HAP | Hatsun Agro Product Limited
CIN: L15499TN1986PLC012747

Registered Office:
No.41 (49), Janakiram Colony Main Road, Janakiram Colony,
Arumbakkam, Chennai - 600 106, Tamil Nadu.
E: info@hap.in | www.hap.in | Landline & Fax No - 044 4796 1124

Corporate Office:
Plot No 14, TNHB, TN Housing Board 'A' Road,
Sholinganallur, Chennai - 600 119, Tamil Nadu.
E: info@hap.in | www.hap.in | P: +91 44 2450 1622 | F: +91 44 2450 1422

HAPL\SEC\29\2026-27 **2nd September, 2026**

BSE Limited
Corporate Relationship Department,
2nd Floor, New Trading Ring,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400 001.

National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor,
Plot No.C/1, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400 051.

Stock Code: BSE: 531531,
NSE: HATSUN

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2025-2026

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and relevant circulars issued by the SEBI in this regard, as amended from time to time, please find enclosed herewith the BRSR for the Financial Year 2025-2026, along with Independent Auditors' Limited Assurance Report provided by M/s. Deloitte Haskins & Sells LLP.

The BRSR forms part of the Annual Report of the Company for the Financial Year 2025-2026, submitted to the stock exchange(s) vide letter no. HAPL\SEC\28\2026-27 dated 2nd September, 2026, and has been made available on the website of the Company at www.hap.in.

Kindly take the same on record.

Thanking you,

Yours faithfully,
For HATSUN AGRO PRODUCT LIMITED,

SUBRAMANIAM C
Digitally signed by: SUBRAMANIAM C
DN: CN = SUBRAMANIAM C email = SUBRAMANIACS@GMAIL.COM C = IN O = Personal
Date: 2026.09.02 17:01:10 +05'30'

C Subramaniam
Company Secretary & Compliance Officer

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR) 2026

SECTION A: I. GENERAL INFORMATION ABOUT THE COMPANY

S. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Company	L15499TN1986PLC012747
2.	Name of the Company	HATSUN AGRO PRODUCT LIMITED
3.	Year of Incorporation	1986
4.	Registered Office Address	No. 41 (49), Janakiram Colony Main Road, Janakiram Colony, Arumbakkam, Chennai - 600 106.
5.	Corporate Office Address	Plot No. 14, Tamil Nadu Housing Board 'A' Road, Sholinganallur, Chennai - 600119
6.	E-mail id	info@hap.in
7.	Telephone	91-44-24501622
8.	Website	www.hap.in
9.	Financial year for which reporting is being done	FY 2025-2026
10.	Name of the Stock Exchange(s) where shares are listed	Equity shares are listed on BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹22.28 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the Business Responsibility and Sustainability Report (BRSR)	Mr. Prakash S P Email: prakash.sp@hap.in Ph + 91-44-24501622
13.	Reporting boundary	Disclosures made in this report on a standalone basis pertains to Hatsun Agro Product Limited*.
14.	Name of assurance provider	Deloitte Haskins & Sells LLP
15.	Type of assurance obtained	Limited assurance for BRSR Core KPIs

*The reporting boundary is all manufacturing plants and corporate offices. In addition in current year, for GHG emissions and energy consumption disclosures, chilling centres have been included. Further in case of Sales outlets, the Company is in process of assessing the operational control and information collation is being strengthened. Accordingly, the environmental impact for these outlets has been excluded for disclosure in the current year.

II. PRODUCTS/SERVICES

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

S. No.	Description of main activity	Description of Business activity	% of turnover of the Company
1.	Milk & Milk Products	Manufacturing, Distribution, Sales & Marketing	100 %

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Milk & Milk Products	1050	100

III. OPERATIONS

18. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices	Total
India	22	3	25
USA (New Jersey)	-	1	1

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States) & Union Territories	27
International (No. of Countries)	8

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

0.27 %

c. A brief on types of customers

The Company serves Milk and Milk Products to customers directly, through distributors and through online platform, end users being consumers of Milk and Milk products.

