Radico
SPIRIT OF EXCELLENCE

RKL/SX/2026-27/ 35

July 14, 2026

BSE Limited
Phiroze Jeejeeboy Towers
Dalal Street
Mumbai – 400001
Scrip Code: 532497

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot no. C/1,
G Block, Bandra-Kurla Complex, Bandra (E)
Mumbai – 400051
Symbol: RADICO

Subject : Business Responsibility and Sustainability Report for the Financial Year 2025-26.

Ref. : Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, ("Listing Regulations")

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Listing Regulations, please find enclosed herewith the Business Responsibility and Sustainability Report ("**BRSR**") for the Financial Year 2025-26, which forms part of the Annual Report of the Company for the Financial Year 2025-26, submitted to the Stock Exchanges.

The above information is being made available on the website of the Company https://radicokhaitan.com/investor-relations

Kindly take the same on records.

Thanking You,
For **Radico Khaitan Limited**
Dinesh Kumar Gupta
Digitally signed by Dinesh Kumar Gupta
Date: 2026.07.14 21:04:39 +05'30'
Dinesh Kumar Gupta
Senior Vice President - Legal & Company Secretary

Email Id: investor@radico.co.in
Encl.: as above

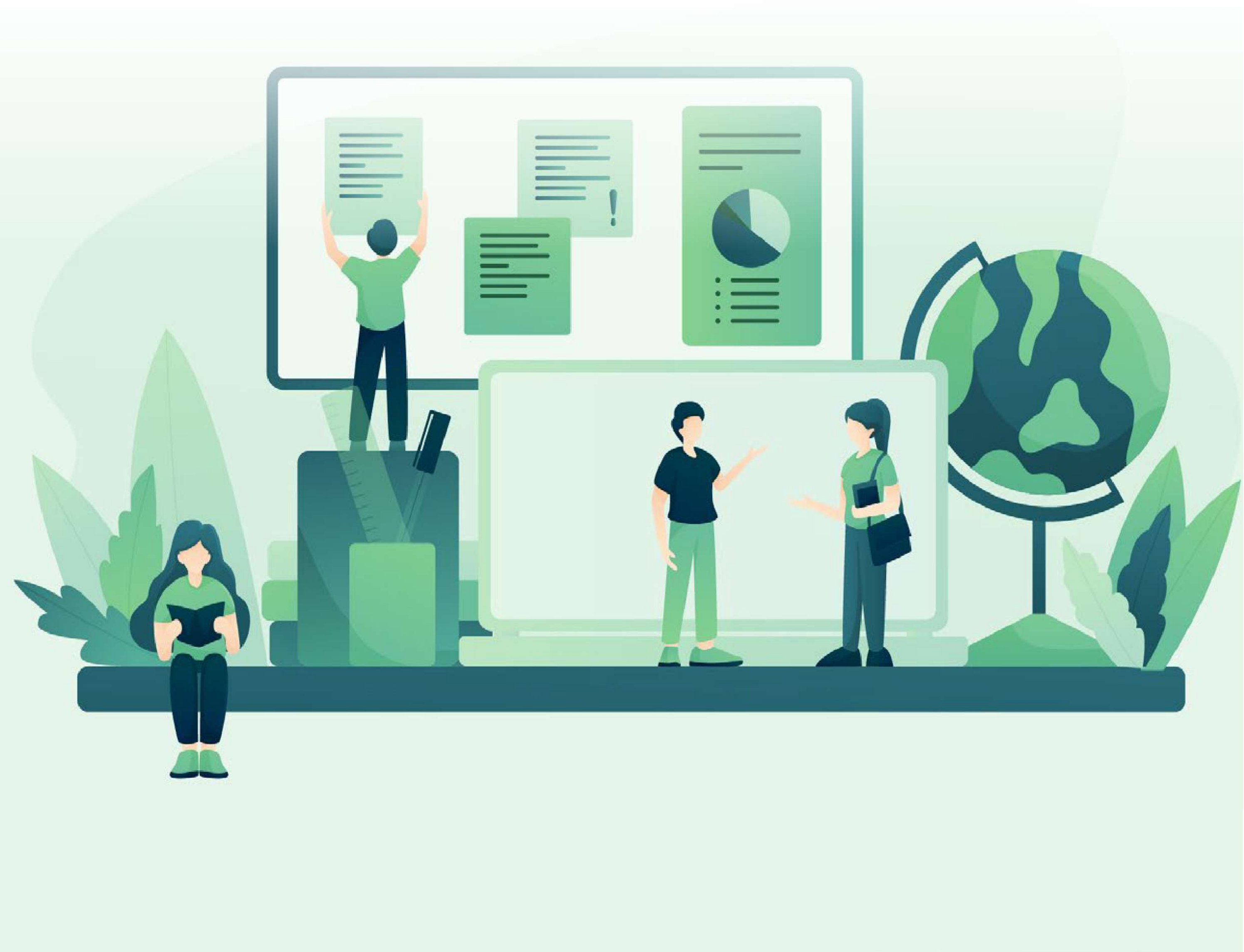
Business Responsibility & Sustainability Report

At Radico Khaitan Limited ("Radico Khaitan" or "the Company"), sustainability is integral to the way we conduct business and create long-term value. As one of India's leading manufacturers of Indian Made Foreign Liquor (IMFL), we recognize that responsible growth must be underpinned by sound environmental stewardship, social responsibility and robust corporate governance. Our Environmental, Social and Governance (ESG) framework is therefore embedded across our business strategy, operational excellence and decision-making processes, enabling us to create sustainable value for all stakeholders while strengthening the resilience of our business.

Our approach to sustainability extends across the entire value chain, from responsible sourcing of raw materials and efficient utilization of natural resources to safe manufacturing practices, responsible consumption, employee well-being and community development. We continue to invest in technologies and operational improvements that enhance energy and water efficiency, promote resource circularity, reduce environmental impacts and strengthen climate resilience across our manufacturing operations.

Strong corporate governance continues to serve as the foundation of our business. Guided by our values of integrity, transparency and ethical conduct, we maintain robust governance frameworks, effective risk management systems and a culture of compliance that enables responsible decision-making and reinforces stakeholder confidence. Our engagement with suppliers, customers, regulators, investors and local communities further strengthens our commitment to responsible business practices throughout the value chain.

Our sustainability journey is aligned with the Business Responsibility and Sustainability Reporting (BRSR) Core Framework, the National Guidelines on Responsible Business Conduct (NGRBC) and the United Nations Sustainable Development Goals (SDGs). By integrating ESG considerations into our core business strategy, we continue to build a resilient, future-ready organisation that balances business growth with environmental stewardship, social progress and responsible governance. As we continue to strengthen our premium portfolio and expand our market presence, we remain committed to creating long-term sustainable value for our consumers, employees, business partners, shareholders, communities and the environment.



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L26941UP1983PLC027278
2. Name of the Listed Entity	Radico Khaitan Limited
3. Date of incorporation	July 21, 1983
4. Registered office address	Rampur Distillery, Bareilly Road, Rampur - 244901, Uttar Pradesh
5. Corporate office address	Plot No. J-1, Block B-1, Mohan Co-operative Industrial Area, Mathura Road, New Delhi-110044
6. E-mail	investor@radico.co.in
7. Telephone	011 40975444/555
8. Website	www.radicokhaitan.com
9. Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11. Paid-up Capital	₹ 26,77,95,866
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Dinesh Kumar Gupta Designation: Senior VP - Legal & Company Secretary Contact: 011 40975444 E-mail: investor@radico.co.in
13. Reporting boundary	This report covers the period from April 1, 2025 to March 31, 2026 and includes all the financial and non-financial information of Radico Khaitan Limited on a Standalone basis.
14. Whether the company has undertaken reasonable assurance of the BRSR Core?	Yes
15. Name of assessment or assurance provider	Agile ESG Advisors Private Limited
16. Type of assessment or assurance obtained	Reasonable assurance on BRSR core indicators. The statement of assurance issued by Agile ESG Advisors Private Limited forms part of this report.

II. Products/services

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

S. no.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Manufacturing of Alcohol and Alcoholic Products	Manufacturing industrial alcohol, Indian Made Foreign Liquor, country liquor and fertilizers	98.63%

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Manufacturing of Alcohol and Alcoholic Products	1101	98.63%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	47*	26	73
International	-	-	-

**Includes third party plants manufacturing for Radico Khaitan.*

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States and Union Territories)	30
International (No. of Countries)	100+

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

The contribution of exports as a percentage of the total turnover (gross) of Radico Khaitan is 1.56%.

c. A brief on types of customers

Radico Khaitan serves a diverse customer base across domestic and international markets through a comprehensive portfolio of Indian Made Foreign Liquor (IMFL), including whisky, vodka, rum, gin and brandy, catering to consumers across luxury, premium and regular segments. The Company distributes its products through a well-established network comprising government institutions, distributors, retailers and international business partners.

The Company's key customer segments include:

1. State Governments and State-owned Enterprises
2. Canteen Stores Department (CSD)
3. Private Wholesalers, Distributors and Retailers in the Open Market
4. Hotels, Clubs and Restaurants
5. International Markets

IV. Employees

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

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			Employees			
1.	Permanent (D)	1,278	1,248	98%	30	2%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D + E)**	**1,278**	**1,248**	**98%**	**30**	**2%**
			Workers			
4.	Permanent (F)	265	265	100%	-	-
5.	Other than Permanent (G)	757	666	88%	91	12%
6.	**Total workers (F + G)**	**1,022**	**931**	**91%**	**91**	**9%**

b. Differently abled Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			Differently abled employees			
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D + E)**	**-**	**-**	**-**	**-**	**-**
			Differently abled workers			
4.	Permanent (F)	2	2	100%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	**2**	**2**	**100%**	**-**	**-**

22. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14%
Key Managerial Personnel	5*	-	-

**Executive Directors included both in Directors and Key Managerial Personnel.*

23. Turnover rate for permanent employees and workers

Particulars	FY2026			FY2025			FY2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16%	25%	16%	18%	20%	18%	18%	32%	18%
Permanent Workers	6%	-	6%	8%	-	8%	7%	-	7%

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

24. Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity/ Holding Company	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Radico Spiritzs India Private Limited	Subsidiary	100%	No
2	Accomreal Builders Private Limited	Subsidiary	100%*	No
3	Compaqt Era Builders Private Limited	Subsidiary	100%*	No
4	Destihomz Buildwell Private Limited	Subsidiary	100%*	No
5	Equibuild Realtors Private Limited	Subsidiary	100%*	No
6	Proprent Era Estates Private Limited	Subsidiary	100%*	No
7	Binayah Builders Private Limited	Subsidiary	100%*	No
8	Firstcode Reality Private Limited	Subsidiary	100%*	No
9	Radico NV Distilleries Maharashtra Limited	Joint Venture	36%	No
10	D'YAVOL Spirits Private Limited	Joint Venture	47.5%	No
11	D'YAVOL Spirits BV, Netherlands	Joint Venture	47.5%	No
12	Radico Khaitan Scotland Limited	Subsidiary	100%**	No

**100% holding through Wholly-owned Subsidiary, Radico Spiritzs India Private Limited.*

***During the year under review, the Company incorporated a wholly owned subsidiary, namely Radico Khaitan Scotland Limited, in Scotland, United Kingdom. As on the date of this report, the process of allotment of Shares to the Company, being the sole Shareholder, is under progress and shall be completed during FY2027.*

VI. CSR Details:

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

Yes, CSR is applicable as per Section 135 of Companies Act, 2013.

(ii) Turnover (in ₹) - ₹ 20,97,638.56 Lakhs (As on March 31, 2026)

(iii) Net worth (in ₹) - ₹ 3,25,020.86 Lakhs (As on March 31, 2026)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY2026			FY2025		
		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	-	-	NA	-	-	NA
Investors (other than shareholders)	Yes	-	-	NA	-	-	NA
Shareholders	Yes	122	-	NA	79	1	The complaint was received by RTA on March 31, 2025 and the same was duly resolved in April 8, 2025.
Employees and workers	Yes	-	-	NA	-	-	NA
Customers	Yes	59	2	The complaints were received in March 2026 and have been duly resolved in April 2026	31	-	NA
Value Chain Partners	Yes	-	-	NA	-	-	NA
Other (please specify)	-	-	-	-	-	-	-

Note- We have established various policies and mechanisms tailored for different communities, investors, stakeholders, employees, workers, customers and value chain partners enabling them to reach out through emails, phone calls, and website at https://www.radicokhaitan.com/contact-us/. However, the vigil mechanism provides a structured and detailed process for all stakeholders to raise concerns or complaints. The Whistle Blower Policy and Stakeholders Grievance Redressal Policy are available on the Company's website at https://www.radicokhaitan.com/wp-content/uploads/2022/09/Whistle-Blower-Policy.pdf and https://www.radicokhaitan.com/wp-content/uploads/2024/07/Stakeholder-Grievance-Redressal-Policy.pdf, respectively.

