJ
Total energy consumed from renewable sources (A+B+C)	266861.71 GJ	261073.78 GJ

From non-renewable sources		
Total electricity consumption (D)	116367.90 GJ	98812.84 GJ
Total fuel consumption (E)	73541.96 GJ	77854.72 GJ
Energy consumption through other sources (F)	0 GJ	0 GJ
Total energy consumed from non-renewable sources (D+E+F)	189909.86 GJ	176667.56 GJ
Total energy consumed (A+B+C+D+E+F)	456771.57 GJ	437741.34 GJ
Energy intensity per rupee of turnover (Total energy consumed / turnover in rupees)	272.43 GJ/Crore INR	282.97 GJ/Crore INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	5541.18 GJ/ PPP adjusted revenue in Crore USD	5682.00 GJ/ PPP adjusted revenue in Crore USD
Energy intensity in terms of physical output ^	654.79 GJ/MT	803.195 GJ/MT
Energy intensity (optional) – the relevant metric may be selected by the entity	–	–

*Data has been revised

^ Does not include the physical output of the instrumentations manufactured

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

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)

No, the company does not have any site or facility identified as 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, in the following format:

Parameter	FY 2025-26	FY 2024-25*
Water withdrawal by source		
(i) Surface water	0 KI	0 KI
(ii) Groundwater	97952.47 KI	96154.229 KI
(iii) Third party water	35896.39 KI	24227 KI
(iv) Seawater / desalinated water	0 KI	0 KI
(v) Others	0 KI	0 KI
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	133848.97 KI	120381.23 KI
Total volume of water consumption (in kilolitres)	99478.86 KI	120381.23 KI
Water intensity per rupee of turnover (Water consumed / turnover)	59.33 KI/ Crore of INR	77.82 KI / Crore of INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	1206.79 KI/PPP Adjusted revenue in Crore USD	1607.74 KI/PPP adjusted revenue in Crore USD
Water intensity in terms of physical output ^	142.60 KI/MT	220.88 KI/MT
Water intensity (optional) – the relevant metric may be selected by the entity	–	–

*Data has been revised

^ Does not include the physical output of the instrumentations manufactured

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

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	0.00	0.00
With treatment - please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
(iv) Sent to third-parties ^	38,993.46 KI	39,940.00 KI
- No treatment	4,580.16 KI	0.00
- With treatment - please specify level of treatment	34,413.3 KI (Primary Treatment)	39,940.00 KI
(v) Others	0	157.60 KI
- No treatment	0 KI	0 KI
- With treatment - please specify level of treatment	0 KI	157.60 KI
Total water discharged (in kilolitres)	38,993.46 KI	40,097.60 KI

*Data has been revised

^ Discharge done outside the plant premise is only accounted.

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

The company operates a Zero Liquid Discharge (ZLD) system at its Masulkhana facility, where all wastewater is treated, recycled, and reused within the plant. Through multi-stage treatment and reverse osmosis, water is recovered for reuse, while residual solids are safely disposed, ensuring minimal environmental impact and efficient resource utilization.

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	mg/Nm ³	225.72	45.33 MT
SOx	mg/Nm ³	27.84	21.84 MT
Particulate matter (PM)	mg/Nm ³	51.96	43.84 MT

* Emissions are only for DG Set and Boilers has been reported based on concentration values

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, by concerned state pollution control boards.

