24th July, 2026

BSE Limited
Corporate Relationship Department
Scrip Code: 532538

The National Stock Exchange of India Limited
Listing Department
Scrip Code: ULTRACEMCO

Sub.: Business Responsibility and Sustainability Report for the financial year ended 31st March, 2026.

Dear Sirs,

In terms of Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, attached is the Business Responsibility and Sustainability Report which forms part of the Company's Integrated and Sustainability Report 2025-26.

The Report is also available on the Company's website at https://www.ultratechcement.com/corporate/investors-/financials-

This is for your information and records please.

Thanking You,

Yours faithfully,
For UltraTech Cement Limited

DHIRAJ KAPOOR
Digitally signed by DHIRAJ KAPOOR
Date: 2026.07.24 11:50:45 +05'30'

Dhiraj Kapoor
Company Secretary and Compliance Officer

Encl: a/a

Luxembourg Stock Exchange
BP 165 / L – 2011 Luxembourg
Scrip Code:
US90403E1038 and US90403E2028

Singapore Exchange
2 Shenton Way, #02-02, SGX Centre 1,
Singapore 068804
ISIN Code:
US90403YAA73 and USY9048BAA18

Section A: General Disclosures

I. DETAILS

1.	Corporate Identity Number (CIN) of the Listed Entity	L26940MH2000PLC128420
2.	Name of the Listed Entity	UltraTech Cement Limited
3.	Year of incorporation	24th August, 2000
4.	Registered office address	B Wing, Ahura Centre, 2nd Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
5.	Corporate address	B Wing, Ahura Centre, 2nd Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
6.	E-mail	brr.utcl@adityabirla.com
7.	Telephone	+91 22 6691 7800 / 2926 7800
8.	Website	www.ultratechcement.com
9.	Financial year for which reporting is being done	1st April, 2025 to 31st March, 2026
10.	Name of the Stock Exchange(s) where shares are listed	- BSE Limited ("BSE") - National Stock Exchange of India Limited ("NSE")
11.	Paid-up Capital	₹ 2,94,67,91,710
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. Dhiraj Kapoor Company Secretary B Wing, Ahura Centre, 2nd Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093 Tel.: 022-66917800 Email: brr.utcl@adityabirla.com
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 made in this report are on a consolidated, unless otherwise specified in the relevant sections.
14.	Name of assessment or assurance provider	TUV SUD South Asia Private Limited
15.	Type of assessment or assurance obtained	Reasonable Assurance of BRSR Core Indicators

II. PRODUCTS/SERVICES

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing of Clinker, Cement and Ready Mix Concrete ("RMC")	~95

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Cement and Clinker	2394	~92

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	• 34 Integrated Cement Units; • 30 Grinding Units; • 1 White Cement Unit; • 4 Wall Care Putty; • 9 Bulk Terminals; • 465 Ready Mix Concrete Units, • 100 Building Product Division Units	1 Registered Office 1 Central Marketing Office 8 Zonal Marketing Offices	653
International	• 1 Clinkerisation Unit • 4 Grinding Unit • 1 Bulk Terminal • 1 White Cement Unit	-	7

19. Markets served by the entity:

a. Number of locations

Locations	Number
National	28 States and 8 Union Territories
International	3 Countries

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

0.25%

c. A brief on types of customers

Individual Home Builders; Dealers, Real Estate Developers, Infrastructure Companies, Institutional Buyers.

IV. EMPLOYEES

20. Details as at the end of Financial Year 2025-26:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male No. (B)	Male % (B/A)	Female No. (C)	Female % (C/A)
			EMPLOYEES			
1.	Permanent (D)	22,294	20,799	93	1,495	7
2.	Other than Permanent (E)	8,327	7,904	95	423	5
3.	**Total employees (D + E)**	**30,621**	**28,703**	**94**	**1,918**	**6**
			WORKERS			
4.	Permanent (F)	6,105	6,083	99.6	22	0.4
5.	Other than Permanent (G)	58,764	57,403	98	1,361	2
6.	**Total workers (F + G)**	**64,869**	**63,486**	**98**	**1,383**	**2**

b. Differently abled employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	37	34	92	3	8
2.	Other than Permanent (E)	3	3	100	0	-
3.	**Total differently abled employees (D + E)**	**40**	**37**	**92**	**3**	**8**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	15	14	93	1	7
5.	Other than permanent (G)	21	21	100	0	-
6.	**Total differently abled workers (F + G)**	**36**	**35**	**97**	**1**	**3**

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30
Key Management Personnel	4	-	-

22. Turnover rate for permanent employees and workers:

(Disclosed trends for the past 3 years)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.6	15.3	10.9	9.42	15.25	9.78	10.10	14.05	10.68
Permanent Workers	5.5	-	5.5	5.08	0	5.07	5.37	-	5.20

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

Sr. 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	Grasim Industries Limited	Holding	56.11	Sr. No. 1: Grasim Industries Limited follows its separate business responsibility initiatives. Sr. Nos. 2 to 9: The Company's business responsibility initiatives apply to its subsidiaries.
2	Bhagwati Lime Stone Company Private Limited	Subsidiary	100.00	
3	Gotan Lime Stone Khanij Udyog Private Limited	Subsidiary	100.00	
4	Harish Cement Limited	Subsidiary	100.00	
5	UltraTech Cement Lanka (Pvt.) Limited	Subsidiary	100.00	
6	UltraTech Cement Middle East Investments	Subsidiary	100.00	
7	Letein Valley Cement Limited	Subsidiary	100.00	
8	The India Cements Limited	Subsidiary	74.99	
9	Birla White WallCare Private Ltd.	Subsidiary	100.00	
10	Aditya Birla Renewables SPV 1 Limited	Associate	26.00	
11	Aditya Birla Renewables Energy Limited	Associate	26.00	
12	ABREL (Odisha) SPV Limited	Associate	26.00	
13	ABREL Green Energy Limited	Associate	26.00	
14	ABREL (MP) Renewables Limited	Associate	26.00	
15	ABREL (RJ) Projects Limited	Associate	26.00	
16	Bhaskarpara Coal Company Limited	Joint Venture	47.37	
17	Madanpur (North) Coal Company Private Limited	Associate	11.17	

VI. CSR DETAILS

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

(ii) Turnover (in ₹) 81,080.04 crores

(iii) Net worth (in ₹) 74,663.37 crores

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The Company has a grievance redressal mechanism in place, details whereof are available at https://www.ultratechcement.com/corporate/investors-/corporate-governance.	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		324	38	-	153	9	-
Employees and workers		1,114	44	-	1,128	35	-
Customers	For customer complaints, the Company has grievance redressal mechanism in place wherein the customer complaint is attended within 24 hours and resolution is provided within 72 hours.	3,586	41	-	3,420	134	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