IV. EMPLOYEES

20. Details as at the end of Financial Year: March 31, 2026.

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
			EMPLOYEES (Other than Workers)			
1.	Permanent (D)	4,855	4,704	96.89%	151	3.11%
2.	Other than Permanent (E)	71	63	88.73%	8	11.27%
3.	Total Employees (D+E)	4,926	4,767	96.77%	159	3.23%
			WORKERS			
4.	Permanent (F)	847	835	98.58%	12	1.42%
5.	Other than Permanent (G)	5,550	3,779	68.09%	1,771	31.91%
6.	Total Workers (F+G)	6,397	4,614	72.13%	1,783	27.87%

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES (Other than Workers)						
1.	Permanent (D)	6	5	83.33%	1	16.67%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total Employees (D+E)	6	5	83.33%	1	16.67%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%
6.	Total Workers (F+G)	1	1	100.00%	0	0.00%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	8	2	25
Key Management Personnel	4	0	0

22. Turnover rate for permanent employees/workers: (Past 3 Years)

EMPLOYEES									
	FY 2025 - 26			FY 2025 - 26			FY 2023 - 24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	36.12%	28.10%	35.87%	34.24%	28.41%	34.05%	32.13%	29.89%	32.05%
WORKERS									
	FY 2025 - 26			FY 2024 - 25			FY 2023 - 24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Workers	26.35%	23.53%	26.29%	28.61%	35.71%	28.80%	29.55%	46.75%	30.01%

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

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

S.No	Name of the holding /Subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Nil*				

*During the financial year 2025-26, the Wholly Owned Subsidiary viz., Milk Mantra Dairy Private Limited amalgamated with your Company with effect from 1st April, 2025 as per the Scheme of Amalgamation approved by the Hon'ble National Company Law Tribunal (NCLT) Cuttack Bench Order dated 10th March, 2026.

VI. CSR DETAILS

24. Whether Corporate Social Responsibility (CSR) is applicable as per section 135 of the Companies Act, 2013: Yes

(ii) Turnover: ₹9,959.22 Crores (For the year ended 31st March, 2026)

(iii) Net worth: ₹1,944.52 Crores (As on 31st March, 2026)

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then Provide web-link For grievance redressal policy)	FY 2025 - 2026			FY 2024 - 2025		
		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, a mechanism is in place to interact with community and address their concerns Web link: www.hap.in	NIL	NIL	-	NIL	NIL	-
Investors (other than shareholders)		NIL	NIL	-	NIL	NIL	-
Shareholders		1	1	-	NIL	NIL	-
Employees and workers		NIL	NIL	-	NIL	NIL	-
Customers		494	3	Please refer to the Note given below.	324	318	Please refer to the Note given below.
Value Chain Partners		NIL	NIL	-	NIL	NIL	-
Others		NIL	NIL	NIL	NIL	NIL	NIL

Note: Complaints related to products. All the Complaints are attended to and resolved immediately. Pending numbers relate to the Customers who are not reachable.

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

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

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.	GHG Emissions	Risk	With an increase in the manufacturing capacity – to keep up with the production demand, the GHG emissions will go up	The Company is progressively working towards use of new and improved technology providing efficient system to reduce GHG Emissions with which this risk can be mitigated.	Negative – The Company may be required to set up improved and efficient systems and processes to reduce the GHG Emissions which will require a new or additional setting up of required facilities resulting in additional capital/ revenue expenditure.
2.	Waste Management	Opportunity	The Company has a robust collection and recycling process for its plastic waste. The Company also convert ETP scum to compost which is used in irrigation land.	Better usage of our waste segregation and collection processes to improve the efficiency of the process.	Positive – The waste generated (Scum) is used back in our land. Plastic recycling reduces further costs on plastic packaging.
3.	Water Management	Risk	Water being a finite resource will pose a risk to the operations of our business.	The Company has a community led water management and conservation projects. Rainwater harvesting is being practiced in our manufacturing locations. Reduction in raw water usage in manufacturing facilities implemented.	Positive - The Company is taking efforts to ensure efficient water management to reduce cost and burden on the environment.
4.	Energy Management	Opportunity	Processes and Systems are in place to ensure maximum energy efficiency and this will be continuously improved.	The Company sources Power from Solar panels, Bio gas etc., This and usage of LED sand natural lighting ensures effective energy management and mitigate the risk.	Positive - Any cost incurred for improving the energy management system will fetch positive outcomes and reduced cost in the long run.
5.	Employee Health and Safety	Risk	This can lead to decreased productivity.	Many efforts and initiatives have been put in place to ensure employee health and safety.	Neutral – Immediate incurring of expenditure on this count will result in financial outgo. But, Any cost incurred towards employee health and safety will yield positive results in the long term.

SECTION B

MANAGEMENT AND PROCESS DISCLOSURES

This Section is aimed at helping businesses demonstrate the Structures, Policies and Processes put in place towards adopting the NGRBC Principles and Core elements.

