BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L24124RJ1985PLC003293
2	Name of the Listed Entity	Chambal Fertilisers and Chemicals Limited
3	Year of incorporation	1985
4	Registered office address	Gadepan, District Kota, Rajasthan, PIN - 325208, India
5	Corporate address	Corporate One, First Floor, 5, Commercial Centre, Jasola, New Delhi - 110025
6	E-mail	corporate@chambal.in
7	Telephone	Registered Office: +91-744-2782915 Corporate Office: +91-11-46581300, 41697900
8	Website	www.chambalfertilisers.com
9	Financial Year for which reporting is being done	April 01, 2025 to March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11	Paid-up Capital (INR in Crore)	400.65
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. Vishal Mathur, Assistant Vice President – Human Resources & Administration, Telephone number: +91-744-2782900 E-mail ID: vishal.mathur@chambal.in
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).	Disclosures in this report are made on standalone basis.
14	Name of assurance provider	Moore Singhi Advisors LLP
15	Type of assurance obtained	Reasonable Assurance for BRSR Core KPIs

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	60.43
2	Trade	Wholesale Trading	39.57

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of Urea	24123	57.89
2	Marketing of Di-ammonium Phosphate (DAP)	51497	16.28
3	Marketing of NPK Fertilisers	51497	13.88
4	Marketing of Pesticides	51497	3.52

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	1*	25	26
International	0	0	0

*The Company has three plants in one location at Gadepan, District Kota, Rajasthan (i.e., Gadepan-I, Gadepan-II and Gadepan-III).

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	14*
International (No. of Countries)	0

*The Company serves 13 states and 1 union territory in the national market.

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

0.00%

c. A brief on types of customers

Key customers of the Company are farmers and channel partners. We cater to the farmers' needs of 13 states and 1 union territory through network of channel partners which includes dealers, distributors and retailers.

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)	710	693	97.61	17	2.39
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	**Total employees (D + E)**	**710**	**693**	**97.61**	**17**	**2.39**
	WORKERS					
4.	Permanent (F)	491	488	99.39	3	0.61
5.	Other than Permanent (G)	1882	1862	98.94	20	1.06
6.	**Total workers (F + G)**	**2373**	**2350**	**99.03**	**23**	**0.97**

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	0.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	**Total differently abled employees (D + E)**	**0**	**0**	**0.00**	**0**	**0.00**
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	0	0	0.00	0	0.00
6.	**Total differently abled workers (F + G)**	**0**	**0**	**0.00**	**0**	**0.00**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50
Key Management Personnel	3	0	0.00

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.63%	23.53%	6.06%	7.68%	29.41%	8.22%	6.10%	13.60%	6.40%
Permanent Workers	4.51%	0.00%	4.48%	2.64%	25.00%	2.85%	1.90%	20.00%	2.10%

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Chambal Infrastructure Ventures Limited	Subsidiary	100.00	No
2	CFCL Ventures Limited (CVL)	Subsidiary	72.27	No
3	ISGN Corporation (Dissolved on July 14, 2025)	Subsidiary	-	No
4	ISG Novasoft Technologies Limited	Subsidiary	72.27 (through CVL)	No
5	Indo Maroc Phosphore S.A.- IMACID	Joint Venture	33.33	No

VI. CSR Details

24.	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013 **(Yes/No)**	Yes
	(ii)	Turnover (in Rs.)	2,07,93,66,60,198
	(iii)	Net worth (in Rs.)	1,02,33,52,53,403

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redress policy	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	https://chambalfertilisers.com/pdf/Grievance-Redressal-Mechanism.pdf	0	0	-	0	0	-
Investors (other than shareholders)	Yes		0	0	-	0	0	-
Shareholders	Yes		274	3	-	278	12	-
Employees and workers	Yes		77*	0	-	100*	0	-
Customers	Yes		55	-	-	157	0	-
Value Chain Partners	Yes		0	0	-	0	0	-
Others (please specify)	Not Applicable		0	0	-	0	0	-

* These complaints were received from contract workers.

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 issues 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.	Safety and working conditions	Risk	Safety and working conditions are important due to the inherent hazards associated with handling of Ammonia in a fertiliser plant. Ensuring employee safety, mitigating environmental impact and adhering to regulations are therefore paramount. Safety incidents can lead to loss of life, damage reputation and incur significant financial costs.	The Company has implemented a comprehensive Health & Safety Management System aligned with ISO 45001:2018, identifying the risks and hazards and preparing appropriate mitigation plans. Additionally, the Company conducts regular trainings and mock drills and has developed an on-site disaster management plan to enhance preparedness. A three-tier safety review system operates at the plant, management, and safe-operations committee levels to address workplace safety concerns.	Negative
2.	Energy & emission management	Risk	As a fertiliser Company, energy-intensive processes and emissions contribute to climate change and environmental degradation. Prioritizing energy efficiency and emission reduction aligns with global sustainability goals, regulatory requirements and stakeholder expectations. The incentives and subsidies in fertiliser sector are also linked to energy optimization. By managing energy consumption and emissions responsibly, the Company has enhanced its environmental stewardship, kept its operational cost low and ensured a long-term business resilience.	The Company is committed to reducing energy consumption and has adopted several key strategies to achieve this goal. These strategies include implementing initiatives to reduce energy usage, utilizing waste heat, pursuing renewable energy options, and using energy-efficient products wherever possible. Additionally, the Company has engaged process licensors to develop and implement energy efficiency measures and to reduce and offset emissions. Further initiatives include conducting periodic air quality checks, monitoring stack emissions, and implementing the plant's trip interlock system.	Negative

S. No.	Material issues 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)
3.	Waste Management	Opportunity	Efficient waste management can lead to resource recovery, cost savings and reduced environmental impact. Implementing recycling and waste reduction practices has optimized resource utilization and lowered disposal expenses. Moreover, meeting waste management standards and regulatory compliance has enabled the Company to foster positive relationship with stakeholders and reinforces Company's commitment to environmental stewardship.	Not Applicable	Positive
4.	Water Management	Risk	The Company's operations require significant water for various processes which may lead to potential impact on local water resources. Ensuring responsible water management is crucial to conserve this vital resource, minimize environmental harm and meet regulatory requirements.	The Company has developed a water management plan to ensure business continuity. This plan includes construction of anicuts on Kalisindh and Parwan Rivers to harvest rainwater for process water consumption. Additionally, the plan focuses on reuse and recycling of utilized water and maintaining water storage within the complex to meet 7-days' requirement and support maintenance work. The Company also has an arrangement to draw water from the Right Main Canal, Kota as needed, especially in drought years.	Positive

S. No.	Material issues 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)
5.	Product Stewardship	Risk	As the Company deals in fertilisers and agri-inputs, the products can have implications on soil, water and ecosystem health. Failing to prioritize responsible product design, usage and disposal could lead to environmental contamination, harm to biodiversity and risks to human health. Non-compliance with product safety regulations can also result in legal consequences and damage the Company's reputation.	We deal only in compliant products. The Company has taken a conscious and responsible decision to focus exclusively on promoting and selling green triangle chemistry products, while refraining from the sale of red triangle chemistry products. This reflects our commitment to ensuring farmer safety, environmental sustainability, and regulatory compliance. The Company has a well-structured farmer advisory programme which focuses on sharing awareness on promoting responsible usage of products, boosting farmers' income and promoting sustainable farming practices. Apart from this programme, the farm advisory services of the Company also include soil and water testing services. The social media platforms of the Company are used to educate farmers on safe usage of the products. Additionally, a leaflet promoting safe and responsible usage of product is made part of the product packaging. A major milestone in our sustainability journey is our collaboration with The Energy and Resources Institute (TERI) to establish the "CFCL–TERI Centre of Excellence for Advanced and Sustainable Agriculture Solutions." This partnership aims to develop cutting-edge, eco-friendly agricultural technologies that improve soil health, enhance climate resilience, and contribute to national food security. Through these focused initiatives, the Company is committed to ensuring product stewardship not only as a compliance requirement, but as a key enabler of sustainable and responsible farming.	Negative

S. No.	Material issues 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)
6.	Customer Centricity	Opportunity	Customer centricity is important to the Company as it directly affects farmers' yields and livelihoods. It enables the Company to understand customers' situations, perceptions and expectations. Prioritizing customer-centric practices, such as providing quality products, support and farm advisory is crucial for building trust, fostering long-term relationships and ensuring sustainable business growth.	Not Applicable	Positive
7.	Sustainable Agriculture	Opportunity	In view of the need to reduce carbon emissions and efficient use of natural resources, off-site impacts and risks are required to be considered. Sustainable farming practices enable positive environmental interventions through practices associated with crops and soil, increasing nutrients and water use efficiency and reducing greenhouse gas emissions.	Not Applicable	Positive
8.	ESG Risk Management	Opportunity	Mapping ESG performance and adopting robust practices can enhance the Company's environmental stewardship, improve social impact and strengthen corporate governance. The Company also aspires to attract socially conscious customers, investors and other stakeholders leading to potential revenue growth and improved ESG ratings.	Not Applicable	Positive

S. No.	Material issues 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)
9.	Stakeholder Engagement	Opportunity	As we are a customer facing brand, stakeholder engagement (both internal and external) is important for us. It provides us an opportunity to understand stakeholders' concerns and expectations and address them appropriately to help the Company in achieving its desired goals and targets.	Not Applicable	Positive
10.	Community Engagement	Opportunity	Community is one of the major stakeholders impacted by our direct operations. Our objective is to create a long-term social impact through corporate social responsibility interventions. Engagement with communities to minimize possibility of conflicts and bring them onboard to ensure smooth operations is a strategic priority of the Company.	Not Applicable	Positive
11.	Ethics and Transparency	Opportunity	Embracing ethics and transparency as an opportunity enhances corporate reputation, mitigates potential reputational risks and strengthens competitive advantage in the market, ultimately contributing to sustainable business growth. It has positioned the Company as a reputable and reliable partner in the fertiliser and agrochemical industry.	Not Applicable	Positive
12.	Compliance	Risk	Identifying compliance as a material risk for the Company is due to the complex regulatory landscape in the fertiliser and agri-input industry. Non-compliance with environmental, safety and product regulations can lead to legal penalties, reputational damage and operational disruptions.	The Company has developed a legal tracking system to keep track of the applicable compliance obligations and renewal requirements. Regular reviews and internal & external audits ensure that regulatory compliances are adhered to.	Negative