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

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

Sr. No.	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health & safety Risk	Risk	The Company places great importance on Health and Safety. It endeavors to make the work place safe for all employees, thereby enhancing their well being and productivity.	UltraTech follows 'Zero harm culture'. Some initiatives are: - 'Pratibimb' (Cluster head conducting walk through inspections across Units); Contractor connects initiatives, viz. 'Hamein apki parva hain'. Investigation, Digitalisation, Corrective and Preventive actions.	Negative
2	Circularity/ Sustainable Material Innovation	Opportunity	Circularity helps the Company to save on natural resources. Using alternative fuels, help the Company in lowering the clinker factor and alternative fuels help reduce the use of fossil fuels and reduce GHG emission.	-	Positive
3	Sustainable Products	Opportunity	Products that are low on resource utilisation and help customers achieve their sustainability goals will help in achieving sustainability in the Company's value chain.	-	Positive
4	Energy Management & Efficiency	Opportunity	Enhancing the energy efficiency and reducing its consumption provides an opportunity to reduce CO_2 emissions	-	Positive
5	GHG Emissions Risk (Carbon Intensive Sector; Carbon Tax)	Risk	In cement manufacturing limestone is major material and fuel is required for heating. CO_2 is released from calcination of limestone and combustion of fuel, which lead to global warming. GHG emission may impact business continuity and cause business disruption.	To mitigate the risk, the Company has set voluntary targets to reduce emissions by 27% and 69% for scope 1 and scope 2, respectively, by 2032 from 2017 as the base year, which SBTi validates. The Company focuses on an enhanced circular economy, 100% energy transition, a new product portfolio,and exploring and piloting the CCU technologies through the GCCA consortium to find economical and technical viable options to achieve net zero by 2050.	Negative
6	Sustainable Supply Chain (Local sourcing)	Opportunity	Scope 3 reduction and implementation of sustainable mining practices.	-	Positive
7	Customer Centricity	Opportunity	Customer focus is paramount for the Company. Meeting the demands of the customers and engaging with them help the Company maintain goodwill and enhance brand value.	-	Positive
8	Technology Transformation	Opportunity	Greater brand value and customer preference for the Company's products	-	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.

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility.

These briefly are as follows:

P1 - Business should conduct and govern themselves with Ethics, Transparency and Accountability.

P2 - Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

P3 - Businesses should promote the wellbeing of all employees.

P4 - Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.

P5 - Businesses should respect and promote human rights.

P6 - Business should respect, protect, and make efforts to restore the environment.

P7 - Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.

P8 - Businesses should support inclusive growth and equitable development.

P9 - Businesses should engage with and provide value to their customers and consumers in a responsible manner.

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Policies can be found on https://www.ultratechcement.com/corporate/investors-/corporate-governance								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company expects its value chain partners to adhere to the Company's enlisted policies in all their dealings with the Company.								
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.	The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 9000; ISO 14000; OHSAS 18000; ISO 45000; ISO 50000; SA 8000; UNGC Guidelines; GRI Standards; BIS Standards; ILO Principles; WBCSD; IGBC GreenPro.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	For commitments, goals and targets relating to Environment and Social, please refer to Targets and Achievements section of the Integrated and Sustainability Report								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
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)*:	Please refer to the message of the Managing Director forming part of this Integrated and Sustainability Report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. K. C. Jhanwar DIN: 01743559 Designation: Managing Director Telephone: 022 66917800 email: brr.utcl@adityabirla.com								
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. Risk Management and Sustainability Committee. The Committee comprises of: • Mr. Anjani Kumar Agrawal, Independent Director • Mr. V. Chandrasekaran, Independent Director • Mr. K. C. Jhanwar, Managing Director • Mr. Atul Daga, Chief Financial Officer For further details, please refer to the Corporate Governance Report forming part of the Integrated and Sustainability Report.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee (P1–P9)	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) (P1–P9)
Performance against above policies and follow up action	Committees of the Board	Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committees of the Board	Quarterly

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, these were reviewed during FY 2025								

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: Principle Wise Performance Disclosure

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 categorised 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	% of persons in respective category covered by the awareness programmes
Board of Directors ("BoDs")	1	All	100
Key Managerial Personnel ("KMPs")	2	All	100
Employees other than BoD and KMPs	4	All	55
Workers	1	All	97

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 ₹)	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				

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

Yes. The policy is available on the Company's weblink -

https://adityabirla.sharepoint.com/sites/abgulink/Policies/Anti-Money%20Laundering%20and%20Anti-Bribery%20and%20Corruption%20Policy%20(1).pdf

It is applicable to all employees and sets out steps employees must take to avoid being implicated for money laundering and to prevent the Company's involvement in any activity relating to bribery, facilitation payments, or corruption, even where the involvement may be un-intentional.

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

Particulars	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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:**

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	52.26	53.70

9. **Open-ness of business**

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	6.90	6.89
	b. Number of trading houses where purchases are made from	967	81
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	71	83
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	63	56
	b. Number of dealers / distributors to whom sales are made	46,326	39,973
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	2.40	2.45
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.35	1.48
	b. Sales (Sales to related parties / Total Sales)	0.09	0.07
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)	0.04	0.03
	d. Investments (Investments in related parties / Total Investments made)	4.74	5.82

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	% of value chain partners covered (by value) of business done with such partners under the awareness programmes
~1,65,564	Good construction practices, site demonstration on efficient usage of cement and other building products, benefits of the Company's GreenPro certified cement and products, plant visits showcasing the Quality Assurance/Quality Control measures, sustainability initiatives taken during cement manufacturing, etc. Various aspects of Green Home construction like GreenPro certified products, home plans for better light and ventilations, Green practices like Rainwater Harvesting, etc.	38-40

Note: UltraTech carried out awareness programmes in FY'2025 and follows a 2 year rule for the same. Going forward from FY'2027 UltraTech will carry out annual awareness programmes for its value chain partners.

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, your Company has a code of conduct for the Board and Senior Management pursuant to the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"). Further, the Board Members and KMPs confirm, at the beginning of every financial year and as and when there is any change in such interest, that there was no material, financial and commercial transactions with your Company, where they have interest that may have any potential conflict. The Directors do not participate in agenda items at the Board / Committee meetings in which they are interested or deemed to be interested.

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	41.26	48.07	Green concrete, low water requirement concrete, improvement in energy efficiency, and others.
Capex	4.32	8.10	Energy efficiency, waste heat recovery, renewable energy, air emission control, alternative fuel handling systems, rainwater harvesting, STP instalments and enhanced safety systems.

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? 36%

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

   We are following prescribed guidelines by CPCB/MoEFCC for disposing/end of life of plastic bags being used for packaging of cement. We are co-processing plastic waste in our cement kilns for safe disposal in environment friendly manner.

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, Extended Producer Responsibility (EPR) is applicable to the Company. The waste collection plan is in line with the EPR plan submitted to concerned authorities.

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.
2394	Ordinary Portland Cement, Portland Pozzolana Cement, Portland Slag Cement, Composite Cement	96.88	Cradle-to-Gate	Yes	https://www.environdec.com/library/epd5019

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
Ordinary Portland Cement, Portland Pozzolana Cement, Portland Slag Cement, Portland Composite Cement	• Abiotic depletion elements and fossils • Global warming potential – High Green House Gases (GHG) emissions	• Use of alternative fuels and raw materials, including waste and recycled materials to reduce dependence on natural resources. • Transition to renewable energy and recovery of waste heat to produce power and reducing dependence on Thermal Power Plants. • Low carbon products - Reducing clinker content in cement. • Investment in R&D for technological advancements to achieve carbon neutrality.