(a) Details of compliance (Reply in Y/N)

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board?(Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.hap.in/pdf/policies/brsr-policies.pdf								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	As a proof of Commitment to consistent quality assurance, the Company has the necessary policy/ies that conform/s to the National Standards viz., ISO 22000 FSSC 22000 Export Import certification (EIC)								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	1. The Company committed to achieve the goal of utilising Biogas to the extent of about 2,200 units per day of gas generation replacing the present utilisation of electricity. 2. The Company targets to plant 35,000 trees in all its plants.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	1. The Company achieved about 2,089 units per day by Utilisation of gas generated. The shortfall was due to the delay in receipt of necessary input materials from our vendors. 2. The Company planted about 42,000 trees in its plants.								

Governance, leadership, and oversight

7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed Company has flexibility regarding the placement of this disclosure).

Doing business in a responsible and sustainable manner is one of the key goals for us. The Company is committed to integrating environmental, social and governance (ESG) principles into its business. The Company instituted practices like monitoring consumption of resources and setting targets towards reduction in consumption of electricity, fuel, water, and various other practices. The Company has also established policy for Environment, Health, and Safety.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)

Managing Director (DIN: 10773578) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.

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

If yes, provide details.

Risk Management Committee as the Board Committee is responsible for sustainability related issues.

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									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually.								

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

No. However all policies and processes are subject to audits/reviews done internally in the Company from time to time.

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

All the principles are covered by the policies.

SECTION C

PRINCIPLE WISE PERFORMANCE DISCLOSURES

PRINCIPLE 1. BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE:

ESSENTIAL INDICATORS

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

During the year, the Board of Directors of the Company (including its Committees) has invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters.

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	4	All the Policies and Business updates	100
Key Managerial Personnel	4	1. Anti-Bribery & Anti-Corruption (ABAC) Policy 2. HAP Code of Conduct 3. Prevention of Sexual Harassment (POSH)	100
Employees other than BOD and KMPs	5	1. Compliance training for Specific Roles 2. Prevention of Sexual Harassment (POSH) IC Members	Compliance Training – 37%, POSH Training for IC Members – 83%
Workers	699	1. Induction Training & EHS Training 2. Prevention of Sexual Harassment (POSH) 3. Process Training a) GMP Training (Good Manufacturing Practices) b) GHP Training (Good Hygiene Practices) c) SOP Training d) Food safety Training 4. HAP Code of Conduct	Induction training, EHS Training & Posh Training - 100%, SOP Training – 88%, GMP Training, GHP Training & Food Safety Training – 53%

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

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

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

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.

Nil.

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

Yes, the Company has an anti-corruption and anti-bribery policy which is available on the website of the Company.

weblink: https://www.hap.in/pdf/policies/Anti%20Corruption%20Anti%20Bribery%20Policy.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:

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

6. Details of complaints regarding conflict of interest:

Particulars	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil			

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

Not applicable.

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

	FY 2025 - 26	FY 2024 - 25
No. of days of accounts payables	14	12

9. Open-ness of business

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

Parameter	Metrics	FY 2025 - 26	FY 2024 - 25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	10.58%	7.04%
	b. Number of trading houses where purchases are made from	1,306	1,383
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	49.38%	30.83%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	91.33%	90.42%
	b. Number of dealers/distributors to whom sales are made	5,704	4,448
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	3.59%	3.13%

Parameter	Metrics	FY 2025 - 26	FY 2024 - 25
Share of RPT's-in	a. Purchase (Purchases with related parties/Total Purchases)	0.00%*	0.00%*
	b. Sales (Sales to related parties/Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil

* is less than rounding of norms of the Company.

Note:

1. The disclosures have been prepared in accordance with Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 (the "SEBI Master Circular"), including the Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core contained therein.
2. Previous year figures have been restated to align with the current year's classification and methodology.
3. Related Party Transactions for the current year amounted to approx. ₹22 Lakhs; accordingly, purchases with related parties as a percentage of total purchases are negligible and rounded off to 0.00%

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE:

ESSENTIAL INDICATORS

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

Catagery	FY 2025 - 26 (₹ in Crores)	FY 2024 - 25 (₹ in Crores)	Details of improvements in environmental and social impacts
R&D	0	0	In all the investments, company focusses at sustainable technologies, human health, and well-being
Capex	1.92	16.62	Projects for Pollution Control, Safety for Employee & Community, Climate Change, Solar energy into electricity etc.

2. a. Does the Company have procedures in place for sustainable sourcing?

No. However HAP plans to introduce sustainable sourcing in the coming years.