S. No.	Material issues 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)
13.	Employee relations	Opportunity	We believe that encouraged employees are more productive, leading to improved operational efficiency and higher customer satisfaction. Investing in employee development and welfare enhances skills and promote innovation & adaptability thereby driving sustainable business success and social impact.	Not Applicable	Positive
14.	Responsible Procurement & Sustainable Sourcing	Opportunity	Supply chain interruptions may impact our business continuity which has direct impact on our brand's reputation. Therefore, responsible procurement & sustainable sourcing is an important aspect for our business growth. Further, the Company intends to integrate social, ethical and environmental performance factors into the process of selecting suppliers and/or vendors. It also involves purchasing products made from recycled materials.	Not Applicable	Positive
15.	Biodiversity Management	Opportunity	Although the Company does not operate around any biodiversity sensitive zone, the products and services might impact the biodiversity footprint. Therefore, the Company endeavors to contribute towards betterment of surrounding biodiversity.	Not Applicable	Positive

S. No.	Material issues 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)
16.	Labour relations	Risk	Labour Management is critical for smooth operations in any organization. Labour Management and teamwork can improve performance across many dimensions including culture and job satisfaction. As a Company with a large labour pool, we are committed to the welfare and enhancing the skills of our workers thereby ensuring smooth operations.	The Company ensures disbursement of dues & benefits to contract workers applicable under different acts and rules. Further, Industrial Relations department at Gadepan plant ensures that grievances are dealt in a timely and responsible manner. The Company has put in place a Supplier's Code of Conduct for its vendors and service providers. This code defines the basic principles to meet the Company's standards in the areas of labour practices, which includes human rights and safe & healthy working conditions.	Negative
17.	Human Rights	Risk	Considering the Company has a large labour pool and over one thousand supply partners; human rights are a critical issue for us as it may lead to reputation and operational disruption.	We are creating awareness on Human Rights issues, including awareness on prohibition of sexual harassment, to all permanent and contractual employees and workers annually. Further, the Code of Conduct and Ethics, Human Resource and Employee Relations Policy and Suppliers' Code of Conduct of the Company define the basic principles to meet the Company's standard in labour practices, human rights, safe and healthy working conditions, environment protection and business integrity.	Negative
18.	Diversity and Inclusion	Opportunity	The Company has adopted an equal opportunity policy and is committed to enhance the representation of women and differently abled, wherever possible.	Not Applicable	Positive

SECTION B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The policies are available on the website of the Company at the following links: http://www.chambalfertilisers.com/brrpolicies https://www.chambalfertilisers.com/policiescodes/								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No) (Refer Note No. 1)	No	No	No	No	No	No	No	No	No
Note: The Company has in place a Supplier's Code of Conduct for its vendors and service providers. This code defines the basic principles to meet the Company's standards in the areas of labour practices and human rights, safe and healthy working conditions, environment protection and business integrity.									
4. Name of the national and international codes/ certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001 (Quality Management System Standard)	ISO 14001 (Environment Management System Standard) ISO 9001 (Quality Management System Standard)	ISO 45001 (Occupational Health and Safety Management System Standard)			ISO 14001 (Environment Management System Standard)		ISO 9001 (Quality Management System Standard)	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company's ESG goals established for a five-year period beginning Financial Year 2022-23 with baseline of Financial Year 2021-22, and the progress of the Company evaluated against each of these goals through the end of Financial Year 2025-26, is provided in subsequent table.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

NGRBC Principle	Goals	Performance Indicator	Performance Progress
Environment			
Principle 6	Tackle Climate Change and reduce Greenhouse gas emissions through state of art technologies and green interventions	• Reduce Scope 1 emission in Urea production by ~ 2.8% • Reduce total specific energy consumption for Urea production (Gcal/ MT of Urea) by 1% • Increase the share of renewable energy in our total electrical power consumption by 10% • Conduct full assessment of all sites / offices for Scope 3 emission resulting from employee commutation	• Scope 1 emission in Urea production reduced by ~ 7.7 % from the base year • Total specific energy consumption for Urea production reduced by ~2.7% from the base year • Achieved 0.44% of renewable energy share of total electrical power consumption of FY 2025-26 • We plan to prioritize the mapping of Scope 3 emissions from employee commutation in the coming years
Principle 6	Achieve zero waste to landfill through our 4 R concept for Waste Management	• 100% recycle of RO Sludge • Conduct full assessment of solid waste generated at Gadepan plant premises	• 100% recycling of RO Sludge achieved • Solid waste assessment concluded
Principle 6	Sustainably manage and augment water resources to meet the needs of our business and surrounding communities	• Conduct full water assessment of our operations at Gadepan plant premises • The proposed Technical Ammonium Nitrate Plant to be Zero Liquid Discharge Plant • Recharge the groundwater by practicing rooftop rainwater harvesting in Gadepan plant premises – forty (40) recharge units	• Concluded full water assessment of operations at Gadepan plant premises • Reverse Osmosis - Zero Liquid Discharge Plant will be commissioned in FY 2026-27 along with Technical Ammonium Nitrate Plant • Feasibility study regarding rooftop rainwater harvesting at Gadepan has been concluded. The study indicates a healthy and stable groundwater table with sufficient natural recharge. Therefore, the installation of artificial recharge structures at this location may not yield significant environmental benefits

NGRBC Principle	Goals	Performance Indicator	Performance Progress
Principle 2	Responsibly design, manufacture and manage our products throughout their lifecycle, and promote awareness on sustainable use	• Conduct ESG awareness on ESG practices and policies for five (5) % suppliers annually • Conduct a detailed life cycle analysis (LCA) of own manufactured products • Engage with 3,50,000 farmers and to provide them awareness on safe and sustainable use of our products	• ESG awareness on 9 principles of BRSR concluded for 10% of suppliers • Life cycle analysis of Urea concluded in FY 2024-25 • Engaged with 3,00,000 farmers through our farmers outreach programs like 'Seed To Harvest' and 'Uttam Poshan Aahar' to provide them awareness on safe and sustainable use of our products
Principle 6	Create a positive impact on nature by protecting, conserving, and managing the environment and natural resources for the present and future generations	• Planting 1,50,000 tree saplings in and around Gadepan plant premises	• Total 45,000 tree saplings have been planted inside the Gadepan plant premises
Social			
Principle 3	Lead best in class standards of Safety, Health and Hygiene, and foster a culture of continuous benchmarking to world class standards	• Achieve safety training man-hours > 10,000 • Achieve total recordable injuries rate <0.4 • 100% compliance to the annual safety improvement plan	• Achieved 16,500 safety training man-hours • Achieved total recordable injuries rate of 0.00 • 100% adherence to the annual safety improvement plan
Principle 2 and Principle 9	Provide best-in-class products and services to our customers in a sustainable and responsible manner	• Develop and implement best-in-class Customer grievance framework • Carry out customer satisfaction survey once in two years and achieve customer satisfaction index as per plan	• We have introduced innovative interventions such as Uttam Samadhan, a WhatsApp chatbot solution available in five languages i.e. Hindi, English, Marathi, Punjabi, and Telugu. Additionally, our toll-free service Hello Uttam is supported by 5 Hello Uttam Experts (1 regional language and 4 Hindi speaking experts) offering customers a human touchpoint to resolve queries and seek guidance seamlessly. These initiatives have laid a strong foundation for improving customer satisfaction and addressing grievances effectively. Building upon this groundwork, we are committed to advancing our efforts by implementing a comprehensive Customer grievance framework in the current fiscal year. • Customer satisfaction survey was deferred during the FY 2025-26.

<table>
<tr><th>NGRBC Principle</th><th>Goals</th><th>Performance Indicator</th><th>Performance Progress</th></tr>
<tr><td>Principle 4</td><td>Build sustainable and mutually beneficial relationships with the communities we serve through interventions in:
• Infrastructure
• Water Conservation
• Sustainable agriculture
• Sports promotion</td><td>• Transforming six (6) villages surrounding the Gadepan Plant into model villages
• Rejuvenating existing ponds and practicing rainwater harvesting to enhance water availability in six (6) core villages surrounding plant premises
• Crop residue management program to cover 3,00,000 acre land and 30,000 farmers
• Providing best-in-class sports infrastructure in all adopted fifty-seven (57) schools</td><td>• All six (6) neighboring villages surrounding the Gadepan Plant are currently undergoing a transformation into model villages in a phased manner. Over the course of this year, significant strides have been made towards this endeavor. These include development of essential infrastructure such as cement concrete roads with covered drains, construction of community halls, improvement of school infrastructure, construction of community toilet blocks, renovation of crematoriums in villages, installation of streetlights.
Solid waste management system is strengthened in these villages, including door-to-door waste segregation and collection through dedicated Electrical vehicles. Apart from small waste collection units in each village, a dedicated "Resource recovery cum waste segregation center" was developed in Ballabhpura and Pachra village under the initiative. These initiatives reflect our commitment to improving the living standards and overall well-being of the communities in which we operate.
• The Company has installed five (5) rooftop rainwater harvesting structures in schools within nearby villages of the Gadepan complex.
• Crop residue burning was successfully curtailed across approximately 3 lakh acres of agricultural land in Rajasthan, Punjab and Haryana in FY 2025-26. Our extensive outreach efforts engaged more than 50,000 small and marginalized farmers, promoting sustainable alternatives to stubble burning. Notably, these efforts led to the prevention of approximately 5.73 lakh tons of greenhouse gas emissions, thereby contributing to climate change mitigation and improving regional air quality.
• Currently, sports activities are being streamlined across twenty (20) Government Senior Secondary Schools, eight (8) Sports Development Centers, and the Mini stadium at Sangod Block. Moreover, sports activities have been seamlessly integrated into the mainstream educational curriculum, ensuring holistic development opportunities for students. The students are trained in 6 major sports, and their participation is ensured in various state, zonal and national level events during the year.</td></tr>
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NGRBC Principle	Goals	Performance Indicator	Performance Progress
Principle 4	Create long-term value for all stakeholders by fostering support, receiving feedback, and demonstrating accountability	• Engage with stakeholder group at regular interval and implement Stakeholders engagement mechanism and plan	• All relevant departments have remained actively engaged with the Company's stakeholders throughout the year. Various modes of engagement have been employed as per the devised plan, ensuring proactive resolution of stakeholders' grievances and creation of long-term value through sustained collaboration with all stakeholders.
Principle 5	Embody the principles of dignity and respect by entrenching a culture of respect for human rights	• Provide awareness on human rights issues, including awareness on prohibition of sexual harassment, to all permanent and contractual employees and workers annually	• 100% permanent and contractual employees and workers were reached through awareness sessions.
Governance			
Principle 1	Foster a culture of transparency, accountability and integrity in our business and partnerships	• Conduct awareness on issues and principles of Ethics and Transparency, including those of ESG to all the employees	• ~49% employees and workers were reached through awareness sessions on 9 principles of BRSR, including those of Ethics and Transparency.
Principle 8	Build a responsible value chain that upholds the principles of Environment, Social and Governance	• Conduct ESG awareness on ESG practices and policies for 5% suppliers annually as per plan • Engage with 5% suppliers annually through vendor/ supplier meet to aware them on principles of ESG	• ESG awareness session on the 9 principles of BRSR was successfully conducted for the top 10 suppliers by purchase value, excluding gas suppliers. • 5% of suppliers engaged through vendor/supplier meet held at Gadepan.