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	FY 2024-25
Recycled and reused material from alumina and steel industry and other sources	22.55	21.73

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:**

Particulars	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (Including packaging)	Nil	Nil	1,54,000	Nil	Nil	1,36,000
E-waste	Not Applicable			Not Applicable		
Hazardous waste	Not Applicable			Not Applicable		
Other Waste	Not Applicable			Not Applicable		

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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	Total (A)	% of employees# covered by									
		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	20,458	19,821	97	20,458	100	-	-	19,344	95	-	-
Female	1,441	1,420	99	1,441	100	1,441	100	0	-	-	-
Total	**21,899**	**21,241**	**97**	**21,899**	**100**	**1,441**	**7**	**19,344**	**88**	**-**	**-**
Other than Permanent employees											
Male	7,904	7,881	99.7	7,904	100	0	0	-	-	-	-
Female	423	423	100	423	100	423	100	-	-	-	-
Total	**8,327**	**8,304**	**99.7**	**8,327**	**100**	**423**	**5.1**	**-**	**-**	**-**	**-**

#Data specific to India

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

Category	Total (A)	% of workers# covered by									
		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	5,837	5,837	100	5,837	100	-	0	-	-	-	-
Female	22	22	100	22	100	22	100	-	-	-	-
Total	**5,859**	**5,859**	**100**	**5,859**	**100**	**22**	**0.4**	**-**	**-**	**-**	**-**
Other than Permanent workers											
Male	57,180	55,044	96	57,180	100	0		-	-	-	-
Female	1,359	1,276	94	1,359	100	1,359	100	-	-	-	-
Total	**58,539**	**56,320**	**96**	**58,539**	**100**	**1,359**	**2.3**	**-**	**-**	**-**	**-**

#Data specific to India

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

	FY 2025-26	FY 2024-25
Cost incurred on well- being measures as a % of total revenue of the company	0.28	0.29

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

Benefits#	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	NA	2.67	Yes	NA	4	Yes
Others-						
Superannuation	9	-	Yes	10.7	-	Yes
NPS	12	-	Yes	9.5	-	Yes

#Data specific to India

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, operations and office premises are accessible to differently abled employees and workers.

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

UltraTech is committed to being an equal opportunity employer and ensures an inclusive workplace for all its employees. The Company's Anti-Harassment and Anti-Discrimination policy highlights that it provides equal opportunity to all, without discriminating on any grounds, be of gender, age, sex, religion, cultural background, health or medical condition, physical ability, appearance, marital status, etc. When recruiting, developing, and promoting our employees, our decisions are based solely on performance, merit, competence, and potential. The policy is uploaded on the Company's website:

https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/Anti-Harassment%20and%20Discrimination%20Policy_2021.pdf

https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/Human%20Rights%20Policy_2021.pdf

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

Gender	Permanent employees#		Permanent workers#	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	87	NA	NA
Female	100	79	NA	NA
Total	**100**	**87**	**NA**	**NA**

#data specific to India

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	Yes, the organisation has a grievance redressal mechanism. Grievances are recorded through grievance registers and multiple forums such as monthly union meetings, works committee meetings, canteen committee meetings, monthly communication meetings, ER "Aapke Dwar" shop floor visits, and formal committees including GRC and POSH. Complaints and suggestions are reviewed as per the Grievance Handling Policy, investigated by designated officers, and appropriate actions are taken.
Permanent Employees	Employees can raise their grievances on Expedite – Employee Grievance handling process – an online tool where employees can send their grievance and will be resolved by committee member.
Other than Permanent Employees	Employee can raise their grievances before HR at your desk (happens half yearly), they can also raise their concerns to respective managers.

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

Category#	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
Total Permanent Workers	**5,859**	**5,032**	**86**	**6,230**	**5,236**	**84**
- Male	5,837	5,016	86	6,208	5,221	84
- Female	22	16	73	22	15	68

#Data specific to India

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/ A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
					Employees					
Male	20,799	5,915	28	15,955	77	20,066	9,664	48	15,303	76
Female	1,495	336	22	1,117	75	1,390	582	42	1,158	83
Total	**22,294**	**6,251**	**28**	**17,072**	**77**	**21,456**	**10,246**	**48**	**16,461**	**77**
					Workers					
Male	6,083	3,161	52	2,673	44	6,452	5,180	80	3,038	47
Female	22	12	55	5	23	22	20	91	6	27
Total	**6,105**	**3,173**	**52**	**2,678**	**44**	**6,474**	**5,200**	**80**	**3,044**	**47**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
		Employees				
Male	20,799	20178	97	20,066	19,391	97
Female	1,495	1,440	96	1,390	1,334	96
Total	**22,294**	**21,618**	**97**	**21,456**	**20,725**	**97**
		Workers				
Male	6,083	6,083	100	6,452	6,452	100
Female	22	22	100	22	22	100
Total	**6,105**	**6,105**	**100**	**6,474**	**6,474**	**100**

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. The Company has implemented an Occupational Health and Safety (OHS) Management System aligned with ISO 45001, covering employees and contract workforce across operations. A few recently acquired units are in the process of certification. The system is supported by Board oversight and standardised processes.

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

The Company has established a comprehensive and standardised Hazard Identification and Risk Assessment (HIRA) framework, which is implemented across all units through formal and documented processes to identify work related hazards and assess OHS risks for routine and non-routine activities.

Routine hazard identification is carried out through Walk Through Inspections (WTI), Safety Behaviour Observations (SBO), unsafe act and condition reporting, Contractor Field Safety Audits (CFSA), periodic inspections, and implementation of the Panchsheel initiative, which reinforces five critical safety principles to strengthen frontline risk identification, safe behaviour, and adherence to basic safety controls. These processes are supported by a digital safety management system for reporting and tracking.

High risk exposures are systematically assessed through the Fatal 6 risk framework. Non routine and high risk activities such as shutdowns, maintenance, projects, and modifications are evaluated through Permit to Work (PTW), Job Safety Analysis (JSA), Management of Change (MOC), and Pre Startup Safety Reviews (PSSR). Identified risks are prioritised, controlled, and monitored through leadership reviews and Board oversight.

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

Yes. The Company has established formal and accessible processes for workers, including contract workmen, to report work related hazards through multiple channels such as Hazard Identification and Risk Assessment (HIRA), Tool Box Talks (TBT), Contractor Connect Initiatives (CCI), unit safety committee meetings, digital safety platforms, near miss and unsafe act/condition reporting, and WTI/SBO interventions. Additionally, workers can raise safety concerns through a dedicated toll free safety helpline, with the option of anonymity.

All safety concerns raised are addressed in a timely manner. Workers are also empowered to stop work and remove themselves from unsafe situations without fear of reprisal, through mechanisms such as the "60 Seconds to Think" process, enabling them to decline tasks that do not meet defined safety checkpoints, particularly in situations of imminent risk.

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

Yes. Employees and workers have access to non-occupational medical and healthcare services through on site doctors and healthcare service providers at units to address general medical needs. These services include medical consultations, health screening, preventive healthcare, wellness programmes, and fitness to work assessments, and are extended across locations, covering employees as well as contract and migrant workers, as part of the Company's broader well being initiatives beyond occupational health requirements.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.09	0.21
	Workers	0.10	0.19
Total recordable work-related injuries	Employees	8	15
	Workers	58	77
No. of fatalities	Employees	0	2
	Workers	3	6
High consequence work-related injury or ill-health (excluding fatalities)	Employees	4	9
	Workers	21	38

*Including the contract workforce, excluding third-party.