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

Parameter	Unit	2025-26	2024-25*
Total Scope 1 emissions	Metric tonnes of CO ₂ equivalent	4977.55	5941.30
Total Scope 2 emissions	Metric tonnes of CO ₂	22950.33	19953.89
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	Metric tonnes of CO ₂ equivalent of Scope 1 and Metric tonnes of CO ₂ of Scope 2 / Crores of INR	16.66	16.74
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)	Metric tonnes of CO ₂ equivalent of Scope 1 and Metric tonnes of CO ₂ of Scope 2 / PPP adjusted revenue in Crore USD	338.80	345.84
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent of Scope 1 and Metric tonnes of CO ₂ of Scope 2 /Metric tonnes of Production	40.04	47.51
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	–	–	–

*Data has been revised

In addition to the above, the GHG emission from the biogenic sources is 29,126.17 MT CO₂

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No

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

Morepen Laboratories Limited has initiated the integration of renewable energy into its decarbonization strategy. The company is adopting renewable technologies to enhance energy reliability and reduce carbon emissions, along with the use of energy-efficient equipment, cleaner technologies, biofuels for utilities, and cleaner mobility solutions. Additionally, the company has transitioned to eco-friendly refrigerant gas (R410) across its operations. Morepen also emphasizes reducing its carbon footprint through circular economy practices such as recycling, reuse, and responsible resource management.

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) ^	–	–
E-waste(B)	0.85 MT	0 MT
Bio-medical waste (C)	0.41 MT	0.09 MT
Construction and demolition waste (D)	0.00 MT	0 MT
Battery waste (E)	0.28 MT	0 MT
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste (G). Used Oil, discarded container with hazardous chemicals, Rubber Scrap	5445.75 MT	8487.51 MT

Other Non-hazardous waste generated (H). Please specify, if any.	115.91 MT	73.2 MT
Total (A + B + C + D + E + F + G + H)	5563.21 MT	8560.80 MT
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	3.32 MT/ Crore of INR	5.53 MT/ Crore of INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	67.48 MT/PPP adjusted revenue in Crore USD	111.12 MT/ Crore USD
Waste intensity in terms of physical output	7.97	15.71
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3743.17 MT	2936.48 MT
(ii) Re-used	0 MT	0 MT
(iii) Other recovery operations	0 MT	0 MT
Total	3743.17 MT ^{Note1}	2936.48 MT ^{Note3}
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.41 MT	0.09 MT
(ii) Landfilling	995.47 MT	1185.00 MT
(iii) Other disposal operations	53.387 MT	62.951 MT
Total	1049.26 MT ^{Note2}	1248.04 MT ^{Note4}

*Data has been revised

Note 1 – Comprises e-waste and other hazardous waste of 0.854 MT and 3742.31MT respectively for FY 25-26.

Note 2 – Comprises bio-medical waste, other hazardous waste (landfilling, incinerated and other disposal operations) and other non-hazardous waste of 0.414 MT, 995.47 MT, 45.195 MT and 8.192 MT respectively for FY 25-26.

Note 3 – Comprises other hazardous waste of 2936.48MT respectively for FY 24-25.

Note 4 – Comprises bio-medical waste, other hazardous waste (landfilling, incinerated and other disposal operations) and other non-hazardous waste of 0.09 MT, 1185 MT, 62.951 MT respectively for FY 24-25.

^ Plastic waste EPR registration applied and is under progress, once approved all plastic waste data shall be filed as plastic waste annual report.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

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 follows structured waste management practices across all locations to ensure safe handling and regulatory compliance. At Baddi, Masulkhana, and Parwanoo, waste is segregated, securely stored, and disposed of through authorized agencies, with efforts to reduce generation through process improvements and solvent recovery. Employees are trained regularly, and SOPs are strictly followed. At the Head Office, waste is managed by the BMS team through an authorized vendor with proper segregation systems. Across operations, the company focuses on minimizing hazardous material use, promoting recycling, and reducing landfill dependency through continuous monitoring and process optimization.

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.

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:

No, it was done at time of EC granted,

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
-					

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).

Yes, the entity is 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.