Governance, leadership and 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)*	I am pleased to present CFCL's ESG journey during FY 2025-26. At CFCL, sustainability continues to remain deeply integrated with our business strategy and long-term vision. We believe that responsible growth, driven by environmental stewardship, social inclusiveness, and robust governance practices, is essential to creating enduring value for all stakeholders while contributing meaningfully to India's agricultural and economic progress and food security. During the year, we further strengthened our commitment towards sustainable operations, farmer-centric innovation, climate resilience, and responsible corporate governance. Our focus remained on improving operational efficiency, promoting sustainable agriculture solutions, expanding our portfolio of biological and speciality products, and enhancing stakeholder engagement through digital and community-driven initiatives. On the environmental front, we continued to drive resource optimization and energy efficiency initiatives across all our manufacturing units at Gadepan. Various operational improvement and energy conservation measures implemented during planned shutdowns and routine operations helped improve plant efficiencies and reinforce our commitment towards reducing carbon footprint and conserving natural resources. Specific carbon emissions during the year stood at 0.44 MT of CO_2 per MT of Urea, while specific freshwater consumption reduced further to 3.93 m^3 per MT of Urea. Over the last five years, our Scope 1 emissions in urea production have reduced by approximately 7.7%, reflecting our sustained focus on operational efficiency and decarbonization initiatives. We also expanded our focus on biological and eco-friendly agri-solutions aimed at improving soil health, reducing chemical intensity, and supporting climate-resilient farming practices. A key milestone during the year was the strengthening of our collaboration with The Energy and Resources Institute (TERI) under the "CFCL-TERI Centre of Excellence for Advanced and Sustainable Agriculture Solutions." A dedicated Crop Protection Laboratory was inaugurated during the year to develop innovative biological crop protection products with long-term sustainability benefits. The Centre is expected to develop advanced biological formulations and patented solutions aimed at improving farm productivity while supporting environmental sustainability and food security objectives. Our biologicals business witnessed strong growth during the year, driven by increasing farmer acceptance of sustainable agricultural inputs. Products such as Uttam Superrhiza and Uttam Pranaam demonstrated encouraging market response, while new biological fungicides and nematicides were introduced to address critical crop protection challenges. We also expanded our crop protection and speciality nutrient portfolio through the launch of several new products across fungicides, insecticides, weedicides, and speciality nutrition segments, reinforcing our commitment towards innovation-led sustainable agriculture.

	Our flagship "Seed-to-Harvest" program continued to deepen farmer engagement and strengthen awareness on balanced nutrition, soil health management, and scientific farming practices. During the year, CFCL conducted extensive farmer meetings, field demonstrations, and soil health initiatives across thousands of villages, helping farmers adopt sustainable and productivity-enhancing agricultural practices. Our growing digital outreach through the Chambal Uttam Krishak Mitra platform, social media campaigns, and Uttam Krishi Pathshala webinars enabled us to engage with a larger farming community and promote knowledge sharing at scale. We also remained committed towards employee well-being, occupational health and safety, skill development, and inclusive community development. During the year, we achieved over 16,500 safety training man-hours and maintained a Total Recordable Injury Rate (TRIR) of 0.00, reflecting our strong focus on workplace safety, operational discipline, and proactive risk management. Our CSR initiatives continued to focus on healthcare, education, women empowerment, livelihood generation, and rural infrastructure development, positively impacting communities around our operational areas. Safety continues to remain a core organisational priority, and we consistently worked towards strengthening process safety systems and fostering a strong safety culture across all our facilities. On the governance front, we continued to reinforce strong corporate governance standards, ethical business practices, and robust risk management frameworks. Enhanced digital monitoring systems, transparent stakeholder engagement, and a strong compliance culture continued to support accountability and operational excellence across the organisation. Our disciplined financial management and continued focus on operational efficiency further strengthened the resilience and sustainability of our business model. Going forward, CFCL remains committed to advancing sustainable technologies, expanding biological and speciality solutions, improving resource efficiency, deepening farmer partnerships, and upholding the highest standards of corporate governance. We will continue to pursue responsible growth while contributing towards sustainable agriculture, environmental protection, and inclusive development for the benefit of future generations.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Abhay Baijal Designation: Managing Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If Yes, provide details.	Yes, the Management Committee of the Company is responsible for decision making on sustainability related issues.

<table>
<tr><td>10.</td><td colspan="19">Details of review of NGRBCs by the Company:</td></tr>
<tr><td rowspan="2"></td><td rowspan="2">Subject for Review</td><td colspan="9">Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee</td><td colspan="9">Frequency (Annually/ Half yearly/ Quarterly/ Any Other- please specify)</td></tr>
<tr><td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td><td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td></tr>
<tr><td></td><td>Performance against above policies and follow up action</td><td colspan="9">Policies and procedures are periodically reviewed by the Board/ Board Committees/ Departmental Heads, as and when applicable.</td><td colspan="9" rowspan="2">Annually / Periodically</td></tr>
<tr><td></td><td>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</td><td colspan="9">A certificate confirming compliance with all the statutory requirements applicable to the Company is placed before the Board of Directors on quarterly basis.</td></tr>
<tr><td rowspan="2">11.</td><td colspan="10" rowspan="2">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.</td><td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td></tr>
<tr><td colspan="9">No</td></tr>
</table>

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

Section C: Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	1	Training and awareness programmes were conducted on the nine (9) Principles of NGRBC.	100%
Key Managerial Personnel (KMP)	1	Training and awareness programmes were conducted on the nine (9) Principles of NGRBC.	100%
Employees other than BoD and KMPs	1	Training and awareness programmes were conducted on the nine (9) Principles of NGRBC.	52%
Workers	1	Training and awareness programmes on occupational Health and Safety	100%

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

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

	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			
Punishment				

*There are no fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings by the Company with regulators/ law enforcement agencies/ judicial institutions in the financial year which are material as specified in Regulation 30(4)(i)(c) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"). Please refer to Company's website at https://investor.chambalfertilisers.com/CorporateAnnouncements.html to access the disclosures made to the stock exchanges under Regulation 30 of Listing Regulations.

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	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 Code of Conduct and Ethics of the Company is applicable to all the Directors and Employees of the Company. The Code of Conduct and ethics includes a section on anti-bribery and anti-corruption, which requires Directors and Employees to comply with anti-corruption and anti-bribery laws and not indulge in any act or practice which results into breach of such laws. Payment of bribes, kickbacks, facilitation payments and/or other payments is prohibited.

The Whistle Blower Policy of the Company, inter-alia, enables Directors, and other stakeholders i.e., employees of the Company, employees of other agencies deployed for the Company's activities, contractors, vendors, suppliers, or agencies providing any material or service to the Company, shareholders, customers and business partners of the Company to report instances of unethical behavior, actual or suspected fraud, violation of the Code of Conduct and Ethics of the Company or leak of unpublished price sensitive information.

The Company also has in place a Supplier's Code of Conduct which covers issues relating to ethics and bribery, and the code is shared with the concerned suppliers/service providers. The Code of Conduct and Ethics, Whistle Blower Policy and the Supplier's Code of Conduct are available at the following links –

http://www.chambalfertilisers.com/policiescodes

http://www.chambalfertilisers.com/brrpolicies

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not applicable

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	20.30	19.24

Note: Calculation methodology for FY 2025-26 has been aligned with the ISF Guidance; accordingly, the values are not directly comparable with the previous year.

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	28.29	76.21
	b. Number of trading houses where purchases are made from	777	348
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	97.67	99.51
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	92.41	90.44
	b. Number of dealers / distributors to whom sales are made	3985	3995
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	17.43	15.13
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	0.00	0.00
	b. Sales (Sales to related parties as % of Total Sales)	0.00	0.00
	c. Loans & advances given to related parties as % of Total loans & advances	0.00	0.00
	d. Investments in related parties as % of Total Investments made	0.00	0.00

Note: Purchases from Trading House calculation methodology for FY 2025-26 has been aligned with the ISF guidance; accordingly, the values are not directly comparable with the previous year.

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
0	Not Applicable	0.00

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. As per the Code of Conduct and Ethics of the Company, process is in place to avoid/ manage conflict of interests involving members of the Board.

The Code of Conduct and Ethics states that the Directors and Employees shall not engage in any activity or enter into any pecuniary relationship which might result in conflict of interest, either directly or indirectly.

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.**

	Current Financial Year 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and social impacts
Research & Development (R&D)	100.00%	0.00%	The Company is a manufacturing organization and is not engaged in any major research and development activity. However, the Company has collaborated with The Energy and Resources Institute (TERI) to establish the *"CFCL - TERI Centre of Excellence for Advanced and Sustainable Agriculture Solutions"* to develop innovative eco-friendly agri-solutions to improve soil health, bolster climate resilience, and support food security.
Capex	1.06%	4.03%	During FY 2025–26, the Company incurred capital expenditure on energy efficiency and process improvement initiatives, including: • **Replacement of the Methanator Effluent Cooler (AEA-502)** with improved metallurgy to enhance heat transfer efficiency, improve equipment reliability, and reduce operational losses. • **Provision of manways in the Ammonia II Primary Reformer convection section** to facilitate inspection and cleaning of convection coils, thereby improving thermal efficiency and reducing stack losses. These initiatives are expected to improve energy efficiency and contribute to the reduction of greenhouse gas emissions, with the annual energy savings expected to be realized during FY 2026–27.

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

   b. If Yes, what percentage of inputs were sourced sustainably? – 51.47 %

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)	The Company uses plastic as packaging material for its products. The Company does not have a mechanism in place for reclaiming of packaging material, however, we do encourage the customers to reuse the packaging material to the extent possible. Furthermore, we off-set any and all plastics introduced by us in the marketplace, by adhering to our Extended Producer Responsibility obligations as provided under Plastic Waste Management (Amendment) Rules, 2026.
(b) E-waste	The products of the Company and their packaging material do not comprise of electrical & electronic materials; therefore, no E-waste is generated.
(c) Hazardous waste	Hazardous waste is not generated from products sold by the Company, or from their packaging material.
(d) Other waste	NIL

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

Yes.