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

The Company has implemented a comprehensive and integrated Occupational Health and Safety (OHS) framework to ensure a safe and healthy workplace for employees and workers, including contractors. This framework is reinforced through leadership led cultural transformation initiatives, robust systems, and strong governance. Key measures include:

- Strong governance and leadership accountability, with regular Board level and senior management reviews of safety performance, incident trends, fatal risk controls, and health initiatives. Safety ownership is embedded into leadership KPIs, performance management systems, and Personal Safety Action Plans (PSAPs).
- Implementation of an ISO 45001 aligned OHS Management System, supported by standardised safety policies, procedures, Life Saving Rules, and enterprise wide digital safety platforms.
- Leadership capability building and safety culture transformation, driven through structured DSS facilitated safety leadership programmes, focusing on Visible Felt Leadership, risk aware decision making, fatal risk management, incident investigation, and governance effectiveness.
- Systematic hazard identification and risk assessment through Walk Through Inspections (WTI), Safety Behaviour Observations (SBO), unsafe act and condition reporting, near miss reporting, Contractor Field Safety Audits (CFSA), and application of the Fatal 6 risk framework, reinforced through initiatives such as Panchsheel to strengthen operating discipline and critical control adherence.
- Robust controls for non routine and high risk activities through Permit to Work (PTW), Job Safety Analysis (JSA), Management of Change (MOC), and Pre Startup Safety Reviews (PSSR), with enhanced leadership verification for high potential risks.
- Focused interventions on structural stability, machine guarding, LOTOTO, electrical safety, work at height, moving machinery, logistics, and project safety, treated as enterprise level critical risks.
- Implementation of Monthly Safety Themes across units to drive focused awareness, reinforcement of critical risks, standards, and behaviours through targeted campaigns, leadership engagement, communication, and on site activities.
- Extensive training and capability building initiatives, including VR based safety training, safety leadership workshops, safety incubation programmes, train the trainer initiatives, and multilingual incident learning communication.
- Progressive Consequence Management (PCM) applied consistently across all levels to address repeat or high potential safety violations and reinforce accountability based safe behaviours.
- Comprehensive occupational health and well being measures, including on site medical support, periodic health screening, fitness to work assessments, preventive healthcare programmes, and focused interventions for aging, migrant, and contract workforce.
- Empowerment of workers to report hazards, raise safety concerns (including anonymously), and stop unsafe work without fear of reprisal, supported by leadership engagement and a just culture approach.

These measures collectively support a discipline driven, leadership led, and accountability based safety culture, enabling continuous improvement and progress towards the Company's Zero Harm objective.

For details, please refer to the safety section of Management Discussion and Analysis (MDA).

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	46	0	-	57	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% by the Company, 50% by third party
Working Conditions	100% by the Company, 50% by third party

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.

The Company has established robust and structured processes to investigate safety related incidents and address significant risks arising from health and safety assessments, with corrective and preventive actions monitored through leadership and Board oversight.

Key measures taken or underway include:

- Post incident learning and communication: Lessons learnt from serious incidents are circulated across units through Red Corner Notices (RCN) and Black Corner Notices (BCN). Compliance with recommended corrective and preventive actions is periodically reviewed. Additionally, animated incident learning videos in English, Hindi, and local languages are used to sensitise employees and contract workers and prevent recurrence.
- Risk identification and mitigation: Enterprise wide "Risk-e-thon" exercises are conducted at manufacturing locations to proactively identify and mitigate risks. Identified gaps are tracked through a digital CAPA (Corrective and Preventive Action) mechanism.
- Strengthened fatal risk and operational controls: The fatality prevention framework has been expanded from Fatal 4 to Fatal 6, with mandatory inspections, prioritised actions, and linkage of non compliance to Progressive Consequence Management (PCM).
- Safe systems of work: Apart from Hazard Identification and Risk Assessment (HIRA), detailed Safe Work Procedures (SWPs) are developed and followed for critical activities requiring Permit to Work (PTW), supported by Job Safety Analysis (JSA), Management of Change (MOC), and Pre Startup Safety Reviews (PSSR).

- Field level risk detection: Mandatory morning rounds, Walk-Through Inspections (WTI) using structured checklists, and Safety Behaviour Observations (SBO) are institutionalised to identify unsafe conditions and behaviours, with immediate rectification and follow up actions.
- Audit and assurance: Third party safety audits (TPSA) are conducted by independent experts at select units, while Second party (SPSA) and First party safety audits (FPSA) are carried out by trained internal teams. Audit findings are addressed through time bound corrective actions.
- Structural stability risk management: Periodic structural stability assessments are conducted by experts or trained assessors. Identified deficiencies are rectified through risk based repair plans, with mandatory design and D&D approvals for structural modifications.
- Capability building and behavioural reinforcement: Extensive training programmes are conducted on safety leadership, structural stability, safety auditing, process safety management, incident investigation, and high risk activities, including VR enabled training, e learning, safety induction, and pictorial SOPs. Behavioural interventions and retraining are supported by PCM for repeat or high potential violations.
- Occupational health actions: Corrective actions include fitness to work controls, reduction of red category health cases, enhanced health screening, and focused interventions for vulnerable groups, including contract workers and the aging workforce.

All corrective and preventive actions are tracked digitally, reviewed periodically by senior management, and escalated to the Board where required. These measures reinforce continuous improvement in health and safety performance and support the Company's Zero Harm objective.

Leadership Indicators

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

(A) Employees - (Y) (B) Workers - (Y).

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

Your Company conducts regular structured audits for compliance. Also, monthly bills of the contractors are scrutinised through a well-defined check list to detect any non-compliance.

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:

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26*	FY 2024-25*	FY 2025-26*	FY 2024-25*
Employees	• 0 Fatality • 4 Lost Work Case (LWC)	• 2 Fatality • 9 Lost work case ("LWC")	All LWC injured person resumed duty.	Fatalities: Compensation given to family members of both the deceased. LWC: All LWC injured person resumed duty.
Workers	• 3 Fatality • 21 LWC	• 6 Fatality • 38 LWC	Fatalities: Compensation given to family members of 3 deceased.	Fatalities: Compensation given to family members of all 6 deceased. Suitable employment provided to deceased of 2 workers. LWC: All LWC injured person resumed to duty.

*Including contract workmen and excluding third party

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

As an organisation, your Company eases employees' retirement process by providing retirement planning support. Retiring employees can give their preference of location to settle down post-retirement and the goods transportation for the employees is undertaken in terms of the mobility policy. However, programmes to facilitate continued employability is not a part of this support.

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	~75% contractors - through Pre-qualification (PQ) score & Contractor Field Safety Audit (CFSA)
Working Conditions	

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

The Company has implemented structured corrective and preventive measures to address significant health and safety risks identified through assessments of value chain partners, including contractors, vendors, logistics partners, and service providers. These measures are continuously strengthened based on assessment outcomes and performance trends.

Key actions include:

- Contractor Safety Management (CSM): Contractors are selected based on defined pre qualification (PQ) criteria, including OHS capability. Safety performance of contract workmen is periodically assessed through Contractor Field Safety Audits (CFSA) and monitored using Severity Index (SI). Contractors exceeding defined thresholds are counselled, subjected to corrective action plans, and penalised in cases of serious or repeated violations.
- Audit driven corrective actions: Findings from Third Party Safety Audits (TPSA), Second Party Safety Audits (SPSA), and site level assessments are addressed through time bound corrective actions, with focus on high risk areas such as machine guarding, electrical safety, work at height, lifting operations, fire protection, and logistics safety.
- Safe systems of work: Contractors are mandated to follow Permit to Work (PTW), Job Safety Analysis (JSA), and Safe Work Procedures (SWP) for high risk and non routine activities. Compliance is verified through on site supervision and closure tracking of identified gaps.
- Contractor engagement and performance review: Through initiatives such as the Contractor Connect Initiative (CCI), live contractor activities are reviewed by cross unit leadership to identify gaps and ensure corrective actions. Both Progressive Consequence Management (PCM) for unsafe acts and recognition for positive safety behaviour are applied.
- Behavioural safety interventions: Structured behavioural programmes, including mentor mentee alignment of workers with executives, Safety Incubation Centres (SIC) at select units, and initiatives like PRATIBIMB 2.0, are used to improve risk perception, ownership, and compliance among contract workforces.
- Capability building: Corrective actions are reinforced through mandatory safety induction, VR enabled safety training modules, driver safety programmes, refresher trainings, and communication of learnings through safety campaigns.
- Hazard reporting and occupational health controls: Contract workers are empowered to raise concerns through anonymous safety helplines, hazard reporting systems, and on site observations. Health related actions include fitness to work verification, basic health screening, and enhanced medical coverage during shutdowns and project activities.