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water Resource Management	Risk	Water is a critical raw material in the alcoholic beverages industry. Water scarcity, regulatory restrictions and changing climatic conditions may adversely impact operational continuity, production costs and stakeholder relationships.	• Zero Liquid Discharge (ZLD) systems across manufacturing facilities. • Advanced effluent treatment, water recycling and reuse. • Rainwater harvesting, groundwater recharge and process optimization. • Continuous monitoring of water-use efficiency.	**Negative:** Increased operating costs, production disruptions and community concerns if not managed effectively.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Climate Change and Decarbonisation	Risk	Climate change poses physical and transition risks affecting agricultural raw materials, water availability, energy costs and supply chain continuity.	• Renewable energy adoption. • Biomass-based captive co-generation. • Energy-efficient technologies including VFDs and process optimization. • Tree plantation and greenbelt development. • Carbon footprint reduction initiatives.	**Negative:** Increased operational costs and supply chain disruptions. **Positive:** Reduced energy costs, improved resilience and enhanced ESG performance.
3	Value Engineering and Sustainability	Opportunity	Resource-efficient packaging and circular economy initiatives reduce environmental impacts, improve operational efficiency and optimize costs.	-	**Positive:** Lower material costs, improved resource efficiency and reduced environmental footprint.
4	Waste Management	Risk / Opportunity	Effective waste management minimizes environmental impacts while maximizing resource recovery and operational efficiency.	• By-product recovery (DDGS, CO_2 recovery). • Hazardous waste disposal through authorized recyclers. • Bio-based packaging initiatives. • Recycling and reuse of process waste. • EPR compliance.	**Negative:** Increased compliance and waste treatment cost. **Positive:** Cost savings through recycling, resource recovery and improved operational efficiency.
5	Corporate Governance and Regulatory Compliance	Risk	Maintaining high standards of governance and regulatory compliance is fundamental to sustaining stakeholder confidence and long-term business continuity.	• Strong governance framework. • Regulatory monitoring. • Compliance training. • Internal audits. • Board oversight. • Robust internal controls.	**Negative:** Compliance and monitoring costs. **Positive:** Reduced regulatory risk, enhanced investor confidence and long-term value creation.
6	Human Capital	Risk	Attracting, developing and retaining skilled talent is essential for sustaining innovation, operational excellence and future growth.	• Performance management. • Learning and development programmes. • Leadership development. • Talent acquisition. • Employee engagement and recognition initiatives.	**Negative:** Talent shortages may affect productivity. **Positive:** Improved employee engagement, innovation and organisational capability.
7	Human Rights and Safety of Employees	Risk / Opportunity	Ensuring a safe, healthy and inclusive workplace while respecting human rights strengthens employee well-being, operational continuity and stakeholder trust.	• Human Rights Policy. • Safety committees. • Behaviour-based safety programmes. • Permit-to-work system. • Occupational health centres. • Regular training and emergency preparedness. • Grievance mechanisms.	**Negative:** Legal liabilities and operational disruptions arising from workplace incidents. **Positive:** Improved safety performance, employee well-being and regulatory compliance.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Responsible Consumption, Product Responsibility and Ethical Marketing	Risk / Opportunity	Responsible marketing, product quality and consumer awareness are critical for maintaining brand reputation, regulatory compliance and consumer trust.	• Responsible marketing practices. • Consumer awareness initiatives. • Product quality assurance. • Compliance with applicable advertising regulations. • Product traceability and quality controls.	**Negative:** Costs of campaign development. **Positive:** Enhanced brand reputation, consumer confidence and long-term sustainable growth.
9	Carbon Footprint Reduction and Energy Efficiency	Opportunity	Improving energy efficiency and reducing greenhouse gas emissions contribute to climate resilience, lower operating costs and enhanced ESG performance.	-	**Positive:** Lower operating costs, improved resource efficiency and reduced emissions.
10	Supply Chain Sustainability	Risk / Opportunity	Responsible sourcing and sustainable supplier practices enhance business resilience while reducing environmental, social and governance risks across the value chain.	• Supplier Code of Conduct. • Supplier ESG assessments. • Human rights due diligence. • Supplier engagement programmes. • Ethical procurement practices.	**Negative:** Initial compliance costs. **Positive:** Stronger supply chain resilience, improved supplier performance and enhanced stakeholder confidence.
11	Diversity, Inclusion and Ethical Workplace Culture	Opportunity	A diverse and inclusive workforce promotes innovation, collaboration, employee engagement and better decision-making while strengthening governance.	-	**Positive:** Enhanced organisational culture, improved talent attraction and stronger governance outcomes.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

At Radico Khaitan, responsible business conduct is embedded within our governance framework and forms an integral part of our business strategy, decision-making processes and day-to-day operations. Guided by the National Guidelines on Responsible Business Conduct (NGRBC), the Company has established a comprehensive suite of policies and governance frameworks that promote ethical conduct, environmental stewardship, social responsibility and sustainable value creation across its operations and value chain.

These policies provide clear direction to the Board, management, employees and business partners, enabling consistent implementation of responsible business practices while ensuring compliance with applicable laws, regulations and globally accepted governance standards. They are periodically reviewed and updated to remain aligned with evolving regulatory requirements, emerging ESG priorities and stakeholder expectations.

The Company's policy framework supports and promotes:

- Ethical, transparent and accountable business conduct;
- Sustainable manufacturing and responsible resource management;
- Respect for human rights, diversity, equity and inclusion;
- Employee health, safety, well-being and continuous learning;
- Responsible sourcing and sustainable supply chain practices;
- Customer satisfaction, product quality and responsible marketing;
- Meaningful stakeholder engagement and community development; and
- Accessible, fair and effective grievance redressal mechanisms.

These policies collectively reinforce the Company's commitment to integrating ESG principles into its core business strategy and creating long-term sustainable value for all stakeholders.

The Company's key policies are publicly available on its website at: https://www.radicokhaitan.com/investor-relations/

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)[1]	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Please refer table 1 below								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

[1] *Policies are approved by the Board, the respective Board Committees or the respective Department Heads, wherever applicable.*

Table 1

Name of Policy/Code	Linkage to principle	Web-link
Code of Conduct for employees and Code of Conduct for Board Members and Senior Management	P1, P2, P3, P4, P5, P6, P7, P8, P9	https://radicokhaitan.com/wp-content/uploads/2025/04/Code-of-Conduct-for-Directors-and-Senior-Management.pdf https://www.radicokhaitan.com/wp-content/uploads/2022/09/Code-of-Conduct-Employees.pdf
Policy For Determination of Materiality of Any Event/ Information	P1	https://radicokhaitan.com/wp-content/uploads/2026/05/Policy-on-Materiality-of-Events-or-Information.pdf
Social Accountability Policy	P2, P3, P6, P7, P8	https://radicokhaitan.com/wp-content/uploads/2025/06/Social-Accountability-Policy.pdf
EHS Policy	P2, P6	https://radicokhaitan.com/wp-content/uploads/2025/06/EHS-Policy.pdf
Supplier Code of Conduct	P1, P2, P3, P4, P5, P6, P7, P8, P9	https://radicokhaitan.com/wp-content/uploads/2025/06/Supplier-Code-of-Conduct.pdf
CSR Policy	P8	https://radicokhaitan.com/wp-content/uploads/2022/09/CSR-Policies.pdf
Privacy Policy	P9	https://radicokhaitan.com/privacy-policy/
Anti-bribery Policy	P1	https://radicokhaitan.com/wp-content/uploads/2021/03/Radico-Anti-bribery-Policy.pdf
POSH Policy	P3, P5	https://www.radicokhaitan.com/wp-content/uploads/2021/03/Sexual-Harassment-Policy.pdf
Stakeholders Grievance Redressal Policy	P4	https://www.radicokhaitan.com/wp-content/uploads/2024/07/Stakeholder-Grievance-Redressal-Policy.pdf
Whistle blower Policy	P1, P2,P3, P4, P5, P6, P7, P8, P9	https://radicokhaitan.com/wp-content/uploads/2022/09/Whistle-Blower-Policy.pdf

4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.

- **P2, P3 & P6:** Occupational Health and Safety Management Systems (ISO 45001:2018)
- **P6:** Environmental Management System (ISO 14001:2015)
- **P1, P2 & P9:** Quality Management System (ISO 9001:2015)
- **P2 & P9:** Food Safety Management System (ISO 22000:2018)

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

Sustainability is an integral part of Radico Khaitan's long-term business strategy. The Company has established commitments across key environmental, social and governance priorities to strengthen operational resilience, create long-term stakeholder value and contribute towards responsible business conduct.

Our key commitments include:

- **Climate Action:** Progressively reduce greenhouse gas emissions through renewable energy adoption, energy-efficient technologies, process optimisation and resource-efficient manufacturing, while supporting India's long-term Net Zero ambitions.
- **Water Stewardship:** Sustain Zero Liquid Discharge (ZLD) operations across all manufacturing facilities, improve water-use efficiency through process optimisation, water recycling and rainwater harvesting, and enhance long-term water security.
- **Waste Management:** Increase resource circularity through packaging optimisation, by-product recovery, recycling and responsible waste management, while minimising waste sent for disposal.
- **Responsible Supply Chain:** Strengthen responsible sourcing practices through supplier engagement, ethical procurement, sustainability assessments and compliance with the Company's Supplier Code of Conduct.
- **Human Capital and Workplace Safety:** Foster a safe, healthy and inclusive workplace through continuous improvement in occupational health and safety, employee capability development, diversity and employee well-being initiatives.
- **Corporate Governance and Business Ethics:** Maintain the highest standards of corporate governance, regulatory compliance, ethical business conduct and transparency through robust policies, internal controls and effective risk management.

The Company periodically reviews these commitments and integrates them into its business strategy to drive continuous improvement and long-term sustainable value creation.

6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.

The Company continued to make steady progress across its key ESG priorities during the reporting period.

Some of the key achievements include:

- Continued operation of Zero Liquid Discharge (ZLD) systems across all manufacturing facilities, enabling effective water recycling and responsible water management.
- Strengthened climate action initiatives through investments in renewable energy, biomass-based captive co-generation, energy-efficient technologies and process optimisation to improve energy performance and reduce greenhouse gas emissions.
- Advanced circular economy initiatives through lightweight packaging, increased by-product recovery, supporting resource efficiency and waste reduction.
- Continued enhancement of occupational health and safety through regular safety audits, structured training programmes, emergency preparedness, behavioural safety initiatives and periodic health check-ups for employees.
- Strengthened responsible sourcing practices through supplier engagement, sustainability awareness programmes and implementation of the Supplier Code of Conduct.
- Continued focus on ethical governance, compliance and risk management through robust internal control systems, periodic policy reviews, employee awareness programmes and Board-level oversight of ESG matters.

The Company regularly monitors the progress of its ESG commitments through defined governance mechanisms and management reviews. These commitments are reviewed periodically to align with evolving regulatory requirements, stakeholder expectations and business priorities, and no material deviations from the Company's sustainability commitments were observed during the reporting period.

Detailed disclosures on Radico Khaitan's performance across Environmental, Social, and Governance dimensions are presented under the relevant principles in this report.

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements

At Radico Khaitan, sustainability is embedded in our business strategy and guides the way we create long-term value for our stakeholders. As one of India's leading manufacturers of Indian Made Foreign Liquor (IMFL), we recognise that responsible growth requires balancing business performance with environmental stewardship, social responsibility and strong corporate governance. ESG considerations are therefore integrated into our decision-making processes, enabling us to build a resilient and future-ready organisation.

The alcoholic beverages industry presents unique sustainability challenges, particularly in the areas of water stewardship, climate resilience, responsible sourcing, packaging circularity, product quality, food safety and responsible consumption. We continue to address these priorities through focused investments in resource-efficient manufacturing, renewable energy, biomass-based captive co-generation, circular economy initiatives and robust governance practices. Our manufacturing facilities operate on a Zero Liquid Discharge (ZLD) model, supported by water recycling, rainwater harvesting and groundwater recharge initiatives that strengthen water security while reducing our environmental footprint.

We remain committed to improving energy efficiency and reducing greenhouse gas emissions through renewable energy adoption, biomass-based captive co-generation, process optimisation and value engineering initiatives. Our efforts to increase bottle reclaim, optimise packaging, promote recycling and recover valuable by-products reflect our commitment to resource efficiency and circularity. Equally, we maintain stringent quality management and food safety systems to ensure that our products consistently meet the highest standards of quality, safety and regulatory compliance.

Our people remain at the heart of our business. We continue to strengthen workplace health and safety, employee capability development, diversity and inclusion, and human rights practices while fostering a culture of integrity, transparency and accountability. Through our CSR initiatives, we contribute towards education, healthcare, livelihood enhancement, environmental conservation and community development, creating meaningful and lasting social impact.