The waste collection plan is in line with the Extended Producer Responsibility (EPR) plan as provided under Plastic Waste Management (Amendment) Rules, 2026 and the same is submitted to Central 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
24123	Urea	57.89	Cradle to gate	Yes	No

Note: LCA was conducted in FY 2024-25. Urea% of total turnover contributed is reported for FY 2025-26.

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
Urea	The Life Cycle Assessment identified high greenhouse gas (GHG) emissions associated with the production of Urea, particularly from natural gas, used both as a feedstock and energy source. The embodied emissions of upstream natural gas extraction and transportation, coupled with combustion emissions during steam and power generation, significantly contribute to climate change impact (394.48 kg CO_2 eq per tonne of Urea produced).	The Company has adopted several mitigation strategies to reduce environmental impact. These include utilizing CO_2 generated from ammonia production internally in the urea synthesis process (thereby reducing external carbon input), optimizing energy efficiency, deploying waste heat recovery systems, and benchmarking emissions against global datasets (Ecoinvent). The study estimates an environmental cost savings of approximately ₹9 lakh/day Wthrough mitigation measures compared to standard practices. The Company continues to pursue technology upgrades and efficiency improvements to further minimize lifecycle impacts.

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	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Process Condensates	82.50%	84.26%

Note: Process water quality was improved by optimizing the stripping steam parameters.

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 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	3216	7532	0	4382	9195
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
NIL	

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	693	693	100	693	100	0	0	0	0	693	100
Female	17	17	100	17	100	17	100	0	0	17	100
Total	**710**	**710**	**100**	**710**	**100**	**17**	**2.39**	**0**	**0**	**710**	**100**
Other than Permanent employees											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	**0**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**

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	488	488	100	488	100	0	0	0	0.00	488	100
Female	3	3	100	3	100	3	100	0	0.00	3	100
Total	**491**	**491**	**100**	**491**	**100**	**3**	**0.61**	**0**	**0.00**	**491**	**100**

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)
Other than Permanent workers											
Male	1862	1862	100	1862	100	0	0	0	0.00	0	0.00
Female	20	20	100	20	100	20	100	0	0.00	0	0.00
Total	**1882**	**1882**	**100**	**1882**	**100**	**20**	**1.06**	**0**	**0.00**	**0**	**0.00**

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.01	0.02

Note: FY 2024-25 well-being measures data has been restated in line with the ISF Guidance to ensure consistency and year-on-year (YoY) comparability

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees#	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees#	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	N.A.	100	100	N.A.
ESI	0	0	N.A.	0	0	N.A.
Others – Health Insurance	100	100	Y	100	0	Y

#Employees-permanent employees and workers

* Worker-non-permanent contractual workers

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.

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

Yes . The weblink of the policy is as under - https://chambalfertilisers.com/pdf/Equal%20Employment%20Opportunity%20Policy.pdf

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

The Company provides parental leave benefits to eligible female employees in accordance with applicable statutory provisions and Company policy. During FY 2025–26, 100% of the female employees who availed parental leave returned to work and were retained after returning from leave.

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)	Remark
Permanent Workers	Yes	The Grievance Redressal Committee was constituted as per Section 9C of the Industrial Disputes Act, 1947. Grievances of permanent workers are resolved as per the mandate of the Grievance Redressal Committee, Whistleblower Policy of the Company and Industrial Disputes Act, 1947.
Other than Permanent Workers	Yes	The Company has a grievance redressal mechanism to resolve grievances of the contractual workforce. The aggrieved contractual workforce can report to the concerned supervisor. If a grievance is not resolved at supervisor's end, the same is escalated and recorded in the grievance register at Industrial Relations (IR) help desk, located in plant premises at Gadepan. IR initiates the investigation to resolve the issue through counselling / course correction / meetings with the aggrieved worker. If required, the grievance may be addressed / escalated to the State's Labour Department.
Permanent Employees	Yes	Guided by the grievance redressal mechanism, the employees of the Company may register their complaints/ grievances to their immediate supervisor. The employees of the Company including contractual employee can also directly contact the Head of Human Resources and Administration of the Company to raise any concern or register any grievance. The Whistle Blower Policy of the Company also, inter-alia, provides a mechanism to the Directors and Employees to report instances of unethical behavior, actual or suspected fraud, violation of the Code of Conduct and Ethics of the Company or leak of unpublished price sensitive information. All employees have personal access to HR Team. Contact details are circulated and regular sessions are being conducted to address employee grievances.
Other than Permanent Employees	Yes	The Whistle Blower Policy enables other stakeholders i.e., employees of other agencies deployed for the Company’s activities, contractors, vendors, suppliers or agencies providing any material or service to the Company, shareholders, customers and business partners to report instances of unethical behavior etc.

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

There was no employees or workers association or union in the Company as on March 31, 2026.

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	693	380	54.83	672	96.97	664	360	54.22	642	96.69
Female	17	5	29.41	16	94.12	17	5	29.41	16	94.12
Total	**710**	**385**	**54.23**	**688**	**96.90**	**681**	**365**	**53.60**	**658**	**96.62**
Workers										
Male	488	456	93.44	419	85.86	417	402	96.40	381	91.37
Female	3	3	100.00	3	100.00	4	4	100.00	3	75.00
Total	**491**	**459**	**93.48**	**422**	**85.95**	**421**	**406**	**96.44**	**384**	**91.21**

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	693	693	100.00	664	664	100.00
Female	17	17	100.00	17	17	100.00
Total	**710**	**710**	**100.00**	**681**	**681**	**100.00**
Workers						
Male	488	488	100.00	417	417	100.00
Female	3	3	100.00	4	4	100.00
Total	**491**	**491**	**100.00**	**421**	**421**	**100.00**

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?	Yes, an occupational health and safety management system has been implemented in the Company to ensure a safe and healthy working condition for its employees and workers. The Company is certified for ISO 45001:2018 OHS Management System, underscoring its unwavering adherence to internationally recognized standards and best practices to ensure the well-being and safety of its workforce.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	For all jobs of routine nature, risk assessments are carried out and subsequently procedures are developed. For all other non-routine category jobs, Job Safety Analysis and Hazard and Operability study are carried out and work is executed in strict adherence to the same. Furthermore, the following steps are taken to ensure health & safety on site of the plants: a) In-house Statutory Safety Audit (as per IS 14489) is done every alternate year. b) Monthly Safety Inspection of the entire plant is done by the Safety Department personnel. c) Process Safety Management audit by trained Process Safety Management auditors is done on half-yearly basis for operations and on yearly basis for service departments. d) Annual Audit of hazardous storages is done by Safety and Operations department. e) Plant inspections are carried out by cross functional team of Operations, Maintenance, Safety and Environment & Quality Control department on half-yearly basis. f) External Integrated Management System Audits are carried out by external agency twice every year.
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes Various systems have been formulated to record complaints, violations, deviations, and suggestions such as Central Safety Committee meetings, Plant Safety Committee meetings, and Safety software for employees which act as strong platforms for deliberations and action planning. Contractor employees have been provided with similar facilities like Suggestion Box, Contractor Safety Committee Meeting, etc. to report any hazard. All the reported hazards are noted, action plans determined and closure of the same is facilitated. Further, frequent audits and inspections are done to ensure that all hazards are addressed.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes The Company's Health Center extends its services beyond occupational health, catering to the overall well-being of all workers with medical and health provisions. In addition to access to general practitioners, the health center hosts specialist physicians who make regular visits and offer their expertise through consultations which are open to all workers. Additionally, it enriches health care with physiotherapy sessions for musculoskeletal concerns and consultations with homeopathic practitioners, ensuring comprehensive health management tailored to individual needs.

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

Safety Incident/Number	Category*	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.21
Total recordable work-related injuries	Employees	0	1
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including the contract work force

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

The Company has in place a Health & Safety Management System aligned with ISO 45001:2018. The Company has a three-tier safety review system comprising plant, management and safe operations committees. The Company has also set up various committees (having representation from all concerned departments) at the plant level which includes Plant Safety Committee, Central Safety Committee, Contractor Safety Committee, Integrated Management System Steering Committee etc., which meet periodically to discuss safety concerns at workplace.

The Company conducts health & safety trainings, in addition to job safety trainings. Further, all provisions pertaining to Personal Protective Equipment and Fire Safety and Emergency Response are in place at the location of plants at Gadepan. The Company has a well-equipped health center with experienced professionals within the Gadepan plant, and well-equipped ambulances are available on round-the-clock basis for any medical emergencies.

The Company ensures a safe and healthy workplace for all its employees and workers by taking into consideration the following additional measures:

- Implementation of Engineering control
- Risk Assessment and Procedures (SOPs) of all the activities
- Health and Safety Trainings on a regular basis
- Mock drills and fire drills are regularly conducted to test emergency preparedness
- Job Safety analysis of all the non-routine jobs
- Permit to work system: Review of all the permits by operations and maintenance Deputy General Managers
- Implementation and certification of Integrated Management System
- Hazard and Operability Study
- Quality and Quantitative Risk Assessment
- Process Safety Management
- Annual Safety Audits (External & Internal), Regular Safety Inspection
- Monthly Senior Management Safety Observation round
- Implementation of Behavior Based Safety
- Annual health check-up of all employees

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	-	0	0	-
Health & Safety	0	0	-	0	0	-

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.

For any safety related incident, an incident investigation is carried out by team comprising members from process, maintenance, safety and the contractor representative. Detailed corrective action and preventive action (CAPA) is prepared, and a report is presented. The corrective actions are monitored and reviewed at Management level. The same is shared with all the concerns in the form of horizontal deployment for assessment and implementation.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y /N)	Yes
(B) Workers (Y /N)	Yes

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 is vigilant about ensuring that its value chain partners discharge their legal obligations in respect of workers' rights and welfare. The Company ensures that applicable labour welfare laws, are complied with, in letter and spirit. Industrial Relations department checks compliance of such applicable laws on regular basis against submission of documents related to deposit of Provident Fund, Employee State Insurance challans, payment of wages etc., which are required for creation of gate pass/permit for execution of job. These measures are part of work order terms, failing which gate pass is suspended. Also, additional fines may be levied on value chain partners in case of non-compliance of applicable laws.

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/are 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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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)

No

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	0
Working Conditions	0

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.