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

Not applicable.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life.

a) Plastics (including packaging)

We collect plastic waste through waste management agencies and dispose through Pollution Control Board authorised recyclers.

b) E-waste

This is not applicable as the Company is not reclaiming any E-waste. Our E-waste (generated within the premises) broadly includes computers, servers, scanners, PSs, batteries, air conditioners etc. All such E-wastes are being disposed off through registered E-waste vendors from Pollution Control Board.

c) Hazardous waste

Our product does not involve in generation of hazardous waste; hence it is not applicable.

d) Other waste

Not applicable.

4. Whether Extended Producer Responsibility (EPR) is applicable to the Company'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, Our packing material goes to the end user directly and for that EPR is applicable to us. The Company is recycling it through WMA (Waste Management Agencies) via certified recyclers as per waste collection plan submitted to Central Pollution Control Board ('CPCB').

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS:

ESSENTIAL INDICATORS

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

Category	Percentage 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	4,704	4,704	100%	4,704	100%	0	0	0	0	4,704	100%
Female	151	151	100%	151	100%	151	100%	0	0	151	100%
Total	4,855	4,855	100%	4,855	100%	151	3.11%	0	0	4,855	100%
	Other than Permanent Employees										
Male	63	63	100%	63	100%	0	0	0	0	63	100%
Female	8	8	100%	8	100%	8	100%	0	0	8	100%
Total	71	71	100%	71	100%	8	11.27%	0	0	71	100%

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	835	835	100%	835	100%	0	0%	0	0.00%	835	100%
Female	12	12	100%	12	100%	12	100%	0	0.00%	12	100%
Total	847	847	100%	847	100%	12	1.42%	0	0.00%	847	100%
	Other than Permanent Workers										
Male	3,779	3,779	100%	3,779	100%	0	0%	0	0.00%	3,779	100%
Female	1,771	1,771	100%	1,771	100%	1,771	100%	0	0.00%	1,771	100%
Total	5,550	5,550	100%	5,550	100%	1,771	31.9%	0	0.00%	5,550	100%

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

	FY 2025 - 26	FY 2024 - 25
Cost incurred on well-being measures as a % of total revenue of the company	0.04%	0.03%

Note:

1. Disclosures are aligned with SEBI Master Circular.
2. Previous year figures have been restated to align with the current year's classification and methodology.
3. Above well-being spends includes staff insurance, medical health check-up expenses, safety equipment expenses and maternity benefits.

2. Details of retirement benefits, for current and previous Financial Year:

Benefits	FY 2025 - 26			FY 2024 - 25		
	No of employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N. A)	No of employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N. A)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	34.08%	4.37%	Y	24%	57%	Y
Others – please specify	-	-		-	-	-

3. Accessibility of workplaces: Are the premises/offices of the Company 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 Company in this regard.

Yes. All our plant premises and head office are accessible to differently abled employees.

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

Equal opportunity is covered as part of our HAP Code of Conduct. web-link: www.hap.in
The Company provides equal opportunities to all its employees and to all eligible applicants for employment in the Company. It does not unfairly discriminate on any ground including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law. The Company also has a Diversity Policy addressing the persons with disability.

The Company has zero tolerance for harassment and discrimination of employees at the workplace. We promote a culture wherein employees can freely raise and discuss issues concerning themselves with their Superiors, or Regional HR Managers.

We have a robust policy on Prevention of Sexual Harassment at workplace (POSH) and a formal process for dealing with harassment or discrimination complaints. Further regular communication and awareness campaigns are conducted by the Company for employees at regular intervals.

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	85.71	-	-	-
Total	85.71	-	-	-

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

	Yes/No (if yes, then give details of the mechanism in brief)
Permanent workers	Yes, The Company has a system where employees can freely raise and discuss issues concerning themselves with their Superiors, Business Leaders, or Human Resource (HR) Managers. The Company has created several channels through which employees can discuss, have an engagement, and seek clarification on their issues. The employees can provide their feedback or complaints to their respective HR managers.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Nil.

8. Details of training given to employees and workers:

EMPLOYEES										
Category	FY 2025 - 26					FY 2024 - 25				
	Total Employees (A)	On Health & safety measures		On Skill upgradation		Total Employees (D)	On Health & safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Male	4,767	2,145	45.00%	2,860	60.00%	2,798	2,454	88%	1,876	67%
Female	159	80	50.00%	111	70.00%	103	87	84%	84	82%
Total	4,926	2,225	45.16%	2,972	60.32%	2,901	2,541	88%	1,960	68%