Strong governance remains the foundation of our sustainability journey. Supported by Board oversight and robust internal governance mechanisms, we continue to strengthen our ESG framework through ethical business practices, effective risk management, regulatory compliance and responsible engagement with our value chain. We are equally committed to promoting responsible marketing and responsible consumption, ensuring that our products are marketed in accordance with applicable laws, industry codes and ethical standards while encouraging informed and responsible consumer choices.

While we are proud of the progress made, we recognise that sustainability is a journey of continuous improvement. We remain focused on enhancing resource efficiency, strengthening climate resilience, advancing responsible sourcing and embedding ESG considerations across our value chain. By aligning our business strategy with the National Guidelines on Responsible Business Conduct (NGRBC), the SEBI Business Responsibility and Sustainability Reporting (BRSR) Framework and the United Nations Sustainable Development Goals (UN SDGs), we remain committed to creating sustainable value for our shareholders, consumers, employees, business partners, communities and the environment.

Dr. Lalit Khaitan
Chairman & Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/ policies

ESG Committee: The Composition of the ESG Committee is provided below

S. No.	Name of Directors	Designation
1	Mr. Tushar Jain DIN: 00053023	Chairman and Non-Executive Independent Director
2	Mr. Abhishek Khaitan DIN: 00772865	Member and Executive Director
3	Ms. Sushmita Singha DIN: 02284266	Member and Non-Executive Independent Director

9. Does the entity have a specified Committee of the Board / Director responsible for decision-making on sustainability related issues? (Yes / No). If yes, provide details.

Yes. The ESG Committee is responsible for making decisions on sustainability related issues. The composition of the Committee is provided in answer to question 8 above.

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	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action and frequency of review for performance against above policies and follow up action	The Company's policies are approved by the Board of Directors or the relevant Board Committees and are periodically reviewed by the respective Department Heads to assess their effectiveness, regulatory compliance and alignment with business and ESG priorities. Based on these reviews, necessary amendments and corrective actions are implemented with the approval of the Board, Board Committees or the respective Department Heads, as applicable.								
	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	The policies are reviewed internally on a periodic basis.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances and frequency of review	Radico Khaitan is in compliance with all applicable statutory requirements. No non-compliance was observed against any NGRBC Principles.								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

P1	P2	P3	P4	P5	P6	P7	P8	P9
N	N	N	N	N	N	N	N	N
The working of the Policies is reviewed from time to time by the Board, Audit Committee and the Management in their respective areas. However, no external evaluation of working of the Policies was carried out.								

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

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 as all principles are covered by respective policies.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or / human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1 :

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

Sustainable Development Goals Mapped with NGRBC Principle 1

Essential Indicators

1. **Percentage coverage by training and awareness programs on any of the principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	2	• Internal Financial Controls and Risk Management • Corporate Restructuring	100%
Key Managerial Personnel	2	• Internal Financial Controls and Risk Management • Corporate Restructuring • AI Training	100%
Employees other than BoD and KMPs	192	• Premium Brand Selling • Hazardous Waste Management • Food Safety Management • Safety Management and Skill Updation, etc	71%
Workers	64	• Sensory Evaluation • Fire Fighting • Hazardous Waste Management	79%

2. **Details of fines/penalties/punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format**

(Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

	Monetary				
Particulars	**NGRBC Principle**	**Name of the regulatory/Enforcement agencies/judicial institutions**	**Amount (In Rs)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty / Fine	There were no penalty/fine/settlement/compounding fee that required disclosure based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.				
Settlement/ Compounding fee					

Non-Monetary				
Particulars	**NGRBC Principle**	**Name of the regulatory/enforcement agencies/judicial institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	There were no instances that required disclosure based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.			
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.**

   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. Radico Khaitan has adopted an Anti-Bribery Policy that reinforces the Company's zero-tolerance approach towards bribery, corruption and other unethical business practices. The Policy applies to all Directors, employees and third parties acting on behalf of the Company, including suppliers, contractors, consultants, agents and intermediaries.

   The Policy prohibits the offering, solicitation, acceptance or facilitation of any form of bribe or improper advantage and requires all business dealings to be conducted with integrity, transparency and in compliance with applicable laws. It also prescribes appropriate controls relating to gifts, hospitality, facilitation payments, conflicts of interest, third-party interactions and maintenance of accurate books and records.

   The implementation of the Policy is supported through employee awareness programmes, internal controls, periodic compliance monitoring and oversight by the senior management and the Board of Directors. Any actual or suspected instances of bribery or unethical conduct can be reported through the Company's Whistle Blower Mechanism, which provides a confidential and non-retaliatory channel for reporting concerns.

   The Policy is available on the Company's website and can be accessed at https://www.radicokhaitan.com/wp-content/uploads/2021/03/Radico-Anti-bribery-Policy.pdf.

   Further, the Company's commitment to ethical business conduct extends across its value chain through its Supplier Code of Conduct, which requires suppliers and their employees to comply with all applicable anti-bribery, anti-corruption and anti-money laundering laws, maintain the highest standards of integrity and conduct business in a fair, transparent and responsible manner. The Supplier Code of Conduct is available at https://www.radicokhaitan.com/wp-content/uploads/2025/06/Supplier-Code-of-Conduct.pdf

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

   NIL

6. **Details of complaints about conflict of interest of the Directors & KMPs.**

   NIL

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

   Not Applicable

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

Particulars	FY2026	FY2025
Number of days of accounts payable	35	34*

**The number of days of accounts payable for FY2025 has been revised due to regrouping and rearrangement.*

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	FY2026	FY2025
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses.	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales from top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/ total purchases)	2%	3%
	b. Sales (Sales with related parties/ total sales)	0.1%	-
	c. Loans & advances (Loans & advances given to related parties/ total loans & advances)	19%	20%
	d. Investments (Investments in related parties/ total Investments made)	100%	100%

Leadership Indicators

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

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

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. Radico Khaitan has established robust governance mechanisms to identify, disclose and manage actual or potential conflicts of interest involving members of the Board of Directors.

The Company's Code of Conduct for Directors and Senior Management requires Directors to act honestly, ethically and in the best interests of the Company while avoiding situations that may result in an actual or perceived conflict between their personal interests and those of the Company. Directors and Senior Management are required to adhere to the standards of integrity and ethical conduct prescribed under the Code. The Code is available on the Company's website at https://www.radicokhaitan.com/wp-content/uploads/2019/09/Code-of-Conduct-for-Directors-and-Senior-Management.pdf

In addition, the Company has adopted a Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions, which establishes a structured framework for identifying, reviewing and approving related party transactions. Directors and Key Managerial Personnel are required to make timely disclosures of their interests and any potential conflicts in accordance with the applicable provisions of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Where a conflict of interest exists or is likely to arise, the concerned Director abstains from participating in the deliberations and voting on the relevant matter. Related party transactions are reviewed by the Audit Committee and, wherever applicable, approved by the Board of Directors or shareholders in accordance with the Company's governance framework and applicable regulatory requirements.

These processes promote transparency, accountability and objective decision-making while safeguarding the interests of the Company and its stakeholders. The Related Party Transactions Policy is available on the Company's website at https://radicokhaitan.com/wp-content/uploads/2026/07/Related-Party-Transactions-Policy.pdf.

Principle 2:

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

Sustainable Development Goals Mapped with NGRBC Principle 2

Essential Indicators

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

Particulars	FY2026	FY2025	Details of improvements in environmental and social impacts
R&D	-	-	
Capex	4%	8%	

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?**

   The Company is committed to integrating sustainability considerations into its procurement and sourcing practices. While the percentage of sustainably sourced inputs is not currently tracked as a separate metric, sustainability forms an important consideration in supplier selection, evaluation and engagement.

   The Company procures a significant proportion of its raw materials from suppliers located within approximately 200 kilometres of its manufacturing facilities, wherever operationally feasible. This localized sourcing approach supports regional economic development, improves supply chain resilience and reduces transportation-related greenhouse gas emissions.

   Further, suppliers are expected to comply with the Company's Supplier Code of Conduct, which sets out expectations relating to environmental stewardship, ethical business practices, human rights, labour standards and regulatory compliance. The Company also engages with suppliers through sustainability awareness programmes and encourages responsible sourcing practices across its value chain.

   Through these initiatives, Radico Khaitan continues to strengthen a responsible, resilient and sustainable supply chain while creating long-term value for its stakeholders.

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

   The Company's products are intended for end-consumer consumption and, therefore, are not reclaimed at the end of their lifecycle. However, Radico Khaitan has implemented comprehensive systems for the responsible management, recycling and disposal of packaging materials and operational waste in accordance with applicable environmental regulations, while promoting circular economy principles across its operations.

   (a) **Plastics (including packaging):**

   The Company continuously works towards reducing plastic consumption through packaging optimisation and responsible material selection. Plastic waste generated during operations is segregated at source and handed over only to authorised recyclers for recycling or environmentally sound disposal. The Company also complies with the applicable requirements relating to Extended Producer Responsibility (EPR) for plastic packaging and continuously evaluates opportunities to enhance the use of recyclable and sustainable packaging materials.

(b) **E-waste:**

Electronic waste generated from offices and manufacturing facilities, including computers, printers and other electronic equipment, is segregated and disposed of only through authorised e-waste recyclers, ensuring environmentally responsible recycling and recovery of valuable resources.

(c) **Hazardous Waste:**

Hazardous waste generated during manufacturing operations, including used oil, spent chemicals, contaminated containers and other hazardous materials, is managed in accordance with the applicable provisions of the Hazardous and Other Wastes (Management and Transboundary Movement) Rules. Such waste is stored, handled, transported and disposed of only through authorised recyclers, co-processors or disposal facilities approved by the competent authorities.

(d) **Other Waste:**

The Company follows a systematic waste management approach based on the principles of reduce, reuse and recycle. Organic by-products generated during the distillation process are recovered and utilised for value-added applications wherever feasible. Other recyclable waste streams, including paper, cardboard, glass, metal and wooden packaging materials, are segregated and channelised to authorised recyclers. Through initiatives such as lightweight packaging, by-product recovery, resource optimisation and responsible waste management, the Company continues to minimise waste generation and enhance resource circularity across its operations.

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's plastic packaging under the applicable provisions of the Plastic Waste Management Rules, 2016, as amended. The Company has established an EPR framework to fulfil its statutory obligations and ensure environmentally responsible management of plastic packaging waste.

The Company's waste collection and recycling plan is aligned with the Extended Producer Responsibility Action Plan submitted to the concerned Pollution Control Authorities. Compliance with EPR obligations is monitored on a periodic basis through authorised Producer Responsibility Organisations (PROs) and registered recyclers to ensure traceability and regulatory compliance.

During FY2026, the Company facilitated the recycling of 14,728 MT of plastic waste as part of its Extended Producer Responsibility commitments. This initiative contributed to reducing plastic waste, promoting resource circularity and supporting the Company's broader sustainability and circular economy objectives.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the service industry)?**

No. The Company has not undertaken a formal Life Cycle Assessment (LCA) for its products during the reporting period. However, sustainability considerations are integrated across various stages of the product lifecycle through initiatives aimed at improving resource efficiency, reducing environmental impacts and promoting circularity.

The Company continues to adopt a life cycle approach by implementing initiatives such as:

- Improving energy efficiency through process optimisation, renewable energy adoption and biomass-based captive co-generation.
- Enhancing water stewardship through Zero Liquid Discharge (ZLD), water recycling, rainwater harvesting and groundwater recharge initiatives.
- Reducing packaging-related environmental impacts through lightweight glass bottles, packaging optimisation and the use of recycled materials, wherever feasible.
- Promoting circular economy practices through by-product recovery, responsible waste management, recycling and compliance with Extended Producer Responsibility (EPR) requirements.
- Optimising manufacturing processes to improve resource efficiency and minimise waste generation across operations.

These initiatives enable the Company to reduce the environmental footprint of its products throughout their lifecycle while strengthening operational efficiency and supporting its broader sustainability objectives. The Company will continue to evaluate opportunities to adopt more comprehensive life cycle assessment methodologies as its sustainability framework evolves.

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.**

   Not Applicable

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	FY2026	FY2025
Glass Bottle	11%*	20%

** The reduction is attributable to strategic changes in packaging design and formats, including increased saliency of PET bottles in smaller SKUs. It should not be interpreted as a reduction in the Company's overall commitment to sustainable packaging. The Company continues to advance packaging sustainability through material optimisation, lightweight packaging, responsible sourcing and compliance with Extended Producer Responsibility (EPR) requirements.*

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of.**

   Radico Khaitan promotes circular economy principles through the recovery and reuse of glass bottles. During FY2026, the glass bottle reclaim rate was 11%, compared to 20% in FY2025. The decline was primarily due to the increased adoption of PET bottles and smaller pack formats across certain brands.