None

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's Stakeholder Engagement and Advocacy Policy serves as the cornerstone of our approach and commitment to stakeholder identification and engagement. We undertake stakeholder mapping exercises periodically to identify key stakeholders, enabling us to discern those who exert positive or negative influence on our business operations and are likely to be impacted by them. Stakeholders are categorized based on their influence, priority, and impact on the Company's operations. Our key stakeholders encompass Shareholders/Investors, Farmers, Dealers/Distributors, Employees/ Workers, Local Community, Contractors/Vendors, Banks/Financial Institutions, Industry Associations, and State and Central Government entities.

Stakeholder engagement, collaboration, and dialogue form an integral and ongoing process for shaping long-term value and informing business strategies. Through stakeholder engagement initiatives, the Company identifies key material topics which possess the potential to impact our business and are of significance to our stakeholders. We recognize that each stakeholder group is unique, with distinct needs and priorities. Hence, our stakeholder engagement approach is tailored to accommodate these differences, ensuring that diverse perspectives contribute to shaping the Company's Environmental, Social, and Governance (ESG) parameters and guiding our trajectory for the future.

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
Employees	No	Newsletter, E-mails, Trainings, Performance Appraisal, Events/ Notice Board	Regularly	• Employee engagement • Transparent communication • Performance review • Employee experience and grievance • Employee retention
Shareholders/ Investors	No	Email, SMS, Newspaper Advertisements, Investor Presentations, Analyst/ Investor meetings, Annual General Meetings, Annual Report and the Company's Website	Annually / Quarterly / Event based	• Reminders about unclaimed dividends and shares due for transfer to Investor Education and Protection Fund • Publication of financial results and notices • Intimation for updation of KYC details for shareholders holding shares in physical mode
Value Chain Partners	No	Offline & online meetings, Suppliers meet, NGRBC 9 Principles awareness programs, Suppliers visit	Need based	• Vendor development • Job/work review • Quality check • NGRBC 9 Principles awareness
Farmers	Yes	Social media platforms, Website, Market surveys/ customer satisfaction surveys, Farmers Meetings, Farmers Training Programs, Trade union meetings, Grievance resolution processes, Press engagements	Regularly	• Display of product information & services through all viable sources and touch points • Collect consumer feedback, suggestions, concerns and grievances, ensure timely & effective redressal of concerns • Capacity development of farmers on knowledge of improved productivity & technological advancement • Awareness on safe usage of products and adopting sustainable agriculture practices. • Sustainable livelihood opportunities to small & marginalized farmers

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
Dealers / Distributors	No	Dealer / Distributor Meetings, product launches, promotional campaigns, incentive schemes, grievance resolution processes, social media platforms	Regularly	• Capacity development of dealers and distributors • Technical and commercial details about products • Incentive schemes • Product launches • Safe and sustainable usage of products • Awareness on current agri scenarios, upcoming events
Local Community	Yes	Community meetings, formal & informal meetings with primary stakeholders / self-help groups / farmer's group/ opinion leaders / program beneficiaries / Media releases, community interface meetings, digital means, surveys etc.	Need based	• Education including Technical and Vocational education • Rural Development Initiatives • Healthcare and Sanitation • Employability and Empowerment • Promotion of Sports • Environmental Sustainability, Animal Welfare and Soil Health Initiatives • Alignment with Sustainable Development Goals
Banks/ Financial Institutions	No	Meetings with Bank/ Financial Institutional officials, conference calls	Need based	• Industry trends • Reserve Bank of India guidelines
State and Central Government	No	Meetings with Local administration / body, State and Central Government, Line Departments, Events & Seminars, Media releases, Partnerships with regulatory and industry bodies	Need based	• Policy advocacy • Regulation and Compliance • Skill and Capacity building • Changes in policies and regulations related to the entity
Media	No	Published reports & Articles, Media Coverage	Need based	• Corporate branding • Community sensitization • Activity update

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 management of the Company regularly engages with key stakeholders including employees, communities, government authorities, investors, customers, etc. These engagements focus on identifying concerns and expectations related to economic, environmental, and social (EES) topics. Inputs gathered through these interactions are derived from grassroots-level consultations and day-to-day operational feedback.

Insights from stakeholder engagement are systematically analyzed and shared with senior management. The leadership team reviews material topics and stakeholder concerns on a periodic basis and channels relevant updates, insights, and recommendations to the Board through structured platforms such as quarterly Board meetings and committee-level deliberations.

Board-level committees such as the Corporate Social Responsibility (CSR) Committee, Risk Management Committee, and Audit Committee regularly assesses developments and progress related to EES matters. This process ensures that feedback from stakeholders are meaningfully integrated into the Company's strategic deliberations and that the Board is equipped to take informed decisions aligned with sustainability imperatives and stakeholder expectations.

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. The Company is committed to inclusive decision-making process involving stakeholders engagement and consultation with stakeholders. Issues concerning the environment, society, and community development are identified, prioritized, strategized, and implemented. The sub-section below are highlights of stakeholder consultations conducted by the Company:

Materiality mapping

During the Financial Year 2022-23, the Company conducted a Stakeholder Engagement and Materiality Assessment exercise to assess and prioritize sustainability within the context of overall business priorities, management, and performance. Key stakeholders were consulted, and significant material issues were ranked from low to high importance for both internal and external stakeholders.

Community consultation

As part of its commitment to inclusive community development, the Company conducted a comprehensive need-based assessment survey. This included both formal and informal consultations with local community members to understand their needs, aspirations, and key social challenges. Based on these insights, targeted action and implementation plans were developed to address the most pressing issues.

- Poor quality of education in Anganwadi centers and shortage of qualified teachers in primary and secondary schools.
- Insufficient teaching and learning resources, low foundational literacy levels, and inadequate school infrastructure.
- Limited access to preventive healthcare services in nearby areas.
- Lack of skill training and post-education employment opportunities for youth.
- Unhygienic practices, absence of safe drinking water, and inadequate sanitation facilities in schools.
- Shortage of community infrastructure and recreational spaces in villages.

To address these issues/challenges, the Company has undertaken several interventions over the years, including:

- Transformation of Anganwadi Centers into vibrant, preschool-aligned spaces with libraries, digital tools, functional toilets, and child-friendly furniture.

- Renovation of Government Schools, addition of classrooms, and creation of inclusive, child-friendly infrastructure with a special focus on girl students and marginalized communities.
- Adoption and upgradation of four Government Primary Health Centers (PHCs) with specialized OPD services, X-ray facilities, minor OT units, pathological testing, and maternal care facilities.

Additionally, during periodic stakeholder meetings, community members suggest improvement areas in rural development, sanitation, hygiene, and waste management. The Company assessed and prioritized the areas of intervention, and action plans were developed under the Corporate Social Responsibility program, as detailed below:

- Established the Chambal Fertilisers Skill Institute offering 6 vocational courses for rural youth.
- Adopted 4 Public Health Centers (PHCs) to strengthen preventive healthcare services.
- Expanded waste management programs to more villages with door-to-door segregation and collection.
- Created alternate livelihoods for women under the "One Village – One Product" model with 4 new centers and 2 dedicated buildings.
- Installed solar panels in 6 adopted government school (3KW & 5KW).
- Constructed community halls and installed streetlights in nearby villages.
- Set up open gyms to encourage fitness in rural communities.
- Renovated schools and Anganwadi centers to ensure safe learning environments.
- Launched a four-year CSR project to establish an English medium school for rural children.

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

The Company actively engages with rural communities through structured communication and inclusive stakeholder engagement plans, ensuring meaningful participation of vulnerable and marginalized groups, including women, youth, and marginalized populations.

Rooted in the ethos of "Investing Today for a Sustainable Tomorrow," the Company's CSR framework spans eight thematic areas: Education (including technical and vocational training), Rural Development, Healthcare & Sanitation, Employability & Empowerment, Environmental Sustainability, Animal Welfare & Soil Health, Disaster Management, and Sports Promotion — all aligned with the UN Sustainable Development Goals (SDGs).

Key actions addressing the concerns of vulnerable groups include:

- **Skill Development for Rural Youth and Women:** Chambal Fertilisers Skill Institute provides short-term vocational training to rural youth, with a focus on training young women. From October 2025 to March 2026, over 150 youth were trained in job-oriented courses like General Duty Assistant, Banking Correspondent & Facilitator, and Customer Relationship Management, achieving a 100% placement rate. Village-based vocational training programs further empower young women to start local enterprises.
- **Access to Healthcare:** Adoption of four Government Primary Health Centers has improved rural healthcare delivery by upgrading facilities and introducing services such as OPD consultations, diagnostics, minor surgeries, and institutional deliveries—benefiting especially those with limited access to medical care.
- **Rural Infrastructure for Inclusion:** The Company has invested in building community infrastructure like cement concrete roads, drainage systems, and rejuvenated ponds, along with creating safe and inclusive community spaces to enhance the quality of life for all residents, particularly those from marginalized backgrounds.

Through these targeted initiatives, the Company continues to foster inclusive development and drive rural transformation in the communities surrounding the Gadepan plant.

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 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	710	582	81.97	681	532	78.12
Other than permanent	0	0	0.00	0	0	0.00
Total Employees	**710**	**582**	**81.97**	**681**	**532**	**78.12**
Workers						
Permanent	491	0	0.00	421	0	0.00
Other than permanent	1882	1882	100.00	2218	2218	100.00
Total Workers	**2373**	**1882**	**79.31**	**2639**	**2218**	**84.05**

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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	710	0	0.00	710	100.00	681	0	0.00	681	100.00
Male	693	0	0.00	693	100.00	664	0	0.00	664	100.00
Female	17	0	0.00	17	100.00	17	0	0.00	17	100.00
Other than permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	491	0	0.00	491	100.00	421	0	0.00	421	100.00
Male	488	0	0.00	488	100.00	417	0	0.00	417	100.00
Female	3	0	0.00	3	100.00	4	0	0.00	4	100.00
Other than permanent	1882	1882	100.00	0	0.00	2218	2218	100.00	0	0.00
Male	1862	1862	100.00	0	0.00	2203	2203	100.00	0	0.00
Female	20	20	100.00	0	0.00	15	15	100.00	0	0.00

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8*	19,87,500	1	23,50,000
Key Managerial Personnel (KMP)	3	1,49,36,801	0	0
Employees other than BoD and KMP	690	21,78,220	17	18,09,554
Workers	488	9,77,833	3	14,22,972

Notes:

(i) *Mr. Berjis Minoo Desai ceased to be Director w.e.f. June 1, 2025 and Mr. Rakesh Jain was appointed as Independent Director w.e.f July 15, 2025.