WORKERS										
Category	FY 2025 - 26					FY 2024 - 25				
	Total Employees (A)	On Health & safety measures		On Skill upgradation		Total Employees (D)	On Health & safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Male	4,614	3,830	83.00%	3,507	76.00%	2,362	1,978	84%	1,756	74%
Female	1,783	1,640	92.00%	1,551	87.00%	50	45	90%	43	86%
Total	6,397	5,470	85.51%	5,058	79.07%	2,412	2,023	84%	1,799	75%

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

Category	FY 2025 - 26			FY 2024 - 25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
	EMPLOYEES					
Male	4,767	4,767	100%	2,798	2,798	100%
Female	159	159	100%	103	103	100%
Total	4,926	4,926	100%	2,901	2,901	100%
	WORKERS					
Male	4,614	4,614	100%	2,362	2,362	100%
Female	1,783	1,783	100%	50	50	100%
Total	6,397	6,397	100%	2,412	2,412	100%

10. Health and safety management system:

a. Implementation of occupational health and safety management system by the Company along with extent of coverage.

Yes. The Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners and ensuring the protection of environment and health & safety of its employees, contractors, visitors, and relevant stakeholders.

b. Processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the Company.

- Work Permit System
- Internal & External Audit
- Near Miss and Incident Reporting system
- Safety Observation system
- Noise Assessment
- Hazard Identification and Risk Analysis

c. Processes for identification and reporting of occupational hazards by workers and action to be taken to remove themselves from such risks.

Yes, we encourage our employees to report near-miss incidents identified which is analysed and corrective action taken. All the Plants/Offices have specific procedure for reporting of work-related hazard, injuries, unsafe condition, and unsafe act.

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

Yes, first aid kits are always maintained and are available on the premises. All the employees are covered under health insurance scheme/ESI scheme.

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

Safety Incident/Number	Category	FY 2025 - 26	FY 2024 - 25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.89	0.63
	Workers	1.06	1.70
Total recordable work-related injuries Employees	Employees	6	8
	Workers	17	23
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note:

1. Disclosures are aligned with SEBI Master Circular.
2. Previous year figures have been restated to align with the current year's classification and methodology.
3. The Lost Time Injury figures reported above are based on work-related injuries that led to an absence from work of 48 hours or more.

12. Measures taken by the Company to ensure a safe and healthy workplace:

- Medical examination done yearly once
- Quarterly fire drills are carried out at all locations
- Fire alarm systems and smoke detectors are installed at all premises
- Fire extinguishers are kept filled to ensure effective use during fire
- Emergency Contact details such as Police, Hospitals and Fire Brigade are also displayed on the display board
- Fire exits

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

Category	FY 2025 - 26			FY 2024 - 25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
Health & Safety						

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health and safety practices and working conditions.

All the critical factors involved in an incident are determined through root cause analysis & investigation and corrective/preventive actions are identified to prevent recurrence.

The detailed investigation and root causes identified by internal cross-functional team are reviewed by the Senior Management. Learning from incident is further discussed in the morning safety meetings, toolbox talk, safety committee meet, contractor communication meet, etc. to bring awareness and prevent recurrence of incidents. The closure of investigation action points is reviewed in safety reviews on a periodic basis.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS:

ESSENTIAL INDICATORS:

1. Describe the processes for identifying key stakeholder groups of the Company.

The key stakeholders are identified through impact assessment process. The stakeholders who are having immediate impact on the functioning of the Company will be identified as the key stakeholders. At present, the key stakeholders are Shareholders, Employees, Vendors, Customers, Regulators, Suppliers and Farmers.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, Postal Ballot, E-Mail, Quarterly updates, Company website and websites of BSE Limited and National Stock Exchange of India Limited.	Ongoing	Overall performance of the Company, Dividend, Profitability, Growth Prospects, Financial indicators such as Earnings Before Interest and Tax, Profit After Tax etc.,
Employees	No	E-Mail, HAP HUB Portal, Review Meetings	Ongoing	Employee engagement, performance and well being.
Vendors	No	E-Mail, Vendor meetings	Ongoing	Vendor engagement
Customers	No	Newspaper Advertisements, Television Commercial Advertisements in Public places, Pamphlets, Company website	Ongoing	Production, Product quality, Product availability, Marketing
Regulators	No	Newspaper Advertisements, Company Website, E-Mail, Periodic Statutory Filings	Ongoing	Compliance of Statutory Provisions within the stipulated time
Suppliers	No	E-Mail, periodic meetings	Ongoing	Supplier engagement, Quality, Timely delivery and payments
Farmers	No	On site Meetings	Ongoing	Timely payment for milk procurement

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS:

ESSENTIAL INDICATORS:

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the Company:

Category	FY 2025 - 26			FY 2024 - 25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
	Employees					
Permanent	Nil. Our Company is in the process of instituting appropriate system to provide training on human rights issues and policy(i.es) of the Company to all its employees.					
Other than permanent						
Total Employees						
Workers						
Permanent	Nil. Our Company is in the process of instituting appropriate system to provide training on human rights issues and policy(ies) of the Company to all its workers.					
Other than permanent						
Total Employees						

2. Details of minimum wages paid to employees and workers

Category	FY 2025- 26					FY 2024 - 25				
	Total (A)	Equal Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent										
Male	4,704	0	0	4,704	100%	1,785	0	0	1,785	100%
Female	151	0	0	151	100%	72	0	0	72	100%
Other than Permanent										
Male	63	0	0	63	100%	0	0	0	0	0
Female	8	0	0	8	100%	0	0	0	0	0
Workers										
Permanent										
Male	835	0	0	835	100%	2,195	0	0	2,195	100%
Female	12	0	0	12	100%	44	0	0	44	100%
Other than Permanent										
Male	3,779	3,192	84.46%	587	17.12%	470	0	0	470	100%
Female	1,771	1,436	81.08%	335	18.92%	25	0	0	25	100%

3. Details of remuneration/salary/wages:

a. Median remuneration/wages

	Male		Female	
	Number	**Median remuneration/ salary/wages of respective category**	**Number**	**Median remuneration/ salary/wages of respective category**
Board of Directors (BoD)	2	₹1,33,40,771	Nil	Nil
Key Managerial Personnel	2	₹66,69,534	Nil	Nil
Employees other than BoD and KMP	4,767	₹3,26,964	159	₹3,40,260
Workers	847	₹2,88,792	12	₹2,25,840

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2025 - 26	FY 2024 - 25
Gross wages paid to females as % of total wages	12.53%	13.63%

Note:

1. Disclosures are aligned with SEBI Master Circular.
2. Previous year figures have been restated to align with the current year's classification and methodology.

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).

The Head of Human Resources is responsible for the human resources function and Managing Director shall jointly oversee and address any issue arising from any human rights impact or issues caused or contributed to by the business.

5. Internal mechanisms in place to redress grievances related to Human Rights issues.

The mechanism to redress grievances under human rights is same as for other grievances. On receipt of any concern by / through email, letter, oral, etc., Human resources department will investigate and appropriate action will be taken within the stipulated time.

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

Category of Complaints	FY 2025 - 2026		FY 2024 - 2025	
	Filed during the year	**Pending resolution at the end of year**	**Filed during the year**	**Pending resolution at the end of year**
Sexual Harassment	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil

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

Particulars	FY 2025 - 26	FY 2024 - 25
Total Complaints reported under sexual harassment on of workplace (prevention, prohibition, and redressal) Act 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. Committees have been constituted across locations to enquire into complaints of sexual harassment and to recommend appropriate action. Regular awareness and training sessions are conducted to ensure that the employees are fully aware of the aspects of sexual harassment and of the redressal mechanism.

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

Yes. Human rights requirements form a part of the Company's business agreements and contracts as and where relevant.

10. Assessments for the year:

Particulars	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	All the Offices and Plants of the Company were assessed by the Company's internal Audit Team and Compliance ensured.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	NIL

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.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT:

ESSENTIAL INDICATORS:

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

Parameter	FY 2025 - 26	FY 2024 - 25
From renewable sources		
Total electricity consumption (A) (in GJ)	28,560	27,649
Total fuel consumption(B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) in GJ	**28,560**	**27,649**
From non-renewable sources		
Total electricity consumption (D) in GJ	6,68,200	5,96,975
Total fuel consumption (E) in GJ	10,78,110	12,36,154
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F) in GJ	**17,46,310**	**18,33,129**
Total energy consumed (A+B+C+D+E+F) in GJ	**17,74,870**	**18,60,778**
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	**178.21 GJ/Crore INR**	**214.69 GJ /Crore INR**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	3,624.92 Per Crore INR adjusted for PPP	4,435.52 Per Crore INR adjusted for PPP
Energy intensity in terms of physical output	**1.21 GJ/ Tonnes of Product**	**1.39 GJ / Tonnes of Product**
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

Note: 1. Disclosures are aligned with SEBI Circular.

2. The reporting boundary is all manufacturing plants and corporate offices. In addition in current year, for GHG emissions and energy consumption disclosures, chilling centres have been included. Further in case of Sales outlets, the Company is in process of assessing the operational control and information collation is being strengthened. Accordingly, these outlets has been excluded for disclosure in the current year.
3. Previous year's figures have been restated to align with the current year's classification and Methodology.