   Recovered glass bottles are collected, inspected, cleaned and reused at bottling facilities, reducing virgin glass consumption, conserving natural resources and lowering greenhouse gas emissions. The Company also continues to strengthen packaging sustainability through material optimisation and compliance with Extended Producer Responsibility (EPR) requirements.

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
Glass Bottle	11%

Principle 3:

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

Sustainable Development Goals Mapped with NGRBC Principle 3

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent employees											
Male	1,248	1,248	100%	1,248	100%	-	-	-	-	-	-
Female	30	30	100%	30	100%	30	100%	-	-	30	100%
Total	**1,278**	**1,278**	**100%**	**1,278**	**100%**	**30**	**100%**	**-**	**-**	**30**	**100%**
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent workers											
Male	265	265	100%	265	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**265**	**265**	**100%**	**265**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**
Other than Permanent workers											
Male	666	666	100%	666	100%	-	-	-	-	-	-
Female	91	91	100%	91	100%	91	100%	-	-	91	100%
Total	**757**	**757**	**100%**	**757**	**100%**	**91**	**100%**	**-**	**-**	**91**	**100%**

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

Particulars	FY2026	FY2025
Cost incurred on well-being measures as a % of total revenue of the company	0.02%	0.06%

2. **Details of retirement benefits.**

Benefits	FY2026			FY2025		
	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.)
Provident Fund	100%	74%	Y*	100%	30%	Y*
Gratuity	100%	74%	NA	100%	30%	NA
ESI	3%	50%	Y	6%	21%	Y
Others:	-					

**Radico Khaitan maintains a trust authorized by the EPFO under the Ministry of Labour.*

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. Radico Khaitan is committed to providing an inclusive, equitable and accessible workplace for all employees and workers, including persons with disabilities, in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016, wherever applicable.

The Company strives to ensure that its offices and manufacturing facilities are accessible and provides reasonable accommodations to support employees with disabilities in performing their roles effectively. Depending on operational requirements and the nature of the workplace, these measures include accessible infrastructure, barrier-free access, appropriate workplace facilities, assistive equipment, ergonomic workstations and other reasonable accommodations.

The Company also promotes an inclusive work culture through its Equal Opportunity Policy and employment practices that are based on merit, equal opportunity and non-discrimination, ensuring that all employees are treated with dignity, fairness and respect.

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

Yes. Radico Khaitan is committed to providing an inclusive, equitable and accessible workplace that enables all employees, including persons with disabilities, to participate fully and contribute effectively. The Company is committed to complying with the provisions of the Rights of Persons with Disabilities Act, 2016 and the Rules framed thereunder.

This commitment is embedded in the Company's Social Accountability Policy, which promotes equal opportunity, non-discrimination and inclusion across all stages of the employment lifecycle, including recruitment, training, career development and workplace practices. The Policy also seeks to eliminate barriers that may hinder the full and effective participation of persons with disabilities and encourages the provision of reasonable accommodation, wherever required, to enable them to perform their roles effectively.

The Company strives to ensure that its offices and manufacturing facilities are accessible, wherever applicable, and continuously endeavours to enhance workplace accessibility through appropriate infrastructure, workplace facilities and support mechanisms in line with business requirements and applicable legal provisions.

The Social Accountability Policy is available on the Company's website and can be accessed at https://www.radicokhaitan.com/wp-content/uploads/2025/06/Social-Accountability-Policy.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*	-	-	-	-
Female	100%	100%	-	-
Total	**100%**	**100%**	**-**	**-**

**There were no male employees who took parental leave during FY2025 or FY2026.*

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

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes. Radico Khaitan has established a structured and accessible grievance redressal mechanism to enable employees and workers to raise concerns relating to workplace issues in a fair, transparent and timely manner. Employees and workers are encouraged to first report their concerns to their immediate supervisor or Head of Department. If the matter remains unresolved or requires further escalation, concerns may be raised with the Human Resources Department, Unit Head or other designated management personnel, as applicable. Workers may also raise concerns through their recognised unions, wherever such arrangements exist. In addition to these formal grievance channels, the Company promotes an open-door culture through regular employee interactions, engagement sessions and informal communication forums, enabling employees to freely share feedback and concerns. These mechanisms facilitate early identification of workplace issues and support timely resolution. For matters relating to unethical conduct, fraud or violations of the Company's Code of Conduct, employees and other stakeholders may utilise the Whistle Blower Mechanism, which provides a confidential and non-retaliatory reporting channel. Complaints relating to sexual harassment are addressed through the Internal Committee constituted under the Company's Policy on Prevention of Sexual Harassment (POSH), in accordance with the applicable legal requirements. The Company is committed to ensuring that all grievances are handled confidentially, impartially and without retaliation, thereby fostering a respectful, inclusive and positive workplace environment.

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

Category	FY2026			FY2025		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) of Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) of Union (D)	% (D/C)
Total Permanent Employees	1,278	-	-	1,221	-	-
- Male	1,248	-	-	1,194	-	-
- Female	30	-	-	27	-	-
Total Permanent Workers	265	140	53%	273	141	52%
- Male	265	140	53%	273	141	52%
- Female	-	-	-	-	-	-

8. **Details of training given to employees and workers:**

Category	FY2026					FY2025				
	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	1,248	376	30%	747	60%	1,194	271	23%	592	50%
Female	30	7	23%	12	40%	27	6	22%	5	19%
Total	**1,278**	**383**	**30%**	**759**	**59%**	**1,221**	**277**	**23%**	**597**	**49%**
Workers										
Male	931	578	62%	617	66%	2,380	2,184	92%	2,312	97%
Female	91	91	100%	91	100%	260	260	100%	260	100%
Total	**1,022**	**669**	**65%**	**708**	**69%**	**2,640**	**2,444**	**93%**	**2,572**	**97%**

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

Category	FY2026*			FY2025*		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,248	1,064	85%	1,194	1,099	92%
Female	30	22	73%	27	18	67%
Total	**1,278**	**1,086**	**85%**	**1,221**	**1,117**	**91%**
Workers						
Male	265	265	100%	273	226	83%
Female	-	-	-	-	-	-
Total	**265**	**265**	**100%**	**273**	**226**	**83%**

**The above data reflects performance evaluation of permanent employees and workers.*

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, what is the coverage of such a system?

Yes. Radico Khaitan has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) across all its manufacturing facilities, providing 100% coverage to employees and workers, including contract workers. Several of the Company's manufacturing locations are certified to ISO 45001:2018, demonstrating alignment with internationally recognised occupational health and safety standards.

The Company's Health and Safety Policy provides the framework for identifying, assessing and mitigating workplace risks while promoting a culture of proactive safety, continuous improvement and shared responsibility. The OHSMS encompasses risk assessments, safe operating procedures, permit-to-work systems, contractor safety management, emergency preparedness and response, incident and near-miss reporting, periodic safety audits, behavioural safety initiatives and regular health and safety training programmes.

To safeguard employee well-being, the Company conducts periodic occupational health assessments, provides access to Occupational Health Centres and medical facilities, and undertakes regular emergency drills and awareness programmes. Safety performance is continuously monitored through internal reviews, compliance audits and management oversight to ensure compliance with applicable legal requirements and drive continual improvement in workplace health and safety.

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

As part of its Occupational Health and Safety Management System, Radico Khaitan has established a structured Hazard Identification and Risk Assessment (HIRA) process to identify, assess and mitigate work-related hazards associated with both routine and non-routine activities across its operations. The process covers all employees, workers and contract personnel and is implemented at all manufacturing facilities.

Hazards are systematically identified through workplace inspections, process risk assessments, Job Safety Analysis (JSA), permit-to-work systems, incident and near-miss investigations, safety observations, change management processes and periodic safety audits. Identified risks are evaluated based on their likelihood and potential impact, following which appropriate mitigation measures are implemented using the Hierarchy of Controls, including elimination, substitution, engineering controls, administrative controls and the use of appropriate personal protective equipment (PPE).

The effectiveness of these controls is regularly monitored through internal safety inspections, behavioural safety observations, compliance audits, emergency preparedness drills and periodic management reviews. The Company also conducts annual third-party assessments of its occupational health and safety management systems and workplace conditions, including industrial hygiene assessments, to identify opportunities for continual improvement and strengthen its safety culture.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks?

Yes. Radico Khaitan has established formal processes that enable employees and workers, including contract workers, to promptly report unsafe acts, unsafe conditions, near misses and other work-related hazards through their supervisors, departmental heads, Safety Officers or the Environment, Health and Safety (EHS) team. Safety concerns may also be raised during toolbox talks, Safety Committee meetings, workplace inspections and other employee engagement forums.

The Company has implemented a structured near-miss reporting system, encouraging employees and workers to proactively report incidents that could potentially result in injury, illness or property damage. Reported observations are systematically investigated through Root Cause Analysis (RCA), following which appropriate Corrective and Preventive Actions (CAPA) are identified, implemented and monitored to prevent recurrence and drive continuous improvement.

The Company encourages every employee and worker to exercise their responsibility to stop work or remove themselves from situations that present an imminent risk to life, health or safety and to immediately report such hazards without fear of retaliation. Reported hazards are promptly evaluated, corrective measures are implemented and learnings are communicated across the organisation to strengthen workplace safety.

Safety governance is further reinforced through Safety Committees with worker representation, which periodically review workplace hazards, monitor safety performance, recommend corrective actions and promote employee participation in health and safety initiatives. The Company also strengthens its safety culture through regular induction programmes, periodic safety and fire safety training, emergency response drills, behavioural safety initiatives and continuous employee engagement, fostering a proactive and collaborative approach to occupational health and safety.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes. Radico Khaitan is committed to promoting the overall health and well-being of its employees and workers by providing access to non-occupational medical and healthcare services in addition to statutory occupational health facilities.

The Company provides onsite medical support at its manufacturing facilities or has arrangements with nearby hospitals and healthcare providers to ensure timely medical assistance, wherever required. Employees are also covered under medical insurance schemes in accordance with the Company's policies, enabling access to quality healthcare services.

To promote preventive healthcare and overall well-being, the Company periodically organises health check-up camps, medical consultations, health awareness sessions and wellness programmes covering areas such as lifestyle diseases, nutrition, mental well-being, stress management and preventive healthcare. Regular medical examinations and health monitoring are also undertaken, wherever applicable, to encourage early detection and promote a healthier workforce.

Through these initiatives, the Company strives to foster a safe, healthy and supportive work environment that enhances the physical, mental and emotional well-being of its employees and workers.

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

Safety Incident/Number	Category	FY2026	FY2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	1
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

At Radico Khaitan, the health, safety and well-being of our employees and workers remain fundamental to our operational excellence and long-term sustainability. We have implemented a comprehensive Occupational Health and Safety Management System (OHSMS) aligned with ISO 45001:2018, which provides a structured framework for identifying, assessing and mitigating workplace risks while fostering a strong safety culture across all manufacturing facilities.

Safety considerations are integrated throughout the lifecycle of our operations—from the design and commissioning of manufacturing facilities and equipment to day-to-day operations and maintenance activities. We continuously invest in engineering controls, process automation, safety systems and workplace infrastructure to minimise operational risks and provide a safe and healthy working environment.

Our Environment, Health and Safety (EHS) framework is supported by structured Hazard Identification and Risk Assessment (HIRA) processes, permit-to-work systems, Job Safety Analysis (JSA), contractor safety management, behavioural safety initiatives, near-miss reporting, incident investigations, Root Cause Analysis (RCA) and implementation of Corrective and Preventive Actions (CAPA). These measures are complemented by regular workplace inspections, internal safety audits and periodic third-party assessments to drive continual improvement.

Employee participation remains central to our safety culture. Safety Committees with worker representation periodically review workplace hazards, recommend corrective actions and promote active employee involvement in health and safety initiatives. Regular induction programmes, toolbox talks, safety awareness campaigns, fire and emergency response drills and annual training programmes ensure that employees and workers remain well-equipped to identify hazards, respond to emergencies and adopt safe work practices.

To support employee well-being, the Company provides access to Occupational Health Centres or appropriate medical facilities, periodic health check-ups, medical surveillance programmes and emergency medical response arrangements, wherever applicable. Through these preventive and proactive measures, Radico Khaitan continues to strengthen its commitment to providing a safe, healthy and inclusive workplace while promoting a culture of shared responsibility, continuous learning and operational excellence.

For further details on the Company's occupational health and safety performance, please refer to Question 10 of the Essential Indicators under this Principle.

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

Particulars	FY2026			FY2025		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties) *
Health and safety practices	100%
Working Conditions	100%

** We adopt a risk-based approach to assess health and safety practices and working conditions, which is an integral part of our internal audit system. A structured and proactive framework is in place at the plant level to regularly evaluate and monitor these aspects. While these systems are actively implemented, the reported figures reflect the outcomes of formal assessments conducted under risk-based approach as a part of internal audits, ensuring a consistent focus on employee well-being and workplace safety.*

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.