(ii) Remuneration of Managing Director has been considered for calculation of median remuneration of both, Board of Directors and Key Managerial Personnel.

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

	FY 2025-26 (Current Financial Year)	**FY 2024-25 (Previous Financial Year)**
Gross wages paid to females as % of total wages	1.44	2.42

Note: FY 2025-26 values include contractual workforce wages, while FY 2024-25 values are based on permanent employees only; hence, the figures are not comparable.

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

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

For employees and workers

The Whistle Blower Policy and Human Resource & Employee Relations Policy of the Company, *inter-alia*, provide a mechanism to the Directors and Employees to report their concerns and grievances, including those related to discrimination, unethical behavior, violation of the Code of Conduct and Ethics of the Company.

For contractual workers

The Company has a grievance redressal mechanism to resolve grievances by contractual workforce. The aggrieved contractual workforce can report to the concerned supervisor. If grievance is not resolved at the supervisor's end, the same is escalated and recorded in the grievance register at Industrial Relations (IR) office located at Gadepan. IR initiates the investigation to resolve the issue through counselling / course correction / meetings with the aggrieved worker. If required, the grievance may be addressed / escalated to the State's Labour Department.

The Company is committed to prevent human rights abuses like child labour and forced / compulsory labour in all the operations. A process of background verification, medical fitness, address and age verification is followed by the Company along with compliance of other statutory requirements by the industrial relations department for contract workers.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0.00	0.00
Complaints on POSH upheld	0	0

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

The mechanism is as per Code of Conduct and Ethics, Whistle Blower Policy and the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act") and rules made thereunder and other applicable laws.

The Company has the Code of Conduct and Ethics as well as the Whistleblower Policy in place to ensure protection and anonymity of complainant in any discrimination and harassment case. The Company has also constituted Internal Complaints Committee under the provisions of POSH Act. The grievance, if any, arising out of Whistle-Blower Policy and Code of Conduct and Ethics is redressed by the respective committees which oversee them.

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

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others - please specify	0

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

None

Leadership Indicators

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

None.

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

Not Applicable.

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	0.00
Forced/involuntary labour	0.00
Sexual harassment	0.00
Discrimination at workplace	0.00
Wages	0.00
Others - please specify	0.00

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

Not Applicable

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	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	Gigajoule	5,489	6,186
Total fuel consumption (B)	Gigajoule	0	0
Energy consumption through other sources (C)	Gigajoule	0	0
Total energy consumed from renewable sources (A+B+C)	Gigajoule	5,489	6,186
From non-renewable sources			
Total electricity consumption (D)	Gigajoule	37,345	38,456
Total fuel consumption (E)	Gigajoule	2,62,16,458	2,67,93,558
Energy consumption through other sources (F)	Gigajoule	0	0
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule	2,62,53,803	2,68,32,014
Total energy consumed (A+B+C+D+E+F)	Gigajoule	2,62,59,292	2,68,38,200
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule Per INR	12.63	16.12
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule Per INR	256.83	333.10
Energy intensity in terms of physical output	Gigajoule	7.79	7.75
Energy intensity (optional) - the relevant metric may be selected by the entity	Gigajoule	-	-

Note: FY 2024-25 energy data has been restated in line with the ISF Guidance to ensure consistency and year on-year (YoY) comparability.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, Moore Singhi Advisors LLP

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

Yes, the Company operates three urea plants under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Registration of the Gadepan-III plant with the Bureau of Energy Efficiency is still pending. Currently, the Bureau of Energy Efficiency has not set a target under PAT.

For the financial year 2018-19, the targets and actual achievements are as under:

For Gadepan-I Plant, the target reduction in energy consumption was 5.501 Gcal/MT urea, with an achieved energy consumption of 5.407 Gcal/MT urea, resulting in 9,174 Energy Saving Certificates. For Gadepan-II Plant, the target reduction in energy consumption was 5.443 Gcal/MT urea, with an achieved energy consumption of 5.410 Gcal/MT urea, resulting in 2,892 Energy Saving Certificates.

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

Parameter Water withdrawal by source (in kilolitres)	FY 2025-26 (Current Financial Year) M^3	FY 2024-25 (Previous Financial Year) M^3
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,32,35,537	1,38,29,678
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,32,35,537	1,38,29,678
Total volume of water consumption (in kilolitres)	1,32,35,537	1,38,29,678
Water intensity per rupee of turnover (Kl/INR in Lakh) (Total water consumption / Revenue from operations)	6.36	8.31
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	129.46	171.64
Water intensity in terms of physical output (Water consumed in M^3/MT of Urea)	3.93	4.00
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

Note : For FY 2024-25, the methadology was revised to exclude RO water, as it was considered recycled water.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): Yes, Moore Singhi Advisors LLP

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	3,84,586	2,67,905
- No treatment	0	0
- With treatment - please specify level of treatment	3,84,586	2,67,905
(ii) To Groundwater	0.00	0.00
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater	0.00	0.00
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third parties	0.00	0.00
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others	0.00	0.00
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	**3,84,586**	**2,67,905**

Note: The Company discharges the treated industrial water only during rainy period as per environment clearance condition.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): Yes, Moore Singhi Advisors LLP

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

Yes. Gadepan-III plant of the Company is a Zero Liquid Discharge (ZLD) facility. Effluent generated from the Gadepan-III plant, along with a portion of effluent from the Gadepan-I and II plants, is initially treated in the Reverse Osmosis (RO) plant. The RO reject is further processed in the Zero Liquid Discharge system, which includes a Multi-Effect Evaporator (MEE). The treated water recovered from both streams is reused as make-up water for cooling towers, thereby supporting sustainable water management.

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Nox	PPM	48.7	67.9
Sox	mgPerNm3	0	0
Particulate matter (PM 10)	mgPerNm3	0	0
Persistent organic pollutants (POP)	mgPerNm3	0	0
Volatile organic compounds (VOC)	mgPerNm3	0	0
Hazardous air pollutants (HAP)	mgPerNm3	0	0
Others - please specify *			
Particulate matter (PM)	mgPerNm3	27.4	30.8
NH3	mgPerNm3	43.1	46.2

* Please note that in the report for FY 2024–25, air emissions were recorded as "Particulate matter (PM 10)" instead of "Particulate matter (PM)." Additionally, NH_3 emissions were not reported in the said report.

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

Yes. Stack emission evaluation was carried out by Ministry of Environment, Forest and Climate Change (MoEFCC) accredited laboratory i.e. Vibrant Techno Lab Pvt Ltd & Vardan Envirolab, on quarterly basis.

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

Parameter	unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	14,81,280	15,07,941
Total Scope 2 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	7,365	7,584
Total Scope 1 and Scope 2 Emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	TCo2 eq/INR in Lakh	0.72	0.91
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)	TCo2 eq/PPP	14.56	18.81 w
Total Scope 1 and Scope 2 Emission intensity in terms of physical output	TCo2 eq/MT of Urea	0.44	0.44
Total Scope 1 and Scope 2 Emission intensity (optional) - the relevant metric may be selected by the entity		-	-

Note : FY 2024-25 emissions data has been restated in line with the ISF Guidance to ensure consistency and year-on-year (YoY) comparability.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, Moore Singhi Advisors LLP

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

Yes. During the financial year 2025–26, the Methanator Effluent Cooler (AEA-502) was replaced with improved metallurgy to enhance reliability and operational performance. In addition, manways were provided in the Primary Reformer convection section to improve maintainability and support improved energy efficiency. These initiatives contribute to enhanced plant performance, optimized energy consumption, and reduction in associated operational losses and greenhouse gas emissions.

Further, as part of the Company's commitment to increasing the share of renewable energy in its operations, rooftop solar systems with an installed capacity of 1,000 kW (AC) were commissioned at the Gadepan campus. During FY 2025–26, the solar power system generated approximately 1.52 million kWh of clean electricity, reducing dependence on conventional grid power and thereby lowering the associated greenhouse gas emissions.

The Company also implemented several energy conservation initiatives during the year, with a total capital investment of Rs.268.07 lakh, reaffirming its continued commitment to operational excellence, energy efficiency, and climate change mitigation.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste **(A)***	116.46	111.18
E-waste **(B)**	21.0	13.02
Bio-medical waste **(C)**	2.12	2.06
Construction and demolition waste **(D)**	2314.63	2500.00
Battery waste **(E)**	2.94	3.73
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	3214.88	3028.09
Spent Catalyst	38.00	97.18
Discarded Containers- LANDFILL	1.66	1.56
Discarded Containers- RECYCLING	1.72	0
Used Oil	31.88	54.25
Contaminated Cotton Rags	1.90	2.60
Chemical sludge from wastewater treatment-CO PROC	2737.88	2459.84
Chemical sludge from wastewater treatment-LANDFILL	401.84	412.66
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)**		
Sludge from Sewage Treatment Plant	1.32	1.00
MS waste	281.54	167.62
SS waste	1.24	8.40
Aluminum waste	1.94	3.54
Wood Waste	80.92	43.84
Paper Waste	78.46	48.06
Rubber Waste	31.48	8.12
Glass Waste	4.70	3.30
Total (A+B + C + D + E + F + G + H)	**6153.63**	**5941.96**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0030	0.0036
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.06	0.07
Waste intensity in terms of physical output	**0.0018**	**0.0017**
Waste intensity (optional)/MT of Urea - the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	212.00	279.36
(ii) Re-used	2315.95	2501.00
(iii) Other recovery operations	2737.88	2459.84
Total	**5265.83**	**5240.20**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	4.02	4.66
(ii) Landfilling	403.50	414.22
(iii) Other disposal operations	480.28	282.88
Total	**887.80**	**701.760**

Note: *For FY 2025–26, the plastic calculation methodology has been updated. Accordingly, FY 2024–25 plastic waste data has been restated by excluding EPR plastic pertaining to post-consumer packaging to ensure year-on-year (YoY) comparability.

**For FY 2025–26, the waste reporting methodology was expanded to include MS waste, SS waste, aluminium waste, wood waste, paper waste, rubber waste, and glass waste. Accordingly, the FY 2024–25 data has been restated to ensure YoY comparability.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, Moore Singhi Advisors LLP

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

The Company's waste management practices are robust, reflecting our strong commitment to environmental stewardship and sustainable operations. Across our facilities, we adhere to a well-defined strategy aimed at minimizing ecological impact and promoting responsible utilization of resources.