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

Yes, a Limited Assurance has been carried out by Deloitte Haskins & Sells LLP, as per the Report annexed.

2. Does the Company 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.

3. Details of disclosures related to water.

Parameter	FY 2025 - 26	FY 2024 - 25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	6,65,025.43	9,63,334.00
(iii) Third party water	16,80,544.13	20,50,027.00
(iv) Seawater/desalinated water	0	0
(v) Others (rain water)	12,604.00	11,935.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**23,58,173.56**	**30,25,296.00**
Total volume of water consumption (in kilolitres)	**22,88,978.35**	**29,55,701.00**
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	229.84 KL/Crore INR	341.02 KL/Crore INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	4,674.85 KL/Crore INR adjusted for PPP	7,045.47 KL/Crore INR adjusted for PPP
Water intensity in terms of physical output	1.57 KL/ Tonne of product	2.21 KL/ Tonne of product
Water intensity (optional) – the relevant metric may be selected by the entity Turnover (Water Consumed/Turnover)	-	-

Note: 1. Disclosures are aligned with SEBI Circular.
2. Previous year's figures have been restated to align with the current year's classification and methodology.
3. Water withdrawal & consumption disclosures currently cover the operations within the existing standalone reporting boundary other than the plants, which are part of subsidiary company Milk Mantra Dairy Private Limited, which got merged into the standalone entity in the last quarter of the financial year, and their water-related data will be incorporated in the future disclosures following the completion of integration process.

Note: - Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?
Yes, a Limited Assurance has been carried out by Deloitte Haskins & Sells LLP, as per the Report annexed.

4. Details related to water discharged:

Parameter	FY 2025 - 26	FY 2024 - 25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	69,195.21	69,595.00
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – Effluent treatment plant	0	0
Total water discharged (in kiloliters)	**69,195.21**	**69,595.00**

Note:
1. Disclosures are aligned with SEBI Circular.
2. Previous year's figures have been restated to align with the current year's classification and methodology.
3. Water discharge disclosures currently cover the operations within the existing standalone reporting boundary other than the plants, which are part of subsidiary Milk Mantra Dairy Private Limited, merged into the standalone entity in the last quarter of the financial year. Their water-related data will be incorporated into future disclosures following the completion of integration process.

Note: - Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?
Yes, a Limited Assurance has been carried out by Deloitte Haskins & Sells LLP, as per the Report annexed.

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

No.

6. Details of air emissions (other than GHG emissions) by the Company.

Parameter	Unit	FY 2025 - 26	FY 2024 - 25
NOx	mg/Nm^3	31	26
SOx	mg/Nm^3	35	33
Particulate matter (PM)	mg/Nm^3	77	75
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others - please specify	NA	NA	NA

Note: - Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?
No.

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

Parameter	Unit	FY 2025 - 26	FY 2024 - 25
Total Scope 1 (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	63,903	64,643
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	1,31,784	1,17,736
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions/Revenue from operations)	Metric Tonnes of CO2/Crore INR	19.65	21.04
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	Metric Tonnes of CO2/ Crore of INR adjusted for PPP	399.66	434.73
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric Tonnes of CO2 /Metric Tonne of Product	0.13	0.14
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note:

1. Disclosures are aligned with SEBI Circular.
2. The reporting boundary is all manufacturing plants and corporate offices. In addition in current year, for GHG emissions and energy consumption disclosures, chilling centres have been included. Further in case of Sales outlets, the Company is in process of assessing the operational control and information collation is being strengthened. Accordingly, these outlets has been excluded for disclosure in the current year.
3. Previous year's figures have been restated to align with the current year's classification and methodology.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?
Yes, a Limited Assurance has been carried out by Deloitte Haskins & Sells LLP, as per the Report annexed.

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

Yes, Biogas Genset has been installed in some of our plants viz., Salem, Govindapur, Shirashi through which power is being generated and consumed captively. Also Solar plants have been installed in some of our plants viz., Tirunelveli, Palani, Kolasanahalli, Shirashi, Belgaum, Honnalli, Uthiyur and the Corporate/Head office.