During the FY2026, no significant health and safety risks were identified across our operations. Accordingly, this disclosure is not applicable for the reporting period.

Leadership Indicators

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

Yes, permanent employees and workers are covered under group life insurance of the Company.

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

Radico Khaitan is committed to promoting responsible labour practices and ensuring compliance with applicable statutory requirements across its value chain. The Company has established robust processes to verify that contractors and service providers fulfil their statutory obligations towards their employees before payments are released.

For contract labour, contractors are required to submit documentary evidence demonstrating compliance with applicable labour laws, including timely payment of wages and deposit of statutory dues such as Employees' Provident Fund (EPF), Employees' State Insurance (ESI), Labour Welfare Fund (where applicable), Bonus, Gratuity and other statutory contributions, along with relevant challans, returns and supporting records. Payments to contractors are processed only after verification of these compliance documents, thereby reinforcing accountability and regulatory compliance.

For suppliers and other business partners, compliance with applicable labour laws and statutory obligations forms an integral part of the Company's responsible sourcing framework. The Supplier Code of Conduct requires suppliers to comply with all applicable legal, labour and social requirements, including timely payment of statutory dues to their workforce. These measures strengthen supply chain governance, promote ethical business conduct and support the Company's commitment to responsible and sustainable procurement.

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

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	
	FY2026	FY2025	FY2026	FY2025
Employees	N.A. as there has been no rehabilitation.			
Workers				

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

Yes. Radico Khaitan is committed to supporting employees throughout their employment lifecycle, including during career transitions arising from retirement or separation from the Company. While the nature of support may vary depending on individual circumstances and business requirements, the Company encourages continuous learning and skill enhancement to improve long-term employability.

Employees are provided with regular technical, functional and behavioural training programmes, leadership development initiatives and skill upgradation opportunities that strengthen their professional capabilities and prepare them for evolving career opportunities. The Company also facilitates structured knowledge transfer and succession planning, wherever applicable, to ensure smooth transition of responsibilities while preserving organisational knowledge.

In cases of retirement or separation, employees are supported through established Human Resources processes, including timely settlement of statutory and contractual benefits, counselling on transition requirements, and appropriate guidance to facilitate a smooth and respectful exit. These measures reflect the Company's commitment to responsible employment practices and employee well-being throughout the employment lifecycle.

5. **Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practice*	Nil
Working Conditions*	Nil

** While we have multiple checks and balances in place, including the assessment of suppliers, we are in the process of formalising a structured mechanism to systematically collate and analyse this data.*

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.**

Not Applicable

Principle 4:

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

Sustainable Development Goals Mapped with NGRBC Principle 4

Essential Indicators

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

Radico Khaitan follows a structured and systematic approach to identifying and engaging with its key stakeholders, recognising that meaningful stakeholder engagement is fundamental to responsible business conduct and long-term value creation. Stakeholders are identified based on the nature of their relationship with the Company, their influence on or dependence upon the Company's operations, and the actual or potential economic, environmental and social impacts arising from the Company's activities.

The stakeholder identification process considers factors such as regulatory obligations, business relationships, operational dependencies, strategic priorities, material ESG issues and stakeholder expectations. The exercise is undertaken through cross-functional management consultations, periodic internal assessments, engagement with business functions and review of the Company's value chain to ensure that all relevant stakeholder groups are appropriately identified and prioritised.

The Company's key stakeholders include employees, workers, contractors, suppliers, distributors, customers, investors and shareholders, lenders, regulatory authorities, government bodies, local communities, industry associations, media and other business partners.

The Company engages with these stakeholders through structured and ongoing communication channels to understand their expectations, address their concerns and incorporate their feedback into business strategy, risk management and sustainability initiatives. Stakeholder inputs also contribute to the identification and periodic review of the Company's material ESG topics, enabling informed decision-making and supporting long-term sustainable value creation.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	• Customer Care • Website • Social Media • Email • Distributor Network • Consumer Feedback • One-to-one meetings	• Continuous	• Product quality and safety • Responsible consumption • Customer satisfaction • Product innovation • Complaint resolution • Brand experience
Employees	No	• Website • E-mail • Training Sessions • Performance Review Meet • Employee Surveys • Periodical Work Meet • Town Halls • Notice Boards	• Continuous	• Employee well-being • Occupational Health and Safety • Learning and development • Diversity and inclusion • Performance Management • Grievance redressal

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government / Regulatory Bodies	No	• Meetings • Regulatory Filings • Inspections • Industry Consultations	• On-going basis	• Regulatory compliances • Transparency in disclosures • Corporate governance practices
Shareholders and Investors	No	• Quarterly financial results through stock exchanges • Analyst meetings • General Meetings • Emails • Newspaper advertisements • Notices • Annual Report • Website	• Quarterly • Annual • Event Based	• Updates on financial results and business performance • Addressing investors' concerns and queries • Providing insights on corporate governance mechanism
Communities	No	• CSR Programmes • Community Meetings • Website • E-mail • Public Hearings	• On-going basis	• Communication regarding sustainable growth • Addressing grievances and concerns • Providing assurance and solutions
Suppliers / Service Providers	No	• Website • E-mail • One-to-one/ group meet	• As and when required	• Communication regarding sustainable use of natural resources • Addressing grievances and concerns • Providing assurance and solutions • Infrastructural support
Distributors & Channel Partners	No	• Distributor Meets • Website • Social Media • Email • One-to-one meetings	• Continuous	• Responsible marketing • Market insights • Product availability • Customer satisfaction • Regulatory compliance
Industrial Association	No	• Participation in various Trade Associations and events • Membership in various Committees and Forums • Conferences	• On-going basis	• Responsible corporate citizenship • Discussion on best industrial practices • Updation on regulatory amendments • Compliance and transparency • Representing the industry
Media	No	• Press Conference • Press Release • Media Events • Conclaves • Participation in Forums and Summits • One-to one interaction by Senior Management	• On-going basis	• Addressing stakeholders • Product launch • Branding • Sharing management views

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 is committed to maintaining transparent, consistent and meaningful engagement with its stakeholders on key economic, environmental, social and governance (ESG) matters. Stakeholder engagement is embedded within the Company's governance framework, with the Board of Directors providing strategic oversight while delegating responsibility for stakeholder consultations to the relevant Board Committees, senior management and functional leaders, based on the nature of the subject matter.

   Stakeholder feedback is gathered through structured engagement mechanisms, including investor interactions, employee engagement programmes, customer and supplier meetings, community consultations, regulatory interactions, grievance redressal mechanisms and sustainability assessments. The insights received are periodically consolidated by the respective business functions and presented to the senior management and the relevant Board Committees, wherever applicable. Material matters, emerging ESG risks, stakeholder expectations and strategic recommendations are subsequently placed before the Board of Directors for deliberation and guidance.

   This structured governance framework enables the Board to consider stakeholder perspectives while overseeing the Company's business strategy, ESG priorities, risk management and long-term value creation. The feedback also contributes to the periodic review of material ESG topics, policy formulation and continuous improvement of the Company's sustainability performance, ensuring that stakeholder expectations remain integral to the Company's decision-making process.

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

   Yes. Stakeholder consultation is an integral part of Radico Khaitan's sustainability and governance framework and plays a key role in identifying, assessing and managing material environmental and social topics. The Company regularly engages with its stakeholders, including employees, customers, suppliers, investors, local communities, regulatory authorities and industry associations, to understand their expectations, assess emerging risks and identify opportunities for continuous improvement.

   Insights gathered through these engagements are evaluated by the relevant business functions and management and are considered while developing business strategies, ESG initiatives, operational practices and internal policies. Material stakeholder feedback is also presented to the senior management and the Board, wherever appropriate, to support informed decision-making and long-term value creation.

   Regular engagement with stakeholders as stated in answer to question 1 above has helped us gather insights and influence our initiatives. For example, we adopted Zero Liquid Discharge (ZLD) systems and implemented groundwater recharge programs across manufacturing sites. Similarly, employee consultations regarding workplace safety and well-being led to the expansion of health monitoring programs, safety training, and mental wellness initiatives. Engagement with suppliers helped reinforce ethical sourcing practices and compliance with labour laws. Feedback from investors and customers has also contributed to enhanced ESG disclosures, stronger governance practices, improved product quality and a continued focus on responsible marketing and consumer awareness.

   Through this structured stakeholder engagement process, Radico Khaitan continuously strengthens its environmental and social performance while ensuring that stakeholder expectations remain integrated into its policies, business decisions and sustainability strategy.

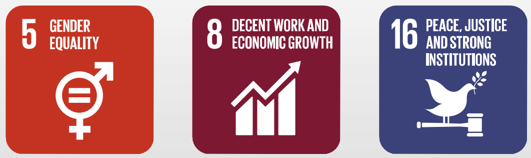
3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

   Not Applicable.

Principle 5:

Businesses should respect and promote human rights

Sustainable Development Goals Mapped with NGRBC Principle 5



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	FY2026			FY2025		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (A)	No. of employees / workers covered (B)	% (B / A)
Employees						
Permanent	1,278	151	12%	1,221	35	3%
Other than permanent	-	-	-	-	-	-
Total Employees	**1,278**	**151**	**12%**	**1,221**	**35**	**3%**
Workers						
Permanent	265	16	6%	273	14	5%
Other than permanent	757	1	0%	2,367	-	-
Total Workers	**1,022**	**17**	**2%**	**2,640**	**14**	**1%**

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

Category	FY2026					FY2025				
	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)
Permanent Employees										
Male	1,248	-	-	1,248	100%	1,194	-	-	1,194	100%
Female	30	-	-	30	100%	27	-	-	27	100%
Other than Permanent Employees										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Permanent Workers										
Male	265	-	-	265	100%	273	-	-	273	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent Workers										
Male	666	666	100%	-	-	2,107	2,107	100%	-	-
Female	91	91	100%	-	-	260	260	100%	-	-

3. **Details of remuneration/salary/wages, in the following format:**

a. **Median remuneration / wages:**

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In INR)	Number	Median remuneration/ salary/ wages of respective category (In INR)
Board of Directors (BoD)*	6	1,58,63,901	1	9,50,000
Key Managerial Personnel*	5	3,59,06,451	-	-
Employees other than BoD and KMP	1,223	8,27,330	30	12,81,960
Workers	285	4,82,643	-	-

**Executive Directors included both in Directors and Key Managerial Personnel.*

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

Particulars	FY2026	FY2025
Gross wages paid to females as % of total wages	1.77%	1.51%

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. Radico Khaitan has established a structured governance framework to identify, prevent, mitigate and address human rights impacts arising from its business operations. The Human Resources (HR) and Industrial Relations (IR) teams at each manufacturing location serve as the primary focal points for addressing human rights-related concerns and coordinating appropriate remedial actions. Depending on the nature of the concern, matters are escalated to the senior management or the appropriate committee for review and resolution.

The Company's human rights framework is supported by a comprehensive suite of policies, including the Social Accountability Policy, Stakeholder Grievance Redressal Policy, Whistle-Blower Policy, Policy on Prevention of Sexual Harassment (POSH), Anti-Bribery Policy and the Environment, Health and Safety (EHS) Policy. These policies promote fair labour practices, non-discrimination, equal opportunity, safe working conditions, ethical business conduct and protection against retaliation.

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

Radico Khaitan has established a structured grievance redressal mechanism to address concerns relating to human rights in a fair, transparent and timely manner. The Human Resources (HR) and Industrial Relations (IR) teams at each manufacturing location serve as the primary points of contact for receiving, investigating and facilitating the resolution of human rights-related grievances.

The grievance mechanism is supported by the Company's Social Accountability Policy, Stakeholder Grievance Redressal Policy, Whistle-Blower Policy, and Policy on Prevention of Sexual Harassment (POSH), which provide multiple channels for employees, workers and other stakeholders to report concerns relating to discrimination, harassment, unfair labour practices, workplace safety, unethical conduct or any other potential human rights violations. The Company is committed to ensuring that all grievances are handled confidentially, impartially and without fear of retaliation.

Concerns may be reported through the dedicated Whistle-Blower mechanism, including the designated reporting channels provided under the Company's Whistle-Blower Policy. All reported grievances are reviewed and investigated by the appropriate functions, and where necessary, corrective and preventive actions are implemented to address the root cause and prevent recurrence. The Company also undertakes periodic awareness programmes to familiarise employees and workers with their rights, the available grievance mechanisms and the Company's commitment to ethical conduct and respect for human rights.

The Whistle-Blower Policy is available on the Company's website and can be accessed at https://www.radicokhaitan.com/wp-content/uploads/2022/09/Whistle-Blower-Policy.pdf.