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.**
   - Please refer to the Stakeholder Engagement section forming part of this Report.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) other	Frequency of Engagement (Annual / Half Yearly / Quarterly / Others – Please specify)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Industry Associations	No	• Meetings • Website • Integrated and Sustainability Report	Annually and as and when required	Information exchange on key sustainability parameters
Shareholders, Lenders & Investors	No	• General meetings. • Investor meetings • Integrated and Sustainability Report • Investor Presentation • One-on-One meetings	Quarterly; Annually and as and when required	The Company engages with all its stakeholders. It helps to enrich business conduct by understanding their priorities and addressing their queries and concerns.
Government and Regulatory Authorities	No	• Integrated and sustainability report and regulatory filings • Facility inspections • One-on-One meetings	Annually / Quarterly / Monthly and as and when required	Good governance practice; community engagement; regulatory compliance; environmental initiatives. Assessing upcoming regulations to mitigate regulatory risks.
Employees	No	• Internal communication platforms • Townhalls	Daily	Employee engagement is an on-going exercise conducted throughout the year. The Company has also set up a formal mechanism for this – the Vibes employee survey, which includes all its employees.
Community	Yes	• Community meetings • Need assessment, baseline, impact assessment and other studies • Trainings and workshops	Periodic /Ongoing	Support the stakeholder/communities by empowerment and capability enhancement through projects/ programmes on education, health. sustainable livelihood, need based infrastructure and Social Causes
Customers	Yes	• Company website • Product Campaigns • Surveys • Grievance Redressal	Periodic	Evaluating satisfaction level of customers using Net Promoter Score (NPS) methodology. Understanding customer preference and shift in awareness.
Suppliers and Contractors	Yes	• Review Meetings • Vendor Interactions • Performance reports • Feedback and grievance forms	Periodic	Engagement with suppliers and contractors by adhering to the supply chain code of conduct, thereby developing long-term business relationships and mitigating supply chain risks.

Leadership Indicators

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

   The Company's Mission - To deliver superior value to our stakeholders on the four pillars of:

   Sustainability | Innovation | Team Empowerment | Customer Centricity.

   As a step in this direction, the Company engages with stakeholders as on ongoing process - be it investors; lenders; analysts; shareholders; employees; customers; suppliers and other channel partners.

   This enables the Company to feel the pulse of stakeholders, their expectations and aspirations. Feedback received during interactions with stakeholders are deliberated by the management team and implemented, where appropriate.

   The Board and relevant Committees are briefed about the interactions with the stakeholders and action implemented.

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.**

   Stakeholders form an integral part of the Company's business. Consultations are in the form of investor meetings; employee engagement; vendor / dealer meets; inter-action with host communities; training programmes, among others.

   The Company is committed to driving sustainability. It is focusing on reducing the carbon emissions by a number of ways. The decarbonisation framework includes driving efficiency improvements, introducing new technologies for reducing carbon footprint, using alternative energy, recovering waste heat, increasing renewables in the energy mix, introducing green product continuously in the portfolio, adopting circularity, reducing water usage and improving biodiversity. It also has effective community management and human rights management.

   The Company benchmarks its sustainability practices with global players through Global Cement and Concrete Association (GCCA). As the founding member of the GCCA, the Company has played a pivotal role in launching GCCA's India operations and exploring the new technology adoption possibilities.

   The Company undertakes its social initiatives under the aegis of The Aditya Birla Centre for Community Initiatives and Rural Development, under the able leadership of Mrs. Rajashree Birla. The key focus areas are education, healthcare, women-empowerment, sustainable livelihood, infrastructure and social reform.

   It follows a bottom-up approach for all social projects. All projects are planned in consultation with the community. The process involves interacting with them and understanding their challenges and issues. We interact with village panchayats and prepare a list of requirements based on in-depth focused discussions. Implementation and monitoring of a project is a mutual responsibility of the community and the team. Regular community stakeholder meetings are held to ensure appropriate implementation process is followed. Once the project achieves a status of self-sustenance, ownership is transferred to the villagers. This transfer of responsibility ensures a culture of empowerment and self-reliance.

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

   The Corporate Social Responsibility ("CSR") projects of the Company aim to focus on a social transformation in the life of its disadvantaged, vulnerable and marginalised stakeholders. The Company ensures that the CSR funds are utilised in an optimum manner that uplifts the weaker sections of the society.

   The Company works towards overall development of the way of life of the communities around its Units, most of which are in distant rural areas and tribal belts. It reaches out to more than 1.8 million people across 500+ villages spanning 17 states.

   It works to actively contribute to the social and economic development of communities in which it operates. The details of projects undertaken under CSR activities towards vulnerable/ marginalised stakeholder group provided in the Social Report.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employee / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers Covered (D)	% (D/C)
		Employees				
Permanent	22,294	12,373	55	21,456	1,386	6.5
Other than permanent	8,327	12	0.14	7,128	21	0.3
Total Employees	**30,621**	**12,385**	**40**	**28,584**	**1,407**	**4.9**
		Workers				
Permanent	6,105	3,125	51	6,474	333	5.1
Other than permanent	58,764	18,232	31	55,109	1,145	2.1
Total Workers	**64,869**	**21,357**	**33**	**61,583**	**1,478**	**2.4**

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

Category#	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
				Employees						
Permanent	21,899	-	-	21,899	100	21,177	-	-	21,177	100
Male	20,458	-	-	20,458	100	19,809	-	-	19,809	100
Female	1,441	-	-	1,441	100	1,368	-	-	1,368	100
Other than Permanent	8,327	-	-	8,327	100	7,126	-	-	7,126	100
Male	7,904	-	-	7,904	100	6,723	-	-	6,723	100
Female	423	-	-	423	100	403	-	-	403	100
				Workers						
Permanent	5,859	36	0.6	5,823	99.4	6,230	3	0.05	6,227	99.9
Male	5,837	33	0.6	5,804	99.4	6,208	-	-	6,208	100
Female	22	3	14	19	86	22	3	14	19	86
Other than Permanent	58,539	27,648	47	30,891	53	54,884	24,910	45	29,974	55
Male	57,180	26,882	47	30,298	53	53,551	23,948	45	29,603	55
Female	1,359	766	56	593	44	1,333	962	72	371	28

data specific to India

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)*	5	₹ 75,00,000	3	₹ 1,65,00,000
Key Managerial Personnel (KMP)**	4	₹ 11,22,81,613	-	-
Employees other than BoD and KMP	19,208	₹ 10,27,230	1,413	₹ 7,14,324
Workers	5,560	₹ 6,87,648	20	₹ 4,20,990

#Data specific to India

*Excludes 2 Executive Directors

**Includes 2 Executive Directors, Chief Financial Officer and Company Secretary

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	4.23	4.06

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.**

Company is committed to providing a safe and conducive work environment to its employees and workers. We proactively identify, assess, and mitigate potential adverse impacts through diligent management and effective grievance resolution processes. Employees are encouraged to voice their concerns to their reporting managers or the Human Resource department. Our Code of Conduct and Whistle Blower Policy provide avenues for employees to report any suspected or actual misconduct anonymously, ensuring their protection and confidentiality.