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
Not Applicable				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not applicable as none of the sites are in water stress areas.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

2. Please provide details of total Scope 3 emissions* & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25*
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MT of Co ₂ equivalent	Not accounted	73306.31
Total Scope 3 emissions per rupee of turnover	MT of CO ₂ eq/Crore INR	Not accounted	47.39
Total Scope 3 emissions intensity (Optional)-the relevant metric may be selected by the entity	MT of CO ₂ eq/Crore of USD	Not accounted	979.03

*Specific to Scope 3 Categories 1, 2, 3 and 5 (For category 1 - GHG emission is on account of materials that are brought inside the stores in all the manufacturing facilities and corporate office only, as well as services in all manufacturing facilities and offices. The purchased goods considered are consumable item, packaging material, raw materials and services. In respect to services, administrative facility support, legal, securities, advertisement, laboratories, testing, computer and telecommunication services have only been considered; For category 2 - GHG emission of manufacturing facilities have only been considered in this case, comprising of electronic devices, IT hardware, motor pump, compressors, DG sets, power driven hand tools, large electrical machine and components; and For category 3 - Only fuel is considered. WTT for fuel purchased has been considered)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Independent assessment was carried out for the above Scope 3 data in FY 24/25. The Scope 3 data of the company of the FY 25/26 has not yet been assessed.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

None of the manufacturing facilities of the company fall under any ecological sensitive area. Further our business operations have not caused any adverse impact on the local biodiversity, however being a responsible corporate citizen, we take measures that we feel is appropriate for protection of biodiversity.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Use of LPG fuel in boiler operation	During FY 2025–26, the fuel used in the boilers at the Parwanoo and Masulkhana facilities was transitioned to LPG as part of an initiative to adopt lower-emission fuel sources and reduce environmental impact.	The transition to LPG, a cleaner-burning fuel, has significantly reduced air pollutant emissions, resulting in negligible SOx and NOx emissions and zero particulate matter (PM) emissions from boiler operations.
2	Solar Plant Installation (955 KW)	In January, a 955-kW solar power plant was installed at the Baddi facility to promote the use of renewable energy, reduce greenhouse gas emissions, and support sustainable operations.	Lower carbon emissions and reduced dependence on conventional energy sources.
3	Installation of Multi-effect Evaporator (250 Kl)	A 250 KL Multi-Effect Evaporator (MEE) was installed at the Baddi plant in January to strengthen wastewater management and enhance water recovery and reuse.	Enhanced water recovery and reduced freshwater consumption.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The company has implemented a comprehensive business continuity and disaster management framework to address risks such as natural disasters, pandemics, and supply disruptions. It ensures crisis preparedness through trained teams, backup systems, strategic reserves, and diversified sourcing by onboarding multiple and local vendors, with regular reviews to maintain effectiveness and resilience.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No significant environmental impacts from the value chain were identified during the reporting year. While formal assessments of partners are yet to begin, the company plans to initiate them soon. Meanwhile, it is managing potential risks through waste reduction, recycling, and emission control, with plans to adopt life cycle assessments and strengthen partner engagement.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The company is planning for considering active measures for assessment of environmental impacts of the value chain partners.

8. How many Green Credits have been generated or procured:

a. By the listed entity

No such assessment has been conducted in respect to generation or procurement of green credits by the company.

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

No such assessment has been conducted in respect to generation or procurement of green credits for the value chain partners by the company.

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 two numbers of 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	PHD Chamber of Commerce and Industry (PHDCCI)	National
2	Confederation of Indian Industry (CII)	National

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*	Not Applicable*	Not Applicable*

*No such order on anti-competitive conduct has been issued against Morepen Laboratories Ltd. by any regulatory authority.

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information is available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	None as such	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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
			The Social Impact Assessment task has not yet been completed; however, the number of beneficiaries under CSR has been identified.		

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)
1	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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

We have Grievance Redressal Policy which addresses the mechanisms to receive and redress grievances of the community.

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	2.31%	0.77%
Directly from within India	38.94%	36.92%

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	21.22%	21.85 %
Semi-Urban	44.38%	48.68 %
Urban	4.33%	8.08 %
Metropolitan	30.06%	21.41 %

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
None as such	Not Applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S.No.	State	Aspirational District	Amount spent (in INR)
–	–	–	–

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No, we don't have preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups. However, we propose to develop such a policy soon for the benefit of marginalized and vulnerable groups.