At the core of our waste management framework is the Reduce, Reuse, Recycle (3R) principle, which governs our approach to managing effluents generated during operations. A substantial portion of the water used in our processes comprises recycled effluents treated through a Reverse Osmosis (RO) plant. The treated water is reused as make-up water in cooling towers. The RO reject is further processed through a Zero Liquid Discharge system, which includes a Multi-Effect Evaporator (MEE) and the resulting waste is sent to the cement industry for co-processing. Additionally, our Sewage Treatment Plants (STPs) are equipped with tertiary treatment systems, and the treated wastewater is effectively utilized for green belt maintenance within the premises.

For solid and hazardous waste management, we employ best-in-class practices guided by proper waste categorization. Dedicated waste bins are placed strategically across our facilities to encourage proper segregation and disposal. Horticultural waste is composted into organic manure, and the use of polythene bags is strictly prohibited to minimize plastic pollution.

In our continuous efforts to improve environmental performance, we have achieved significant progress in diverting waste from landfills. Discarded empty containers were sent to authorized recyclers for recycling, instead of being disposed of in secure landfills at the Common Treatment, Storage and Disposal Facility (TSDF), Udaipur, significantly reducing the landfill burden.

Further more during the Financial Year 2025–26, 100% of waste generated from the RO plant was sent to the cement industry for co-processing, thereby reducing reliance on landfill disposal.

Chemical salt generated from ZLD (Zero Liquid Discharge) plant was sent to Common Treatment, Storage and Disposal Facility (TSDF), Udaipur.

Periodic audits by external consultants are conducted to ensure adherence to best environmental practices, and any identified gaps are promptly addressed through appropriate corrective actions.

We also emphasize on employee and contractor awareness, regularly conducting training and sensitization programs on responsible waste management. Hazardous wastes, such as used oil and spent catalysts, are sold only to registered recyclers, and contaminated material is disposed of through approved methods like incineration.

In line with our resource recovery initiatives, biodegradable waste is processed in our biogas plant with the generated biogas used for cooking and the residual liquid manure applied in horticulture. Other waste streams, such as e-waste, battery waste, biomedical waste, and construction & demolition debris, are managed in strict compliance with applicable environmental regulations.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Expansion of Ammonia and Urea Production along with Captive Power, Steam (HRSG) and Steam (Boiler) within CFCL's Existing Premises at P.O. Gadepan, Kota, Rajasthan by M/s Chambal Fertilisers and Chemicals Limited	Proposal No: IA/RJ/IND3/563077/2026	Proposal Submission Date 04/02/2026	Yes	Yes	https://parivesh.nic.in/

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

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):

Not Applicable

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: No

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	Not monitored currently.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity			

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: No

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.

Not applicable as the Company's operations do not have significant direct & indirect impact on biodiversity. However, the Company has set-up a fund in collaboration with the Forest Department, Government of Rajasthan to conserve wildlife and preserve the habitat of endangered species like the Great Indian Bustard, Black Buck and Chinkara at Sorsan Preserve in Baran district, close to the Gadepan Plant in Rajasthan.

The Company has developed dense green belt under 'Operation Green Programme' in Gadepan campus which provides healthy environment to people residing in and around the campus.

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	Replacement of Methanator Effluent Cooler (AEA-502) with improved metallurgy	Replaced the existing Methanator Effluent Cooler with improved metallurgy to restore heat transfer efficiency, enhance equipment reliability, and reduce operational losses.	The energy-saving scheme was implemented in March 2026. Annual energy savings are expected to be realized during FY 2026–27, resulting in improved energy efficiency, enhanced equipment reliability, and reduced greenhouse gas emissions.
2	Provision of manways in the Primary Reformer convection section	Installed manways at strategic locations in Ammonia II primary reformer to facilitate inspection and cleaning of convection coils, thereby improving maintainability and thermal efficiency.	The energy-saving scheme was implemented in March 2026. Annual energy savings are expected to be realized during FY 2026–27 through improved heat recovery, reduced stack losses, enhanced thermal efficiency, and lower associated greenhouse gas emissions.

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

Yes. The Company has conducted risk assessment of its business to identify key risks and has prepared an associated risk mitigation plan to ensure business continuity. The Business Continuity Plan aims to provide a framework to support the business to continue and/or quickly restore the critical business functions, in the event of a disruption of normal operations. As part of the Business Continuity Plan, the Company has identified the events, the occurrence of which may impact particular functions or facilities resulting into disruption of normal operations of business. The Business Continuity Plan forms part of the Risk Management Policy of the Company.

Risk Mitigation measures for the identified business interruption factors have been prepared and implemented by the Company to ensure business continuity.

The Company also has a disaster management plan with detailed disaster control measures, and keeping it up to date is the obligation of the Occupier of the factory. The scope of the plan covers the existing activities/facilities and is aimed at:

- Quick relief and rescue operation without delay.
- Reduce the effects of the incident.
- Minimize casualties and prevent further injuries.
- Speed up restoration of normalcy.
- Ensure that each member of the emergency operation including response team and employees are aware of their role in an emergency.

It incorporates recommendations from the Quantitative Risk Assessment (QRA) study to ensure a comprehensive approach to risk mitigation and emergency preparedness. To maintain a high state of readiness, mock drills are conducted every six months and fire drills are carried out every three months, in line with the stipulations of the Disaster Management Plan. The plan is periodically reviewed and updated to reflect process changes, technological advancements, and learnings from previous drills.

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.

Impact	Mitigation
The Life Cycle Assessment (LCA) undertaken for Urea production at Chambal Fertilisers' Gadepan complex identified significant environmental impacts arising from upstream activities in the value chain, primarily due to the use of natural gas as a feedstock and energy source. The impact includes: • High embodied emissions from natural gas extraction, processing, and transportation. • Methane leakage during upstream operations, which poses a potent climate risk given methane's high global warming potential. • Greenhouse gas (GHG) emissions associated with direct combustion of natural gas for steam and power generation. These upstream activities contribute to Scope 3 emissions, which constituted around 68% of total emissions for Urea production.	The Company has implemented a series of mitigation and adaptation measures. A key initiative involves the complete utilization of carbon dioxide generated during ammonia production in the subsequent urea synthesis process, thereby reducing the need for external carbon inputs and minimizing emissions. The Company has also installed waste heat recovery systems to improve energy efficiency by capturing and reusing thermal energy from high-temperature processes. Additionally, operational processes have been optimized to reduce steam and electricity consumption, thereby lowering the overall energy intensity. As quantified in the LCA report, these mitigation efforts collectively contribute to an estimated environmental damage cost avoidance of approximately ₹9 lakh per day. CFCL continues to pursue further improvements in resource efficiency and emissions reduction across its operations.

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

0.00%

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

a. By the listed entity.	None
b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners.	None*

* The company do not monitor the Green Credits for value chain partners.

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.** - 3 (Three)

   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	International Fertilizer Association	International
2	The Fertilizer Association of India	National
3	Federation of Indian Chambers of Commerce and Industry	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
	None	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
			None		

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
			None		

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)
None						

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

The Company has a process in place to receive and redress issues / grievances received from the community. The project implementation team, consisting of members from various NGO partners and CSR department of the Company, receives the grievances either through in person meetings, stakeholders' meeting or through formal letters. The team then works towards its redressal. Further, Company proactively engages with the community, as part of the development initiatives. Throughout the year, informal and formal sessions are conducted which helps the Company to interact with the community apart from program specific meetings to facilitate working collaboratively. There is a targeted approach for engaging and resolving cases of various sections i.e. youth, women, women health groups, women self-help groups, representatives of Panchayati Raj institutions, opinion leaders and community members at large.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	4.19%	3.02%
Directly from within India	60.39%	86.28%

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 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	65.69%	64.64%
Semi-Urban	4.71%	0.00%
Urban	13.91%	0.00%
Metropolitan	15.69%	35.36%

Note: The calculations methodology for FY 2025-26 has been aligned with the ISF Guidance; accordingly, the values are not directly comparable with the previous year.

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
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)
1	Rajasthan	Baran	1,92,47,410
2	Punjab	Moga	28,66,980
3	Maharashtra	Nandurbar	3,00,027
4	Maharashtra	Washim	3,29,768
5	Maharashtra	Gadchiroli	71,902
6	Maharashtra	Osmanabad	1,26,483

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

   No

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

   Not Applicable

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

   0.00%

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	No	No	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.**

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

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	Project Akshar - Pre-primary & School Education (Approximate no. of beneficiaries)	80,000	100.00%
2	Project Saksham - Technical and Vocational Education (Approximate no. of beneficiaries)	3,200	
3	Project Pragati - Employability and Empowerment (Approximate no. of beneficiaries)	400	
4	Promotion of sports (Approximate no. of beneficiaries)	3,500	
5	Project Arogya - Healthcare and Sanitation (Approximate no. of beneficiaries)	2,00,000	
6	Project Saakar - Rural Development Initiatives (Approximate no. of beneficiaries)	1,70,000	
7	Project Bhoomi - Environmental Sustainability, Animal Welfare and Soil Health Initiatives (Approximate no. of beneficiaries)	1,10,000	

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

Essential Indicators

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

The Company engages with its customers for their feedback via retailer/ dealer meetings, telephone helpline and farmer meets. The Company is operating a helpline number under 'Hello Uttam' program which allows customers to reach out to and/or call the marketing and customer excellence representatives in case of any grievance, details of which are available on each packaging of the product of the Company. The Company has set up regional marketing offices in various states in which the Company operates, and the dealers and value chain partners can contact the Regional Marketing Officer directly to raise any concern and/or register any grievance. The complaints/ grievances of the customers are reviewed periodically by the senior management of the Company.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	3.52%
Safe and responsible usage	5.15%
Recycling and/or safe disposal	97.74%

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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

Yes. The Privacy Policy is available on the website of the Company at the web-link - http://www.chambalfertilisers.com/policiescodes

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.

Not Applicable

7. Provide the following information relating to data breaches:

a.	Number of instances of data breaches: 0 (Zero)
b.	Percentage of data breaches involving personally identifiable information of customers: 0.00%
c.	Impact, if any, of the data breaches: 0 (Zero)

Leadership Indicators

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

Various channels and platforms where information on products of the Company can be accessed, are as follows:

- Website of the Company i.e., www.chambalfertilisers.com
- Social media pages which have information on latest happenings, new product launches and product applications.

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

The Company has undertaken initiatives to inform and educate consumers about safe and responsible usage of its products and services.