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

Particulars	FY2026			FY2025		
	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	-	-	-	-	-	-
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	FY2026	FY2025
Total Complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	N.A.	N.A.
Complaints on POSH upheld	N.A.	N.A.

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

Radico Khaitan is committed to providing a workplace that is free from discrimination, harassment and retaliation. The Company has established robust mechanisms to ensure that individuals raising concerns in good faith are protected from any form of victimisation, retaliation, intimidation or adverse treatment.

The Company's Whistle-Blower Policy and Policy on Prevention of Sexual Harassment (POSH) provide secure and confidential channels for reporting concerns relating to discrimination, harassment, unethical conduct and other workplace grievances. All complaints are handled with the utmost confidentiality, and information is shared only on a need-to-know basis to safeguard the privacy and dignity of all parties involved.

Complaints are investigated through a fair, impartial and time-bound process by the appropriate authority, including the Internal Committee constituted under the POSH Policy, wherever applicable. The Company follows the principles of natural justice and ensures that both the complainant and the respondent are provided an opportunity to be heard. Any act of retaliation, victimisation or intimidation against a complainant, witness or any person participating in an investigation is treated as misconduct and may result in appropriate disciplinary action.

To reinforce a respectful and inclusive workplace culture, the Company also conducts periodic awareness programmes on workplace ethics, prevention of sexual harassment, equal opportunity and respectful workplace behaviour, encouraging employees and workers to report concerns without fear of reprisal.

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

Yes. Human rights requirements form an integral part of Radico Khaitan's supplier and contractor engagement framework. The Company incorporates appropriate contractual provisions requiring vendors, contractors, service providers and suppliers to comply with applicable labour laws, human rights principles and ethical business practices.

These requirements are further reinforced through the Company's Supplier Code of Conduct, which sets clear expectations relating to the prohibition of child labour, forced labour and discrimination, promotion of equal opportunity, fair wages and working hours, freedom of association, occupational health and safety, ethical business conduct and compliance with all applicable legal and regulatory requirements. These expectations are clearly outlined through contractual clauses, supported by declarations of compliance and routine evaluations. This approach reflects Radico Khaitan's strong commitment to upholding human rights and promoting responsible conduct throughout its supply chain.

10. Assessments of the year

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

** We adopt a risk-based approach for Human Rights Assessment, which is an integral part of our internal audit system. A structured and proactive framework is in place at the plant level to regularly evaluate and monitor these aspects. While these systems are actively implemented, the reported figures reflect the outcomes of formal assessments conducted under risk-based approach as a part of internal audits, ensuring a consistent focus on employee well-being and workplace safety.*

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

Not applicable as there was no significant risk identified as part of assessment.

Leadership Indicators

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

   Not Applicable.

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

   During the reporting period, Radico Khaitan conducted Human Rights Due Diligence across all its manufacturing facilities to assess the effectiveness of its human rights management systems and identify potential human rights risks across its operations.

   The assessment covered employees, contract workers and workplace practices across the manufacturing locations and evaluated compliance with the Company's policies, applicable legal requirements and internationally recognised human rights principles. The scope of the assessment included, among other areas:

   - Prevention of child labour and forced labour
   - Prevention of discrimination and harassment, including sexual harassment (POSH)
   - Equal opportunity and non-discriminatory employment practices
   - Fair wages, working hours and statutory benefits
   - Freedom of association and grievance redressal mechanisms
   - Occupational health, safety and employee well-being
   - Working conditions and labour rights compliance
   - Ethical employment practices and workplace dignity

   The due diligence involved a combination of document reviews, site observations, stakeholder interactions and management discussions to evaluate the implementation and effectiveness of the Company's human rights framework. The findings were reviewed by the management, and wherever opportunities for improvement were identified, appropriate corrective actions were initiated as part of the Company's continuous improvement process.

   Through this assessment, the Company reaffirmed its commitment to respecting and protecting human rights, strengthening responsible business practices and fostering a safe, inclusive and respectful workplace across its operations.

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. Radico Khaitan is committed to providing an accessible and inclusive environment for all visitors, including persons with disabilities, in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016, wherever applicable.

   The Company endeavours to ensure that its offices and manufacturing locations provide barrier-free access through appropriate infrastructure and visitor support arrangements. Wherever required, reasonable accommodation is provided to facilitate the safe, convenient and dignified access of differently abled visitors to the Company's premises.

   Accessibility considerations are integrated into the Company's commitment to inclusion and equal opportunity, and the Company continues to enhance its infrastructure and facilities, wherever feasible, to improve accessibility and ensure a welcoming environment for all stakeholders.

4. **Details on assessment of value chain partners:**

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

** While we have multiple checks and balances in place, including the assessment of suppliers, we are in the process of formalising a structured mechanism to systematically collate and analyse this data.*

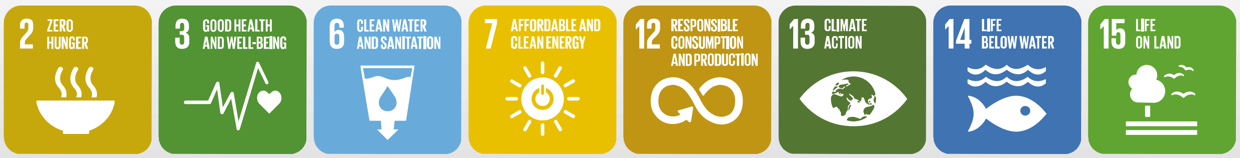
5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

   Not Applicable.

Principle 6:

Businesses should respect and make efforts to protect and restore the environment

Sustainable Development Goals Mapped with NGRBC Principle 6



Essential Indicators

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

Parameter	FY2026	FY2025
From renewable sources (in GJ)		
Total electricity consumption (A)	535	-
Total fuel consumption (B)	29,49,203	33,61,777
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**29,49,738**	**33,61,777**
From non-renewable sources (in GJ)		
Total electricity consumption (D)	92,291	79,246
Total fuel consumption (E)	7,94,594	7,82,874
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**8,86,885**	**8,62,120**
Total energy consumed (A+B+C+D+E+F)	**38,36,623**	**42,23,897**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)[1]	1.83	2.47
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total energy consumed / Revenue from operations adjusted for PPP)[1]	37.20	50.89
Energy intensity in terms of physical output[2]	10,009.45	13,469.06
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

[1]Calculated basis per lakh turnover to ensure relativity. PPP rates for FY2026 taken as ₹ 20.34 and ₹ 20.66 for FY2025. Source- *https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND*

[2]Calculated basis per lakh cases sold to ensure relativity.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency- Yes - Agile ESG Advisors 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).**

   Not applicable, as we do not fall under the categories mandated in the PAT scheme.

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

Parameter	FY2026	FY2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	12,99,435	12,42,009
(iii) Third party water (Municipal water supplies, bottled water and tanker water)	43,574	57,689
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**13,43,009**	**12,99,698**
Total volume of water consumption (in kilolitres)	**13,43,009**	**12,99,698**

Parameter	FY2026	FY2025
Water intensity per rupee of turnover (Water consumed / revenue from operations)[3]	0.64	0.76
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)[3]	13.02	15.66
Water intensity in terms of physical output[4]	3,503.81	4,144.45
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

[3]Calculated basis per lakh turnover to ensure relativity. PPP rates for FY2026 taken as ₹ 20.34 and ₹ 20.66 for FY2025. Source- https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

[4]Calculated basis per lakh cases sold to ensure relativity.

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency - Yes - Agile ESG Advisors Private Limited

4. Provide the following details related to water discharged:

Parameter	FY2026	FY2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment - Tertiary Treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**-**	**-**

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

Yes. Radico Khaitan has implemented a comprehensive Zero Liquid Discharge (ZLD) system across all its manufacturing facilities, ensuring that no treated or untreated wastewater is discharged into external water bodies. The ZLD framework enables wastewater generated during manufacturing operations to be treated, recycled and reused within the production process or for auxiliary applications, thereby minimising freshwater withdrawal and reducing the Company's environmental footprint.

To strengthen the effectiveness of its ZLD framework, the Company has installed a Condensate Processing Unit (CPU) across its distillery operations. The CPU enables the recovery and reuse of process condensate from evaporators, lees, RO permeate and other inorganic wastewater streams for applications such as cooling tower make-up, molasses dilution and flour dilution during liquefaction. This significantly reduces dependence on groundwater while improving overall water-use efficiency.

The CPU upgrade has also increased biogas (renewable energy) generation capacity from approximately 3,000 m^3/day to 3,500 m^3/day, enabling greater utilisation of treated water within operations while supporting the Company's renewable energy objectives.

Complementing its ZLD initiatives, Radico Khaitan has implemented several water conservation and groundwater recharge measures across its manufacturing locations. These include the development of rainwater harvesting ponds, artificial ponds, farm lakes, recharge pits and rooftop rainwater harvesting systems to capture and replenish rainwater. At the Sitapur manufacturing facility, a dedicated rainwater harvesting pond serves as a year-round water reservoir for operational use, reducing dependence on freshwater sources and enhancing water resilience.

Further, treated water from bottling operations is reused for production processes, utility operations, gardening and other non-potable applications, ensuring optimum utilisation of water resources. Residual solid waste generated during the treatment process is managed through authorised agencies in accordance with applicable environmental regulations.

Through these integrated initiatives, Radico Khaitan continues to strengthen its water stewardship practices by maximising water recycling and reuse, enhancing groundwater recharge, improving resource efficiency and reinforcing its commitment to sustainable manufacturing and responsible environmental management.

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

Parameter	Unit	FY2026	FY2025
NOx	KG	83,192	60,887
SOx	KG	62,989	71,766
Particulate Matter (PM)	KG	33,716	47,077
Persistent Organic Pollutants (POP)		-	-
Volatile organic Compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others- please specify		-	-

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency- Yes - Agile ESG Advisors Private Limited

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

Parameter	Unit	FY2026	FY2025
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Tco_2eq	92,214	90,357
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Tco_2eq	18,202	16,003
Total Scope 1 and Scope 2 emissions per rupee of turnover[5]	Tco_2eq/Lakh	0.05	0.06
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)[5]	Tco_2eq/Lakh USD	1.07	1.28
Total Scope 1 and Scope 2 emission intensity in terms of physical output[6]	Tco2eq/Lakh cases sold	288.07	339.16
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

[5]*Calculated basis per lakh turnover to ensure relativity. PPP rates for FY2026 taken as ₹ 20.34 and ₹ 20.66 for FY2025. Source- https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND*

[6]*Calculated basis per lakh cases sold to ensure relativity.*

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency – Yes - Agile ESG Advisors Private Limited

8. **Does the entity have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.**

Yes. Radico Khaitan has implemented several projects and operational initiatives aimed at reducing Greenhouse Gas (GHG) emissions and improving energy efficiency across its manufacturing operations. These initiatives form an integral part of the Company's climate strategy and support its long-term commitment towards decarbonisation and sustainable manufacturing.

Key initiatives include:

- Renewable Energy and Green Energy Generation: The Company continues to enhance the use of renewable energy through biomass-based captive co-generation, utilising agricultural biomass as a cleaner energy source. Upgradation of the Condensate Processing Unit (CPU) has also increased biogas generation capacity from approximately 3,000 m^3/day to 3,500 m^3/day, enabling greater substitution of conventional fuels with renewable energy.

- Energy Efficiency Projects: Radico Khaitan continually invests in energy-efficient technologies and process optimisation initiatives, including high-efficiency motors, pumps, compressors, heat recovery systems, process automation and optimisation of utility operations to reduce overall energy consumption and associated GHG emissions.

- Packaging Optimisation: The Company promotes resource efficiency through lightweight glass bottles, packaging optimisation and value engineering initiatives that reduce raw material consumption, transportation emissions and the overall carbon footprint of its products.

- Water and Resource Efficiency: The implementation of Zero Liquid Discharge (ZLD) systems, condensate recovery, water recycling and reuse contributes to lower energy consumption associated with freshwater extraction, treatment and wastewater management, thereby indirectly reducing greenhouse gas emissions.

- Afforestation and Green Belt Development: The Company undertakes plantation and green belt development initiatives across its manufacturing locations to enhance green cover, improve biodiversity and contribute towards long-term carbon sequestration.

These initiatives are supported by clearly defined short-term emission reduction targets and the Company's long-term climate ambitions. Radico Khaitan continues to identify opportunities to improve energy performance, increase the share of renewable energy, reduce its carbon footprint and build climate resilience across its operations.