(b) From which marginalized /vulnerable groups do you procure?

Not Applicable, since no such preferential procurement policy has been developed wherein preference of purchase is currently given to suppliers comprising marginalized /vulnerable groups for procurement.

(c) What percentage of total procurement (by value) does it constitute?

Not Applicable as such.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Not Applicable	Not Applicable	Morepen has not derived any benefits or shared any intellectual property based on traditional knowledge.	Not Applicable

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

No disputes have been reported regarding the use of traditional knowledge.

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Charitable dispensary – consultancy and free of cost medical aids.	2000	50%
2	Skill development / apprenticeship training, infrastructure to schools	2000 through school infrastructure+ 650 apprentices	79%
3	Rural Transformation – Installation of streetlights, construction of retaining wall, pathway and development of community hall etc	1000	70%
4	Financial assistant to underprivileged-Widow pension, financial support and help to the poor.	14	50% in each category
5	Tree plantation	500	60%
6	Financial assistant to underprivileged-financial support and help to the poor.	9	77%
7	Financial support to vulnerable sections of society	3	100% in vulnerable section

PRINCIPLE 9 Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

The company has established systems to capture and address customer feedback and complaints through accessible channels and compliant product information. Inputs are analysed under PMS processes, including e-commerce insights. Complaints are investigated promptly, with CAPA implemented where required, supported by ongoing trend analysis to enhance product performance and ensure regulatory compliance.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	100% of the formulation products and medical devices carry information on safe and responsible usage.
Recycling and/or safe disposal	0%

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	NIL	NIL	-
Advertising	0	0	-	NIL	NIL	-
Cyber-security	0	0	-	NIL	NIL	-
Delivery of essential services	0	0	-	NIL	NIL	-
Restrictive Trade Practices	0	0	-	NIL	NIL	-
Unfair Trade Practices	0	0	-	NIL	NIL	-
Other	0	0	-	16	0	All complaints received pertain exclusively to product quality, labelling, or packaging. Each complaint is thoroughly investigated, and some had found invalid upon review.

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

	Number	Reasons for recall
Voluntary recalls	0	Not applicable
Forced recalls	2	1. Labelling issue 2. During routine quality assessment, a dissolution test observation was identified and addressed through the Company's standard quality review process.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes, we have a framework/ policy on cyber security and risks related to data privacy

<https://www.morepen.com/public/img/pdf/Morepen%20Risk%20Assessment%20-%20IT.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 safety of products / services.

No such issue has been identified in respect to 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

7. Provide the following information relating to data breaches:

a.	Number of instances of data breaches	0
b.	Percentage of data breaches involving personally identifiable information of customers	0%
c.	Impact, if any, of the data breaches	None

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

The products and services can be accessed at the website of the company through different web links as under:

API products	:	https://www.morepen.com/api
Medical Device	:	https://www.morepen.com/homehealth
Finished formulations	:	https://www.morepen.com/formulations

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services:

The company promotes safe product usage by providing detailed Instructions for Use (IFU) covering composition, dosage, storage, and safety precautions. Product packaging includes a toll-free support number, with assistance available via multiple channels, ensuring consumers have clear guidance and timely support, while meeting all applicable regulatory requirements.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

We do not have any such mechanism in place to inform consumers of any risk of disruption/discontinuation of essential services. However, we process develop the same soon.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey about consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, we share information in accordance with applicable government guidelines for the products manufactured by us. Yes, the company evaluates customer satisfaction through structured surveys and established feedback mechanisms. Insights are consolidated into Post Market Surveillance (PMS) reports, which also incorporate inputs from e-commerce platforms, providing a well-rounded understanding of customer experience and product performance.