Our ongoing 'Seed to Harvest' program, is a comprehensive farmer advisory initiative aimed at promoting new-age crops, innovative farming technology, responsible product usage, income enhancement for farmers, and sustainable farming practices. This program, along with our farm advisory services, including farmer training programs, crop demonstrations, and soil and water testing services, underscore our commitment to promoting sustainable and responsible farming practices.

Additionally, our social media platforms serve as valuable channels for educating farmers on safe product usage. Moreover, we ensure that product packaging includes a leaflet promoting safe and responsible usage of our products.

Expanding on our efforts, the Company has launched the "Uttam Santulit Poshan Abhiyan (USPA)" project, spanning from 2023 to 2027. This five-year endeavor aims to educate farmers on modern techniques for improving soil health and crop production. The project involves demonstrations on balanced fertilizer application, alternative sources of fertilizers, and organic fertilizers. The project's objective is to enhance agricultural yield and productivity, while reducing chemical usage and mitigating its adverse environmental effects.

Furthermore, selected farmers' fields undergo testing to determine suitable fertilizers, with agricultural experts regularly inspecting crops and collecting data on vegetative growth and yield. These field demonstrations serve to showcase different techniques and their impact on crop production.

To enhance accessibility and engagement, we have introduced a Whatsapp bot solution named "Uttam Samadhan." This solution enables automated interaction with farmers, providing them with essential information about our products and practices. The said solution is available in five languages i.e. Hindi, English, Marathi, Punjabi, and Telugu. This solution ensures that users can access information in their preferred language, facilitating effective communication and learning.

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

No such mechanism is in place as Urea is controlled as per The Fertiliser (Inorganic, Organic or Mixed) (Control) Order 1985.

4. a. **Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable). If yes, provide details in brief.**

No

b. **Did your entity carry out any survey with regard to 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).**

No

For and on behalf of the Board of Directors of
Chambal Fertilisers and Chemicals Limited

	Rita Menon	**Abhay Baijal**
Place: New Delhi	Director	Managing Director
Date: May 14, 2026	DIN: 00064714	DIN: 01588087

Independent Assurance Report

To
The Board of Directors,
Chambal Fertilisers and Chemicals Limited,
Corporate One, 1st Floor,
5, Commercial Centre, Jasola,
New Delhi – 110025

Subject: Independent Reasonable Assurance Report on BRSR Core KPIs/Metrics in the Business Responsibility and Sustainability Report (BRSR) of Chambal Fertilisers and Chemicals Limited for the Financial Year 2025-26.

1. Introduction and Scope

Moore Singhi Advisors LLP ("Moore Singhi" or "we" or "us") has been engaged by Chambal Fertilisers and Chemicals Limited ("the Company" or "CFCL") to provide independent reasonable assurance on Key Performance Indicators (KPIs) or Metrics under nine (9) ESG attributes (listed in Annexure 1) that form part of Business Responsibility and Sustainability Report ("BRSR Core").

The reporting criteria, chosen by the company, for this engagement comprise the following (collectively, the "Criteria", and the SEBI circulars referenced below, the "Circulars"):

- Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time.
- SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 on BRSR Core - Framework for assurance and ESG disclosures for value chain.
- SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 titled Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities, read with Chapter IV-B thereof (dealing with BRSR disclosures)
- Industry Standards on Reporting of BRSR Core issued vide SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024.

Our engagement has been conducted in accordance with the terms of the engagement letter dated December 01, 2025.

Our assurance on disclosures is for the period starting from April 1, 2025, to March 31, 2026. We have not performed any procedures for the earlier periods or any other elements included in the BRSR report, and therefore do not express any opinion thereon.

2. Boundary

The reporting boundary for the BRSR disclosures covers CFCL's operations of three manufacturing plants Gadepan Phase I, Phase II, Phase III located at Kota, Rajasthan and Corporate Office at New Delhi (together "reporting boundary"). An on-site verification was conducted at Gadepan facility and the Corporate Office.

3. Management Responsibilities

The Company's management is responsible for the selection of the reporting criteria, reporting period, reporting boundary, preparation, and disclosure of BRSR information and the BRSR Core KPIs/Metrics under the nine attributes as per "Format of BRSR Core" of the aforesaid Circulars. This responsibility includes stakeholder engagement, designing, implementing and maintaining adequate internal controls, including relevant policies and procedures, maintaining adequate records, performing appropriate calculations, and making estimates that are reasonable in the circumstances, and ensuring that they are free from material misstatement, whether due to fraud or error. The management and Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and the SEBI Circulars in relation to the BRSR. Moore Singhi was not involved in the preparation of the BRSR report, BRSR Core KPIs/Metrics and/or related backup data.

4. Moore Singhi's Responsibilities

Moore Singhi's responsibility is to provide reasonable assurance on the BRSR Core KPIs/Metrics based on the procedures we have performed and the evidence we have obtained from the Company. We do not accept or assume any responsibility for any other purpose or to any other person or organization. We have considered quantitative materiality and qualitative factors in (i) planning the scope of our work and evaluating the results of our work, and (ii) evaluating the effect of any identified misstatements in the BRSR Core. Moore Singhi expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement and for any damages in case erroneous data is reported. This assurance engagement relies on the assumption that all data and information provided by CFCL is accurate and complete.

We conducted this engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, and the International Standard on Assurance Engagements (ISAE) 3410: Assurance Engagements on Greenhouse Gas Statements, as well as the terms of our engagement as agreed with the Company in the engagement letter dated December 01, 2025.

Those standards require that we plan and perform our engagement to obtain reasonable assurance about whether, in all material respects, the KPIs/Metrics presented to us are prepared in accordance with the Criteria chosen by the Company as per the aforementioned Circulars.

A reasonable assurance engagement includes performing procedures to obtain sufficient and appropriate evidence assessing the risk of material misstatement of the KPIs/Metrics disclosed in BRSR Core. In this connection, our procedures included:

- Performing process walkthroughs at selected locations to understand controls relevant to data capture, validation, and reporting of KPIs.
- Understanding and assessing data collection, aggregation, and reporting processes across divisions.
- Evaluating whether the methodologies, assumptions, and calculation approaches adopted by the Company are consistent with the Criteria.
- Conducting interviews with management and operational personnel responsible for BRSR Core data.
- Performing sample-based testing of underlying data and supporting documents across all nine attributes.
- Performing recalculations of selected KPIs, including verification of arithmetic accuracy, consistency of formulas with the methodology adopted.
- Obtaining written management representations confirming completeness, accuracy, and consistency of the reported information and related matters.

Exclusions:

- An opinion on the overall design, implementation, or operating effectiveness of the Company's internal control framework or IT general controls, beyond procedures performed as part of this assurance engagement.
- The Company's statements that describe expressions of opinion, belief, aspiration, expectation, aim, or future intentions, including forward-looking statements.
- Independent verification of the economic and/or financial performance indicators, which are derived from the Company's audited financial statements.

5. Inherent Limitations

The reliability of assurance on non-financial information is subject to uncertainties inherent in the assurance process. The lack of a significant universal body of established practice for measuring and evaluating non-financial information allows for different, but acceptable, measures and measurement techniques, potentially affecting comparability between entities. Specifically, the uncertainties in greenhouse gas (GHG) emissions estimation arise due to incomplete scientific knowledge, limitations in quantification models, and the assumptions or conversion factors used to arrive at results. Due to these inherent limitations, there is a possibility that material misstatements in the BRSR Core KPIs/Metrics in the Report may remain undetected. The application of this assurance statement is limited to the aforementioned Circulars.

6. Opinion

Based on the procedures performed and evidence obtained, as described in Section 4, and on the information and explanations provided to us, including written management representations, we are of the opinion that the BRSR Core KPIs/ Metrics mentioned in Annexure 1 of our report are prepared, in all material respects, in accordance with the Criteria chosen by the Company as per the aforementioned Circulars.

7. Restriction on Use

Our work was performed solely to assist management in meeting their responsibilities in relation to CFCL's assurance requirements as per the Circulars. The report is addressed and provided to the Board of Directors of the Company, solely for the purpose of enabling it to comply with the aforementioned requirements of the Circulars. Accordingly, we do not accept or assume any liability or duty of care to any person other than the Board of Directors of the Company in connection with this report. Other than as described in Section 1, which sets out the scope of our engagement, we did not perform any assurance procedures on the remaining information. Accordingly, we do not express an opinion on that information.

8. Statement of Independence, Impartiality, and Competence

Moore Singhi is a professional services firm offering a range of services in assurance and advisory to both domestic and international clients across industries. We have complied with independence and ethical requirements, which are founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. This assurance engagement was conducted by a multidisciplinary team of professionals with deep knowledge in sustainability, ESG reporting principles and standards, and related assurance standards.

For and on behalf of Moore Singhi Advisors LLP,

Ravi Sankar Nori
Chief Operating Officer (ESG Services)
Date: 16-07-2026

Annexure 1

Sr. No.	Attribute	Parameter	BRSR Indicator
1	Greenhouse gas (GHG) footprint	Total Scope 1 emissions	Principle 6, Question 7 of Essential Indicators
		Total Scope 2 emissions	
		GHG emission intensity (Scope 1 + 2) based on revenue, PPP and physical output	
2	Water footprint	Total water consumption	Principle 6, Question 3 of Essential Indicators
		Water consumption intensity based on revenue, PPP and physical output	
		Water Discharge by destination and levels of Treatment	Principle 6, Question 4 of Essential Indicators
3	Energy footprint	Total energy consumed	Principle 6, Question 1 of Essential Indicators
		% of the energy consumed from renewable sources	
		Energy intensity based on revenue, PPP and physical output	
4	Embracing circularity - details related to waste management by the entity	Plastic waste, e-waste, bio-medical waste, construction and demolition waste, battery waste, radioactive waste, other hazardous waste, and other non-hazardous waste generated	Principle 6, Question 9 of Essential Indicators
		Total waste generated	
		Waste intensity based on revenue, PPP and physical output	
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	
		For each category of waste generated, total waste disposed by nature of disposal method	
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Principle 3, Question 1(c) of Essential Indicators
		Details of safety related incidents for employees and workers (including contract workforce e.g. workers in the company's construction sites)	Principle 3, Question 11 of Essential Indicators
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	Principle 5, Question 3(b) of Essential Indicators
		Complaints on POSH	Principle 5, Question 7 of Essential Indicators
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Principle 8, Question 4 of Essential Indicators
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Principle 8, Question 5 of Essential Indicators
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	Principle 9, Question 7 of Essential Indicators
		Number of days of accounts payable	Principle 1, Question 8 of Essential Indicators
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Principle 1, Question 9 of Essential Indicators