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

Parameter	FY2026	FY2025
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	3,956.49	202.54
E-waste **(B)**		
Bio-medical waste **(C)**	0.05	0.01
Construction and demolition waste **(D)**		
Battery Waste **(E)**		
Radioactive waste **(F)**		
Other Hazardous waste. Please specify, if any. **(G)** These are general hazardous waste viz used oil, residual cotton, Chemical sludge, etc.	282.92	120.10
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) These are general non-hazardous waste viz cardboard box, barrels, grinding dust etc.	52,323.43	27,703.53
Total (A+B + C + D + E + F + G + H)	**56,562.89**	**28,026.18**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)[7]	0.03	0.02
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)[7]	0.55	0.34
Waste intensity in terms of physical output[8]	147.57	89.40
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	55.73
(iii) Other recovery operations	-	25,028.2
Total	**-**	**25,083.93**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	82.25
(iii) Other disposal operations sent to authorised dealers	56,562.89	27,943.92
Total	**56,562.89**	**28,026.17**

[7]Calculated basis per lakh turnover to ensure relativity. PPP rates for FY2026 taken as ₹ 20.34 and ₹ 20.66 for FY2025. Source- https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

[8]Calculated basis per lakh cases sold to ensure relativity.

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency – Yes - Agile ESG Advisors 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.

Radico Khaitan follows a comprehensive waste management framework based on the principles of Reduce, Reuse and Recycle (3Rs), with a strong focus on resource efficiency, circular economy and regulatory compliance. The Company has established a structured system for the identification, segregation, quantification, treatment and disposal of waste streams across its manufacturing facilities, ensuring environmentally responsible management in accordance with applicable statutory requirements.

The Company operates Effluent Treatment Plants (ETPs) equipped with primary and secondary treatment processes to treat wastewater generated during manufacturing. Treated water is reused within the facilities for various operational and utility purposes, thereby reducing freshwater consumption. Further, Multiple Effect Evaporators (MEE) and Reverse Osmosis (RO) systems are utilised to minimise the volume of residual effluent, enabling maximum water recovery and supporting the Company's Zero Liquid Discharge (ZLD) framework.

A key circular economy initiative involves the utilisation of treated effluent in bio-composting along with press mud procured from sugar mills to produce nutrient-rich organic manure. This value-added by-product is supplied to fertiliser manufacturers, reducing waste generation while promoting resource recovery. The Company also captures and recovers carbon dioxide (CO_2) generated during the fermentation process through a dedicated recovery system. The recovered CO_2 is purified and compressed into liquid CO_2, which is supplied to beverage manufacturers, while a portion is converted into solid CO_2 (dry ice) and supplied to ice cream manufacturers and other industrial users. This initiative promotes the productive utilisation of process emissions, reduces greenhouse gas emissions and advances circular economy principles. Further, biomass fly ash generated from biomass-based captive co-generation plants is supplied to authorised cement manufacturers for use as a raw material, diverting waste from landfill while promoting beneficial utilisation and supporting circular economy principles.

The Company promotes responsible management of solid and hazardous waste through segregation at source, recycling and disposal through authorised recyclers and waste management agencies. Hazardous wastes, including used oil, spent chemicals, contaminated containers and other process residues, are handled, stored, transported and disposed of in accordance with the applicable environmental regulations. Residual concentrates from the treatment process are stored in impervious holding lagoons designed in accordance with Central Pollution Control Board (CPCB) guidelines to prevent soil and groundwater contamination, with periodic groundwater quality monitoring undertaken as required.

To minimise the use of hazardous and toxic chemicals, the Company continuously evaluates opportunities for process optimisation, adoption of cleaner technologies and efficient chemical management practices. Engineering controls, standard operating procedures, preventive maintenance and regular monitoring help optimise chemical consumption, minimise waste generation and ensure the safe handling, storage and disposal of chemicals throughout the manufacturing process.

Through these integrated initiatives, Radico Khaitan continues to strengthen its waste management practices, promote resource circularity, minimise environmental impact and reinforce its commitment to sustainable manufacturing and responsible environmental stewardship.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			
All operations and offices of Radico Khaitan are located within designated industrial parks or industrial zones. None of our facilities are situated in or near ecologically sensitive or environmentally protected areas. As such, environmental clearance is not applicable to any of our manufacturing units or office locations under the current regulatory framework.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Yes, Radico Khaitan is fully compliant with all applicable environmental laws, regulations, guidelines and provisions as prescribed under Indian legislation.				

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: Reengus, Rajasthan

(ii) Nature of operations: Bottling Unit

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

Parameter	FY2026	FY2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	15,333	18,111
(iii) Third party water (Municipal water supplies, bottled water and tanker water)	296	209
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**15,629**	**18,320**
Total volume of water consumption (in kilolitres)	**15,629**	**18,320**
Water intensity per rupee of turnover (Water consumed / revenue from operations)[9]	**0.01**	**0.01**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)[9]	0.15	0.21
Water intensity in terms of physical output[10]	40.77	58.42
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

[9]Calculated basis per lakh turnover to ensure relativity. PPP rates for FY2026 taken as ₹ 20.34 and ₹ 20.66 for FY2025. Source- https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

[10]Calculated basis per lakh cases sold to ensure relativity.

Parameter	FY2026	FY2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment - Tertiary Treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**-**	**-**

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

Parameter	Unit	FY2026	FY2025
Total Scope 3 emissions*(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

**Note-The Company has not yet conducted a baseline assessment for Scope 3 emissions. However, the process is underway to identify the hotspots related to GHG emissions that contributes to the Company's overall carbon footprint.*

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency – No.

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

Not Applicable, as our business operations are located in industrial zones earmarked by the respective state governments and are not adjacent to ecologically sensitive areas.

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

S. No	Initiative undertaken	Details of the initiative (Web- link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of Condensate Processing Unit (CPU)	Installed Condensate Processing Units to recover process condensate from evaporators, lees, RO permeate and other wastewater streams for reuse in cooling towers, molasses dilution and flour dilution.	Improved water-use efficiency, reduced groundwater extraction and strengthened Zero Liquid Discharge implementation.
2	CPU–ETP–UF/RO Integration with UV System	Installed 100 m³/hour UV treatment systems for chemical-free microbial sterilisation and de-chlorination of process water. Integrated CPU, ETP, Ultrafiltration (UF), Reverse Osmosis (RO) and UV treatment systems to maximise internal water recycling and improve treated water quality.	Enhanced water recovery and reuse, reduced freshwater consumption, improved microbiological control and minimised wastewater discharge.
3	Rainwater Harvesting & Groundwater Recharge	Developed rainwater harvesting ponds, artificial ponds, farm lakes, recharge pits, recharge wells and rooftop rainwater harvesting systems. At Sitapur, established a 24,000 KL rainwater storage facility and adopted 5 hectares of village ponds to promote groundwater recharge.	Improved groundwater recharge, enhanced water availability, reduced dependence on freshwater sources and strengthened climate resilience.
4	CO_2 Recovery from Fermentation	Installed a CO_2 recovery plant to capture, purify and liquefy CO_2 generated during fermentation. Liquid CO_2 is supplied to beverage manufacturers, while solid CO_2 (dry ice) is supplied for other industrial users.	Prevented process emissions from being released into the atmosphere, generated additional revenue, reduced greenhouse gas emissions and promoted circular economy principles.
5	Bio-composting	Treated effluent is combined with press mud from sugar mills to produce nutrient-rich organic manure supplied to fertiliser manufacturers.	Converted process waste into a value-added product, reduced waste generation and supported circular economy practices.
6	Smart Hybrid Active Filter (SHAF)	Installed SHAF systems at four strategic locations to reduce electrical harmonics and improve power quality, increasing the power factor from 0.87 to 0.95.	Improved electrical efficiency, reduced transmission losses and enhanced equipment performance.
7	Solar & Energy Efficiency Initiatives	Expanded renewable energy through solar installations and implemented APFC panels, LED lighting, battery-operated forklifts and other energy-efficient technologies across facilities.	Reduced electricity consumption, diesel usage, operating costs and greenhouse gas emissions.
8	Green Belt Development	Planted over 33,000 saplings across manufacturing locations during FY2026 to strengthen green cover and biodiversity.	Enhanced carbon sequestration, improved local biodiversity and strengthened climate resilience.
9	Battery-operated Forklifts	Deployed battery-operated forklifts at the Aurangabad Printing Plant, replacing diesel-operated forklifts.	Achieved 100% elimination of diesel consumption for forklift operations at the facility, reducing emissions and improving workplace air quality.
10	Auto Conveyor Systems	Installed automated conveyor systems to optimise material movement and reduce manual handling across manufacturing operations.	Improved operational efficiency, reduced energy losses associated with material handling and enhanced workplace safety.

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

   Yes. Radico Khaitan has established a comprehensive Business Continuity and Disaster Management Framework to ensure operational resilience, safeguard people and assets, and minimise the impact of unforeseen disruptions. The framework includes business impact assessments, enterprise risk assessments, crisis management protocols, emergency response procedures, cyber resilience measures, data backup and disaster recovery systems, and business continuity plans for critical operations. Manufacturing facilities maintain On-Site Emergency Plans supported by trained emergency response teams, Incident Controllers, mutual aid arrangements, fire protection systems and periodic mock drills. The Company also undertakes regular fire, safety, environmental and emergency preparedness audits, employee training, permit-to-work controls and post-incident reviews to strengthen preparedness and facilitate timely restoration of operations while protecting employees, neighbouring communities and the environment.

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

   No significant adverse impact has been observed from the value chain, pertaining to environment.

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

   While we have multiple checks and balances in place, including the assessment of suppliers, we are in the process of formalising a structured mechanism to systematically collate and analyse this data.

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 manner that is responsible and transparent

Sustainable Development Goals Mapped with NGRBC Principle 7

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations:**

   Seven

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations(State/National)
1	All India Distillers Association	National
2	PHD Chambers of Commerce and Industry	National
3	Uttar Pradesh Distillers' Association	State
4	Confederation of Indian Alcoholic Beverage Companies (CIABC)	National
5	Indo-American Chamber of Commerce	International
6	Grain Ethanol Manufacturers Association	National
7	Indian Malt Whisky 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.**

   Not Applicable.

Leadership Indicators

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

   Radico Khaitan actively engages with recognised industry associations, trade bodies and government authorities to provide constructive inputs on policy matters relevant to the alcoholic beverages industry. The Company participates in consultations on issues relating to manufacturing, product quality and safety, responsible consumption, taxation, labelling and packaging, sustainability, environmental compliance, ease of doing business and regulatory harmonisation across jurisdictions.

   Through these engagements, the Company seeks to contribute to the development of transparent, balanced and evidence-based public policies that promote responsible industry growth, consumer safety, regulatory compliance and sustainable business practices. All policy advocacy is undertaken through legitimate and transparent channels in accordance with applicable laws, industry codes and the Company's Code of Conduct.

Principle 8:

Businesses should promote inclusive growth and equitable development

Sustainable Development Goals Mapped with NGRBC Principle 8

Essential Indicators

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

   Not Applicable.

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

   Not Applicable.

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

   Radico Khaitan has established a structured and transparent grievance redressal mechanism to enable local communities and other external stakeholders to raise concerns relating to the Company's operations, environmental and social impacts, or any other matters affecting them. The mechanism is designed to ensure that grievances are addressed in a fair, timely and transparent manner while fostering trust and maintaining constructive stakeholder relationships.

   Grievances may be submitted through multiple channels, including direct engagement with plant management, emails, telephone, written communication and the dedicated contact section available on the Company's website at https://www.radicokhaitan.com/contact-us/. In addition, community interactions undertaken as part of the Company's CSR and stakeholder engagement initiatives provide an important avenue for understanding local concerns and expectations.

   At each manufacturing location, grievances are reviewed by the Plant Head and designated functional representatives, who assess the issue, coordinate investigations where necessary and ensure appropriate corrective and preventive actions are implemented. Material grievances and their resolution status are periodically reviewed through the Company's governance framework to facilitate continuous improvement and strengthen stakeholder confidence.

   Through this structured grievance redressal process, Radico Khaitan seeks to ensure responsive engagement with local communities while reinforcing its commitment to transparency, accountability and responsible business conduct.

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

Particulars	FY2026	FY2025
Directly sourced from MSMEs/ small producers	27%	24%
Sourced directly from within India	97%	96%

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

Location	FY2026*	FY2025*
Rural	1%	-
Semi-urban	12%	12%
Urban	19%	23%
Metropolitan	68%	65%

**Job creation here taken as vacancies arises and filled by new employee/worker.*

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):**

   Not Applicable.

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

   Not Applicable.

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

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

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

   We promote inclusive and responsible sourcing through a preferential procurement approach that encourages engagement with local vendors, small enterprises and socially responsible suppliers, wherever feasible. While ensuring adherence to quality, regulatory and compliance standards, the Company endeavours to support regional economic development and strengthen supply chain resilience.

   This approach is aligned with the Company's broader ESG commitments and contributes to fostering equitable growth, responsible procurement practices and sustainable business partnerships across the value chain.

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:**

   Not Applicable. Radico Khaitan does not own or acquire any intellectual property based on traditional knowledge.