Employees can also report issues through the Values Standard Committees, Ethics helpline, local HR as well as through their Managers.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	20	3	Enquiry In progress	6	2	Enquiry in progress
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	20	6
Complaints on POSH as a % of female employees / workers	0.62	0.19
Complaints on POSH upheld	20	6

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

- POSH Committee
- Employee Relations Aapke Dwar
- Tool Box Talk
- Shop Floor Committee meeting
- Monthly meeting with Union
- Values Standard Committees

Provisions of the POSH Act 2013 are rigorously implemented to safeguard the complainants from any adverse consequences in matters of sexual harassment. Some examples are – Interim relief to the complainant, restraining order issuance to the respondent (if needed), emphasis on the status of Internal Committee as a quasi-judicial body, etc.

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

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

a) Employee Apke Dwar and physical verification of workmen on the Shop floor, Safety Audits. i.e. FPSA and SPSA. Parakh Audit, Statutory Audit, Inspection by Labour Department.

b) Though we have no complaints, we are regularly, educating the employees to keep away from such activities.

c) Statutory authorities visited on a periodical basis and there was no discrepancy to report.

Leadership Indicators

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

- Implementation and Adherence of Human Rights Policy
- 'Xpedite' – online grievances handling tool for staff and management

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

Human Rights due diligence covered all facets of human rights which provides discrimination against caste, prohibiting child labour, extra forceful working hours, among others.

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
Sexual Harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	100

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

Units are abiding Company's Human Rights Policy, which negates violation of Human Rights in any manner.

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

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources (TJ)		
Total electricity consumption (A)	7,123.63	4,075.20
Total fuel consumption (B)	6,039	5,493
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**13,162.63**	**9,568.20**
From non-renewable sources (TJ)		
Total electricity consumption (D)	10,953.95	9,894.06
Total fuel consumption (E)	3,64,243	3,37,702.51
Energy consumption through other sources (F)		-
Total energy consumed from non-renewable sources (D+E+F) (TJ)	**3,75,196.95**	**3,47,596.57**
Total energy consumed (A+B+C+D+E+F) (TJ)	**3,88,359.58**	**3,57,164.77**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (kJ/rupee)	438.77	470.23
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (MJ/USD)	8.92	9.71
Energy intensity in terms of physical output (TJ/tonne of cementitious)	**0.00252**	**0.00262**

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, TUV SUD South Asia Private Limited.

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.**

The entity has multiple facilities designated as DCs under the PAT Scheme. During the last year, 25 PAT Cycle–VII DCs (including 2 KIL DCs) underwent M&V audits, and at the group level, the performance indicates a positive outlook towards ESCert generation, reflecting overall achievement of prescribed energy reduction targets.

On 28th June, 2023, the Government of India, under section 14 of the EC Act 2001, issued S.O.2825(E), mandating several sectors, including cement, to migrate to the Carbon Credit Trading Scheme (CCTS), marking a significant change/shift in regulatory landscape. Consequently, baseline audits were conducted for all existing DCs, setting targets based on Greenhouse Gas Emission Intensity (GEI) rather than the previous Gate to Gate Energy Consumption (GTG) used in the PAT scheme.

Further, energy saving initiatives were identified during energy audits and their progress is monitored quarterly and annually.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	32,64,188	40,81,714
(ii) Groundwater	67,17,617	69,20,187
(iii) Third party water	6,25,863	6,01,702
(iv) Seawater / desalinated water	13,55,246	11,21,107
(v) Others	1,95,66,918	1,87,34,357
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,15,29,832	3,14,59,067
Total volume of water consumption (in kilolitres)	**3,14,08,053**	**3,06,56,924**
Water intensity per rupee of turnover (l/Rupee) (Total water consumption / Revenue from operations)	0.0355	0.0404
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (l/USD) (Total water consumption / Revenue from operations adjusted for PPP)	0.722	0.834
Water intensity in terms of physical output (Consumption kl/tonne of cementitious material)	0.204	0.225

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, TUV SUD South Asia Private Limited

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

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**0**	**0**

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

Yes, TUV SUD South Asia Private Limited

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

Yes, mechanism for zero liquid discharge is implemented at 100% cement manufacturing units and bulk terminals.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	Tonnes	1,13,746	92,709.30
Sox	Tonnes	27,147	28,633.96
Particulate matter (PM)	Tonnes	11,105	8,336.53
Mercury	Tonnes	BDL	BDL

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, TUV SUD South Asia Private Limited

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	8,88,84,246	8,11,07,852
Total Scope 2 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	20,40,172	18,84,213.56
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Kg CO_2/₹	0.103	0.109
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)	kg CO_2/USD	2.09	2.257
Total Scope 1 and Scope 2 emission intensity in terms of physical output	kg CO_2/tonne of cementitious material	590.77	609.08

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, TUV SUD South Asia Private Limited

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

The company has taken greenhouse gas emission reduction targets, to reduce 27% of its Scope 1 emissions intensity and 69% of its Scope 2 emissions intensity by 2032 from a base year of 2017. These targets validated in line with the Science Based Targets Initiative (SBTi) provide a core framework for driving ambitious emission reduction initiatives. Additionally, UltraTech Cement is currently in the advanced stages of re-validating its SBTi targets to align with a 1.5°C trajectory, reinforcing its commitment to accelerated decarbonisation and long-term net-zero ambitions. The company has actively focused on all decarbonisation levers as outlined in the Niti Aayog, GCCA and other industry roadmaps across energy efficiency, renewable energy, waste heat recovery, circular economy, low carbon product development, low carbon mobility and other forms of value chain engagement.

In line with specific focus on innovation - the company has also initiated various technological advancements including Kiln Electrification, Electrolysis of Limestone (ZeroCAL), carbon capture and storage pilots, amongst others. Our agreement with ZeroCAL, explores solutions that have the potential to eliminate nearly 98% of carbon dioxide emissions associated with limestone decomposition in cement manufacturing. As our initial tests, equipment selection, and process parameter finalisation progress, the Company will be the first globally to implement this process at scale through a demonstration plant designed to produce several metric tons of zero-carbon lime per day. This initiative is being undertaken in partnership with the University of California, Los Angeles (UCLA) and aligns with the Company's long-term ambition of achieving Net Zero by 2050.

Additionally, The Company is actively progressing on carbon capture technologies through participation in the Department of Science and Technology (DST), Government of India, under the Special Call on Climate, Energy and Sustainable Technology (CEST). With IIT Madras and BITS Pilani as knowledge partners, we are focused on developing indigenous CCU-based technology for decarbonisation of the Indian cement industry. The project aims to establish a carbon capture plant with 1 TPD capture capacity, integrated with an existing cement plant, and mineralisation plus curing strategies to utilise the captured CO_2.

Further, the company continues to expand its innovation pipeline through partnerships and industry platforms, including its proactive association with the GCCA Innovation Challenge program. Within this, the company has joined several industry consortiums to explore and pilot new technologies to accelerate decarbonisation journey through carbon capture, utilisation, development of alternative supplementary cementing materials (SCMs), as well as alternative calcination technologies and processes. Beyond manufacturing and process decarbonisation, the company's Research and Development Centre continues to focus on advancing - Low-carbon cement and concrete products, Material efficiency improvements, Water-efficient construction solutions etc. all aimed at reducing the lifecycle impact of products while supporting evolving customer and regulatory requirements.