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.**

   Not Applicable.

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Sustainability Commitments - Nadi Parikshan OPD	6,480	100%
2.	Sustainability Commitments - Nadi OPD Sitapur	7,200	100%
3.	Allopathic Camp	10,552	100%
4.	Fruit Distribution in Schools	35,254	100%
5.	Cattle Feed for Gaushala	320*	100%
6.	Prakirtik Farming (72 Acres of land area of farming)	56	100%
7.	Sports- Radico Run	224	100%
8.	Radico Skill Development	496	100%

** The Cattle Feed Support Project involved the distribution of cattle feed to a Gaushala, benefiting approximately 320 cattle. While the direct beneficiaries were the cattle, the initiative also supported the welfare activities of the Gaushala and contributed to the livelihoods of approximately 730 members of the local community dependent on it.*

Principle 9:

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

Sustainable Development Goals Mapped with NGRBC Principle 9

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Essential Indicators

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

   Radico Khaitan has established a structured consumer grievance redressal mechanism to ensure that consumer feedback, queries and complaints are addressed promptly, fairly and effectively. The Company values consumer feedback as an important input for improving product quality, customer experience and overall business performance.

   To facilitate easy access, the Company's contact details for consumer complaints and suggestions, including the Head Office address, toll-free consumer helpline numbers and dedicated consumer email ID, are printed on product labels and are also available through the Company's website and other communication channels.

   Upon receipt, consumer complaints and feedback are logged, reviewed and routed to the appropriate functional teams for investigation and resolution. The Company follows a structured process to identify the root cause of complaints, implement corrective and preventive actions wherever necessary, and respond to consumers within defined timelines. Consumer feedback is periodically analysed to identify improvement opportunities relating to product quality, packaging, labelling and customer service.

   Through this structured grievance management process, Radico Khaitan strives to ensure high standards of product quality, consumer satisfaction and continuous improvement while reinforcing consumer trust and responsible business practices.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% of our products carry information as "Consumption of alcohol is injurious to health" to provide warning message to consumer.
Safe and responsible usage	
Recycling and/or safe disposal	100% All our Plastic Container used for packaging will carry the Embossed Symbol of recyclability.

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

Particulars	FY2026			FY2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	59	2	The complaints were received in March 2026 and have been duly resolved in April 2026. These include product quality and consumer complaints, primarily relating to leakage, cap/crown defects, short quantity, damaged bottles, QR code mismatches and other packaging-related issues.	-	-	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	-	Nil
Forced recalls	-	Nil

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

Yes. Radico Khaitan has established a comprehensive cybersecurity and information security framework to manage cyber risks, safeguard information assets and ensure the privacy, confidentiality, integrity and availability of data. The Company has implemented an IT Security Policy supported by robust governance processes and technical controls to strengthen cyber resilience and protect critical business systems.

The Company's cybersecurity framework includes secure information management practices, identity and access management, next-generation firewall protection, Extended Detection and Response (XDR) solutions for continuous threat detection and response, email security solutions to protect against phishing and malware attacks, periodic vulnerability assessments, endpoint protection, data backup and disaster recovery mechanisms, cyber incident response procedures, employee awareness programmes and continuous monitoring of IT infrastructure. Cybersecurity and data privacy risks are periodically assessed, and appropriate preventive and corrective measures are implemented to strengthen operational resilience and compliance with applicable legal and regulatory requirements.

The Company's Privacy Policy outlines its commitment to the responsible collection, processing, storage, use and protection of personal information. Personal data is collected only for legitimate business purposes, processed with appropriate safeguards, retained only for as long as necessary and disclosed only with the consent of the individual or where required under applicable law.

The Privacy Policy is available on the Company’s website and can be accessed at https://radicokhaitan.com/privacy-policy/.

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 consumers; re-occurrence of instances of product recalls; penalty/ action taken by regulatory authorities on safety of products/ services.**

Not Applicable

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

   a. **Number of instances of data breaches**

   b. **Percentage of data breaches involving personally identifiable information of customers**

   c. **Impact, if any, of the data breaches**

No such instances of data breach were reported during the year.

Leadership Indicators

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

www.radicokhaitan.com

https://www.facebook.com/officialradicokhaitan

https://www.instagram.com/radicokhaitan

https://x.com/radicokhaitan

https://www.youtube.com/channel/UCVVWh6_IqUSVswj6E6KaImQ

www.linkedin.com/company/officialradicokhaitan

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

Radico Khaitan is committed to promoting the safe and responsible consumption of its products through responsible communication, consumer awareness and compliance with applicable regulatory requirements. The Company ensures that consumers are provided with appropriate information to enable informed and responsible consumption of its products.

Key initiatives include:

- Statutory Health Warnings: All product labels prominently display mandatory health warnings, including "Consumption of alcohol is injurious to health" and "Be Safe – Don't Drink and Drive", in accordance with applicable regulatory requirements.
- Responsible Marketing and Consumer Awareness: Promotional and point-of-sale materials carry statutory health warnings in English and the applicable vernacular language, reinforcing responsible consumption and discouraging misuse of alcoholic beverages.
- Product Information: Product labels provide relevant information, including statutory declarations and other details required under applicable laws, enabling consumers to make informed choices.
- Environmental Awareness: PET bottles carry the recycling symbol and other relevant disposal information to encourage responsible waste management and promote environmentally responsible consumer behaviour.
- Consumer Engagement: The Company provides dedicated consumer contact details on product labels to enable consumers to seek information, provide feedback or report concerns relating to product quality and safety.

Through these initiatives, Radico Khaitan seeks to promote responsible consumption, enhance consumer awareness, ensure regulatory compliance and strengthen consumer trust in its brands.

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

Not Applicable as our products are not categorised under essential services.

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

Yes. Radico Khaitan endeavours to provide consumers with relevant product information that supports informed and responsible consumption, in addition to complying with all applicable statutory labelling and packaging requirements. Wherever appropriate, the Company provides additional information on product labels, including responsible consumption messages, recycling symbols on PET bottles, consumer care contact details and other product-related information that enhances consumer awareness and facilitates consumer engagement.

Yes. The Company periodically undertakes consumer satisfaction and market perception studies for its key brands and markets through internal assessments and independent market research agencies, wherever required. Consumer feedback is also received through customer interactions, distributors, consumer care channels and market surveys. The insights gathered are utilised to strengthen product quality, packaging, brand experience, product innovation and customer service, thereby supporting continuous improvement and enhancing consumer satisfaction.

Independent Reasonable Assurance Report
on the Business Responsibility and Sustainability Report (BRSR) Core Disclosures

To,
The Board of Directors
Radico Khaitan Limited,
New Delhi, India

Introduction

We ("Agile ESG Advisors Private Limited", "Agile Advisors" or "the Firm") have been engaged by Radico Khaitan Limited ("the Company") to provide an independent reasonable assurance on the selected Business Responsibility and Sustainability Reporting (BRSR) Core disclosures included in the Company's Business Responsibility and Sustainability Report for the financial year ended 31st March 2026, covering the reporting period from 1st April 2025 to 31st March 2026 ("Reporting Period").

The assurance engagement was limited to the BRSR Core disclosures for the reporting boundary comprising the Company's owned operations in India at Rampur, Sitapur, Bazpur, Bhadurgarh, Reengus, Timmapur, Aurangabad Printing plant, Yezdi, and corporate office, as defined in the BRSR FY2025-26. The engagement has been performed in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB).

Management's Responsibilities

The Company's management is responsible for preparing and presenting the BRSR in accordance with the reporting criteria prescribed by the Securities and Exchange Board of India (SEBI) under the Business Responsibility and Sustainability Reporting (BRSR) framework.

Management's responsibilities include:

- establishing and maintaining appropriate internal controls and reporting processes for sustainability information;
- designing, implementing and operating systems for collecting, validating, consolidating and reporting sustainability data;
- selecting appropriate methodologies and making reasonable assumptions and estimates;
- maintaining adequate records and supporting documentation for the reported information; and
- ensuring that the BRSR Core disclosures are prepared in accordance with the applicable reporting criteria and are free from material misstatement, whether due to fraud or error.

Management is also responsible for identifying material sustainability issues, implementing appropriate governance processes and ensuring compliance with applicable regulatory requirements.

Our Responsibilities

Our responsibility, as agreed with the management of Radico, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. This document represents our independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The assurance has been provided for selected sustainability performance disclosures as per BRSR Core disclosures with reference to SEBI's "BRSR Core (Annexure-I) - Framework for assurance and ESG disclosures for value chain" vide circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023, presented by Radico in the Report. The assurance boundary included data and information for Radico's Manufacturing and Bottling units in India at Rampur, Sitapur, Bazpur, Bhadurgarh, Reengus, Timmapur, Aurangabad Printing plant, Yezdi, and corporate office.

Our scope of assurance included verification of internal control systems, data and information on BRSR core disclosures reported as summarised below:

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

- Number of days of accounts payable.
- Concentration of purchases & sales done with trading houses, dealers, and related parties.
- Loans and advances & investments with related parties.

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

- Cost incurred on well-being measures as a % of total revenue of the company.
- Safety related incidents (LTIFR, Fatality, Permanent Disabilities) for employees and workers.

Principle 5: Businesses should respect and promote human rights:

- Gross wages paid to females as percentage of wages paid.
- Complaints on POSH

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

- Total Scope 1 and Scope 2 emissions.
- GHG emissions intensity (scope 1 and 2).
- Total water consumption, water consumption Intensity and water discharge by destination and levels of treatment.
- Total energy consumed, % of energy consumed from renewable sources and energy intensity.
- Total waste generated (category-wise); waste intensity; Total waste recovered through recycling, re-using or other recovery operations; Total waste disposed by nature of disposal method; waste diverted from landfill.

Principle 8: Businesses should promote inclusive growth and equitable development

- Input material sourced (from MSMEs/ small producers and from within India).
- Job creation in smaller towns– Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost.

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

- Instances involving loss / breach of data of customers as % of total data breaches or cyber security events.

Assurance Criteria

Agile Advisors conducted the assurance work in accordance with requirements of 'Reasonable Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement

A reasonable assurance engagement involved assessing the risks of material misstatement of the agreed indicators/parameters whether due to fraud or error, responding to the assessed risks as necessary in the circumstances. A materiality threshold level of 5% was applied.

Inherent Limitations

We have relied on the information, documents, records, data, and explanations provided to us by Radico for the purpose of our review.

The assurance scope excludes:

- Any disclosures beyond those specified in the Scope section above.
- Data and information falling outside the defined reporting period.
- Data pertaining to the Company's financial performance, strategy, and associated linkages articulated in the Report.
- Assertions made by the Company encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to assure internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems, nor did it include procedures designed to detect fraud or assess compliance with legal and regulatory requirements.

Summary of Assurance Procedures

Agile Advisors performed assurance work using a risk-based approach to obtain information, explanations and evidence that was considered necessary to provide a reasonable level of assurance. The assurance was conducted by desk reviews and stakeholder interviews with regard to the reporting and supporting records for FY2025-26. Our procedures included, among others:

- Understanding the Company's sustainability governance, reporting processes and internal reporting controls relating to the BRSR Core disclosures.
- Conducting inquiries with management and process owners responsible for preparing the disclosures.
- Performing analytical procedures and sample-based verification of selected BRSR Core indicators against supporting evidence.
- Assessing the appropriateness of calculation methodologies, assumptions and estimation techniques.
- Reviewing consistency between quantitative information, supporting records and accompanying narrative disclosures.
- Evaluating the presentation of the selected disclosures against the requirements of the SEBI BRSR framework.

The assurance procedures were performed remotely using documentation and evidence provided electronically by the Company, together with virtual discussions with relevant management and process owners.

Conclusions

Agile Advisors reviewed BRSR core disclosures provided by Radico in the Report for the reporting period from 1st April 2025 to 31st March 2026. Based on the data and information provided by Radico, Agile Advisors concludes with reasonable assurance that the sustainability data and information is fairly presented in all material aspects as per stated reporting criteria.

Independence and Quality Management

The assurance engagement was conducted by a multidisciplinary team comprising professionals with appropriate knowledge and experience in environmental, social and governance reporting and assurance.

The Firm applies a system of quality management designed to ensure compliance with applicable professional standards and ethical requirements. Throughout the engagement, we complied with the independence requirements of the IESBA Code and maintained our independence from the Company in accordance with applicable professional requirements.

Restriction on Use of Our Report

This report has been prepared solely for Radico Khaitan Limited for inclusion in its Business Responsibility and Sustainability Report for the financial year 2025-26.

Our report should not be regarded as suitable for use or relied upon by any party other than the Company for any purpose. We accept no responsibility or liability to any third party in respect of this report or the conclusions expressed herein.

For Agile ESG Advisors Private Limited

Vishal Kumar
Director

Date: May 6, 2026
Place: Delhi, India