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

Particulars	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	6,424.35	1,141
E-waste **(B)**	223.54	215
Bio-medical waste **(C)**	3.20	3
Construction and demolition waste **(D)**	736.46	0
Battery waste **(E)**	295.92	216
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	1,264.05	1,203
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	24,62,544.69	29,20,486
Total (A + B + C + D + E + F + G + H)	**24,71,492.22**	**29,23,264**
Waste intensity per rupee of turnover (kg/rupee) (Total waste generated/ Revenue from operations)	0.0028	0.0038
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (kg/USD) (Total waste generated / Revenue from operations adjusted for PPP)	0.057	0.079
Waste intensity in terms of physical output (tonnes/ tonne of cementitious materials)	0.016	0.021

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)	FY 2025-26
Category of waste	
(i) Recycled	79,875
(ii) Re-used	23,87,766
(iii) Other recovery operations	0
Total	**24,67,641**

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)	FY 2025-26
Category of waste	
(i) Incineration	3.21
(ii) Landfilling	0
(iii) Other disposal operations	0
Total	**3.21**

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, TUV SUD South Asia Private Limited

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 encourages circularity across its operations. 97% of the waste disposed by the Company (including fly ash, STP sludge and rejected screening material) is reused in its operations and production process. The remaining 3% waste is recycled through authorised recyclers in an eco-friendly manner. A miniscule quantity of 3.21 metric tonnes of bio- medical waste (~0.0001% of total waste generated) is disposed through incineration.
- Hazardous waste generated by the Company constitutes only 0.07% of the total waste. Through rigorous trainings and capacity building, the Company has been able to reduce its hazardous waste generation to minimum quantity possible in industrial operations.

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:

Sr. 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.
1	Jafrabad Cement Works Village: Babarkot, Taluka: Jafrabad, Dist.: Amreli, Gujarat: 365 540	Limestone Mines and captive Jetty - CRZ Area	Yes
2	Sewagram Cement Works Village: Vayor, Taluka: Abdasa, Dist.: Kutch, Gujarat: 370 511	Limestone Mines and captive Jetty - CRZ Area	Yes
3	Gujarat Cement Works Village: Kovaya, Taluka: Rajula, Dist.: Amreli, Gujarat: 365 541	Limestone Mines and captive Jetty - CRZ Area	Yes
4	Sidhi Cement Works Village: Beghwar, P.O.: Bharatpur, Tehsil: Rampur Naikin, District: Sidhi, Madhya Pradesh: 486 776	Unit is falling in Forest Area and Wild Life Clearance for Cement Plant, CPP and 7 existing mines have been obtained	Yes
5	Baga Cement Works Village: Baga, P.O.: Kandhar, Tehsil: Arki, District: Solan Himachal Pradesh: 171 102	Unit is falling in Forest Area and Forest clearance has been obtained for Plant and Mines	Yes

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

Sr. No.	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
1	**Dhule Cement Works** Expansion (3.0 MTPA to 3.6 MTPA)	EIA Notification 2006	15-07-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
2	**Hinauti Limestone Mine** Expansion (0.5 MTPA – 1.0 MTPA)	EIA Notification 2006	23-07-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
3	**Aditya Cement Township Residential Colony** (Township)	EIA Notification 2006	30-07-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
4	**Markagondi Laterite Mine** (0.7 MTPA)	EIA Notification 2006	16-07-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
5	**Vikram Cement Works** Expansion (Clinker 4.0 – 8.0 MTP, Cement 6.67 – 11.67 MTPA, CPP (46 MW) and WHRS (10 to 30 MW)	EIA Notification 2006	18-09-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
6	**Aditya Limestone Mines** Expansion (10.0 – 12.0 MTPA)	EIA Notification 2006	15-09-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
7	**Rajashree Cement Works** Expansion (Clinker 9.0 – 13.3 MTPA, Cement 8.7 – 13.7 MTPA, CPP (108.2 to 158.2 MW) and WHRS (27 to 47 MW)	EIA Notification 2006	24-10-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
8	**Pali Cement Works** Expansion (0.9 – 6.0 MTPA)	EIA Notification 2006	22-12-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
9	**Rajashree Diggaon Limestone Mine** (Production capacity of 5.1 MTPA)	EIA Notification 2006	20-01-2026	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
10	**Bela Cement Works** Expansion (Clinker 2.38 to 6.38 MTPA, Cement 2.5 to 7.5 MTPA and WHRS (13 to 33 MW)	EIA Notification 2006	20-01-2026	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
11	**Jhajjar Cement Works** Expansion (1.8 – 5.5 MTPA)	EIA Notification 2006	30-01-2026	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
12	**Jharsuguda Cement Works** Expansion (5.1 – 8.1 MTPA)	EIA Notification 2006	16-02-2026	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, 1974, Air (Prevention and Control of Pollution) Act, 1981, Environment (Protection) Act, 1986 and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant with all the applicable environmental law/regulations/guidelines in India and across its international operations

Sr. 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
		Nil		

Leadership Indicators

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

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

(i) Name of the area: Shambhupura (Rajasthan), Tadipatri (Andhra Pradesh), Kovaya (Gujarat), Nathdwara (Rajasthan), Neem Ka Thana (Rajasthan) and Kharia Khangar (Rajasthan).

(ii) Nature of operations: Cement manufacturing.

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,86,553	2,00,014
(ii) Groundwater	21,54,607	21,30,394
(iii) Third party water	920	-
(iv) Seawater / desalinated water	6,13,193	4,91,527
(v) Others (Rainwater)	25,28,580	28,36,919
Total volume of water withdrawal (in kilolitres)	**54,83,853**	**56,58,854**
Total volume of water consumption (in kilolitres)	**56,83,112**	**46,99,413**
Water intensity per rupee of turnover (Water consumed / turnover)	0.006	0.006
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**0**	**0**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1,28,31,001.90	1,27,11,286.88
Total Scope 3 emissions per rupee of turnover	kg CO_2 / ₹	0.014	0.017

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, TUV SUD South Asia Private Limited.

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.

Impacts:

- Habitat degradation and loss of vegetation cover.
- Noise and associated ground vibration impact the lower vertebrate, mainly the ground dwelling reptiles and small mammals.
- Change in the normal behaviour in the form of restricting the movements, feeding, resting and breeding activities of major faunal groups of the project area.

Prevention and remediation:

- Creating awareness amongst employees and local communities through capacity building sessions, introductory workshops, installing biodiversity information poster in the ecologically sensitive areas etc.
- Habitat management through management of invasive species, conservation of vegetation cover, and off setting habitat loss.
- Prevention of human-animal conflict, identification of potential mortality sites, installation of reflective signboards, training security staff for situations of animal encounter to ensure safety of fauna.
- Controlled blasting and upgradation to new noise-free technology.

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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Transition to green energy – Utilisation of renewable energy and recovered waste heat to substitute electricity generated though thermal power plants	-	Avoided Scope 1 GHG emissions through use of renewable energy in FY26: 23,48,971.39 tCO_2. Avoided Scope 1 GHG emissions through use of waste heat recovery in FY26: 23,90,490.28 tCO_2.
2	Low carbon products: production of blended cements by substituting clinker with supplementary cementitious materials like fly ash, slag etc.	-	Avoided Scope 1 GHG emissions through blended cements in FY26: 3,09,62,580.03 tCO_2.
3	Recycle and reuse of water at all sites	-	Zero liquid discharge

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

The Company has a business continuity and robust disaster management plan thoroughly implemented at each Unit. Disaster management plan, health and safety protocols and adequate communication protocols during extreme weather events ensure safety at sites and minimise the impact on workforce. Annual weather forecasts are considered to mitigate risk of delays in sourcing of fuels due to natural calamities. Insurance coverage is in place to protect against damages to business assets or loss of materials in warehouses or transit due to extreme weather events.

The Company's Units are spread across the country. If a manufacturing Unit faces business disruption or shutdown due to extreme weather events, alternative Units in other locations can serve the respective customer. Widespread logistics network with warehouses across different parts of the country enable flexibility in the Company's operations and ensure business continuity.

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.

Your Company has vast integrated value chain extending from mines to packed cement bags with interconnected network of mines, suppliers, jetties, manufacturing units, railway yards, warehouses and network of dealers and retailers. Transportation, handling and storage of raw materials, fuels and other additives used in the process impact environment in negative ways. Such material tends to impact environment during cement manufacturing process too.

Your Company has continuously followed circularity principles and continues to work towards it. This helps us to be more sustainable in terms of low natural resource utilisation, save on the extraction, environmental impact of transportation on GHG and air pollution. We have able to utilise 49.83 million tonnes of recycled and alternative raw materials in cement production in FY 26 along with 100% fly ash utilisation from own power plants in cement making thus saving environment in a big way.

We are committed to reduce our GHG emissions from our process and we have made significant process as compared to base year of 2017. Our gross CO_2 emission intensity has decreased from 716 kg/tonne of cementitious products (in 2017) to 578 kg/tonne of cementitious products (19.27% reduction from base year) this year, which is in line with our target reducing 27% carbon intensity by 2032. This has been possible due large influx of Renewable energy to substitute the fossil fuel-based energy and optimisation of our manufacturing process.

Transportation related environmental impact is a major point in our downstream operation. The Company is working to deploy electric trucks for the same which will nullify the environmental impacts in a large way.

We continue to redesign our process and practices to reduce CO_2 emissions by adopting innovative methods, such as use of waterways (NW 1) to transport gypsum and use of new technologies such as ZeroCAL.

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

40%

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

a. By the listed entity – Nil

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

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. 05

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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry	National
2	Confederation of Indian Industry	National
3	Global Cement and Concrete Association	Global
4	Federation of Indian Mineral Industries	National
5	Cement Manufacturing Association	National

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

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

Leadership Indicators

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

Sr. 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
Not Applicable					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification no.	Date of notification	Whether conducted by Independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
Social Impact Assessment (SIA) is the part of EIA study conducted for obtaining Environmental Clearance for greenfield and brownfield projects. The Company has undertaken 12 SIAs in 6 states during financial year 2025-26. The Company actively contributes to the social and economic development of the communities in which it operates.					

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

Sr. No.	Name of project for which R&R is ongoing	State	District	No. of project Affected families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in ₹)
1	Kujota	Rajasthan	Kotputli - Behror	37	100	22.42 crores in infrastructure related activities

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

As a part of CSR Policy, the Company proactively meets the community stakeholders and representatives with special focus on marginalised and underserved population. The Company has dedicated CSR team and a designated office at each Unit. Each need is noted, analysed, felt needs are prioritised and a feasible solution is implemented through active community consultation, participation and community ownership.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	22	16
Directly from within India	75	75

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

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

Location#	FY 2025-26	FY 2024-25
Rural	46.65	47.46
Semi-urban	9.98	5.12
Urban	7.88	10.47
Metropolitan	35.49	36.94

#data specific to India

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:**

Sr. No.	State	Aspirational District	Amount spent (in ₹)
1	Rajasthan	Sirohi	3.34 crores
2	Uttar Pradesh	Sonebhadra	4.27 crores

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

No

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

Not Applicable

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

Not Applicable

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:**

Sr. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shares (Yes / No)	Basis of calculating benefit share
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:**

Sr. No.	CSR Projects	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Education and Capability enhancement	1,67,322	
2.	Healthcare	4,51,361	
3.	Sustainable Livelihoods	1,98,039	>80
4.	Infrastructure Development	7,14,700	
5.	Social Empowerment	3,40,537	

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.**

UltraTech Cement Limited is a Customer Centric organisation designed to enrich customers' experience. The company has a highly experienced technical team that provides on-site support and demonstration through a mobile testing van. There's an effective complaint handing procedure that facilitates prompt logging, investigation, resolution, and closure.

Customer can register the complaint from various modes like through dealers, UltraTech employee's, Company Website, Contact Centre. Upon receipt of the customer complaint, the concern technical person attends & addresses the complaint within 24 hours. Most of the complaints are closed within 72 hours. It is ensured that all the complaints are closed to the fullest customer satisfaction with a formal complaint closure documentation. In addition to this, all the complaints are registered in One Technical Panel system from where the complaint status is monitored on monthly basis.

We have Customer Care Centre who seeks feedback from customers after any transaction (Product Query, complaint, and services) with UltraTech. This Centre is also a means for anyone who wants to connect with our brand. This helps us to understand the emotion and pain points of all users which in turn give us insight to deliver what is best in the business.

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	The Company's products confirm to all applicable statutory parameters.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Particulars	FY 2025-26 Received during the year	FY 2025-26 Pending resolution at end of year	Remarks	FY 2024-25 Received during the year	FY 2024-25 Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	All services are value added voluntary services. No essential services					
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	38	10	3 legal notices/complaints are open as they were received in end of March 2026. 7 are pending consumer complaints sub-judice before multiple Consumer Forums. The matters are being heard by the respective forums as per the due process of law and are at different stages of resolution.	27	18	2 legal notices are open - one is an ongoing vendor issue and the other one was received in last week of March. The pending matters consumer complaints sub-judice before multiple Consumer Forums. The matters are being heard by the respective forums as per the due process of law and are at different stages of resolution.
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

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 same is available on the Company's website at https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/cyber-security-and-data-privacy-policy.pdf

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

- Marketing - No issues faced related to advertising. All our communications have necessary disclaimer as per ASCI and BIS guidelines.
- Legal – Company is fully compliant with all applicable data protection and privacy laws in India. We have incorporated relevant clauses to ensure protection of data in all our standard agreements.
- IT - Required Technology controls and processes are in place to Protect Business Applications, Sensitive and Customer Data from unauthorised access. Security events are monitored 24x7 for faster Incident Detection and Response.

7. **Provide the following information relating to data breaches:**

   a. Number of instances of data breaches along-with impact - Nil

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

   c. Impact, if any, of the data breaches – Not Applicable

Leadership Indicators

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

Weblink for information on products and services:
Website: https://www.ultratechcement.com/ ; https://www.utecbyultratech.com/

Regular information on products are shared on:
Facebook: https://www.facebook.com/UltraTechCementLimited, https://www.facebook.com/UtecByUltraTech

YouTube: https://www.youtube.com/c/UltraTechCementLimited, https://www.youtube.com/c/utecbyultratech, https://x.com/UltraTechCement

Twitter : https://twitter.com/UltraTechCement
LinkedIn: https://www.linkedin.com/company/ultratechcement/
Instagram: https://www.instagram.com/ultratech.cement, https://www.instagram.com/utecbyultratech

Mobile Apps for Utec – A total Home Building Solutions Provider available on Android Playstore & App Store.

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

Promotion of good construction practices & good product usage during meetings. Skill Building workshops for mason, contractors. Product demos on sites. Mobile concrete lab testing services for material & concrete testing. DIY videos, apps, & videos on product applications, good construction practices development and available on YouTube, App stores, Website, etc. Conduct regular workshops for individual home builders on product applications, aspects of home construction.

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

Not Applicable

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

No

5. **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)**

Yes. Brand Track: The Company carries out a brand health study regularly across urban & rural markets. The study is conducted by globally renowned research agency - Ipsos India Pvt. Ltd., for tracking performance of brands on various metrics across multiple segments (consumers, influencers & channel partners). Three rounds of the brand health study were done in FY26.

The company also conducts a Customer Loyalty/Net Promoter Score (NPS) study once in 2 years with the Key Account (B2B) customers. The latest round of the NPS study was carried out in FY24 by Dun & Bradstreet Information Services India Pvt. Ltd.