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

Parameter	**FY 2025 - 26**	**FY 2024 - 25**
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4,411.08	4,801.68
E-waste (B)	170.77	76.00
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	46.84	95.49
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	15.51	28.23
Other Non-hazardous waste generated (H).	7,214.25	10,646.00
(Glass Bottle waste, Gunny Bags waste, Metal waste, Paper and Carton Box waste, Product Waste, Wood Waste, Fly Ash waste and ETP sludge waste, etc.)		
Total (A + B + C + D + E + F + G + H)	11,858.45	15,647.40
Waste intensity per rupee of turnover		
(Total waste generated/Revenue from operations)	1.19 MT/Crores INR	1.81 MT/Crores INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	24.22 MT/Crores INR adjusted for PPP	37.30 MT/Crores INR adjusted for PPP
Waste intensity in terms of physical output	0.0081 MT/ Tonnes of Product	0.0117 MT/ Tonnes of Product
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	9,501.33	13,415.98
(ii) Re-used	0	0
(iii) Other recovery operations	109.16	80.58
Total	**9,610.49**	**13,496.56**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2,247.96	2,150.84
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	**2,247.96**	**2,150.84**

Note:
1. Disclosures are aligned with SEBI Circular.
2. Previous year's figures have been restated to align with the current year's classification and methodology.
3. Disclosures related to Waste, currently cover the operations within the existing standalone reporting boundary other than the plants, which are part of subsidiary company Milk Mantra Dairy Private Limited, which got merged into the standalone entity in the last quarter of the financial year. Their waste-related data will be incorporated into future disclosures following the completion of integration process.
4. This year, the Company strengthened its reporting processes by including sludge waste and fly ash under the non-hazardous waste disclosure category. In line with assumptions permitted under the BRSR framework, sludge waste disposed has been considered to derive sludge waste generation for reporting purposes. The Company is also enhancing systems to track and report sludge data utilised within the plant premises in future reporting periods.

Note: - Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?
Yes, a Limited Assurance has been carried out by Deloitte Haskins & Sells LLP, as per the Report annexed.

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.

We strive to reduce the waste and recycle the same as much as possible. Our waste primarily comprises of plastic waste, ETP scum etc. The Company ensures responsible waste management practices involving 100 % recycling of plastic waste as per EPR PWM. The ETP scum is converted as compost.

11. If the Company 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
1.	Uthiyur Village, Kangeyam Taluk, Tirupur District, Tamilnadu	Production/Processing of Milk & Milk Products	Yes. All the conditions of environmental approval/clearance are being complied with.

12. Details of environmental impact assessments of projects undertaken by the Company based on applicable laws, in the current financial year.
Not applicable.

13. Is the Company 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-compliance, in the following format.
Yes. The Company is fully complaint with all the applicable laws/regulations/guidelines applicable to it in India and has not received any complaint.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.
ESSENTIAL INDICATORS
1. a. Number of affiliations with trade and industry chambers/associations.
The Company was a member of three trade and industry chambers/associations during FY 2025-2026.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ association state/National)
1.	Indian Dairy Association	National
2.	Indian Ice-Cream Manufactures' Association	National
3.	Tamil Nadu Chamber of Commerce	State

2. Details of corrective action taken or underway on any issues related to anticompetitive conduct by the Company, based on adverse orders from regulatory authorities.

Not applicable.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPEMENT: ESSENTIAL INDICATORS

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

As per the applicable laws, SIA is not applicable.

2. Information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Company.

Nil.

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

The Company has set up a framework of multiple mechanisms to receive and redress grievances, for the community. The stakeholder shares a proposal with the needs required. The Company then follows below steps:

a. Need Assessment: At the first stage, the proposal is reviewed to assess the need and the proposed outcome and impact. The implementing agency is reviewed for the fulfilment of regulatory criteria and prior experience in working for a similar cause.

b. Regular interactions with community: This is done by physical visits, virtual meetings, feedbacks review of outcomes, third party reports, photos, etc.

c. In case there is a grievance and can be resolved by the Company, the proposal for resolution is submitted to the HoDs and with their approval grievances redressed.

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

Parameter	FY 2025 - 2026	FY 2024 - 2025
Directly sourced from MSMEs/small producers	21.33 %	21.26 %
Sourced directly from within the district and neighboring district	98.49 %	98.04 %

Note:
1. Disclosures are aligned with SEBI Master Circular.
2. Previous year figures have been restated to align with the current year's classification and methodology.
3.The MSME ratio disclosed above excludes milk procured directly from farmers from the numerator. If such milk procurement were considered as input materials directly sourced from MSMEs/small producers, the MSME ratio would increase to 81.70%.

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

Location	FY 2025 - 2026	FY 2024 - 2025
Rural	41.59%	47.33%
Semi urban	37.06%	30.99%
Urban	13.72%	14.62%
Metropolitan	7.64%	7.05%

Note:
1. Disclosures are aligned with SEBI Master Circular.
2. The Company re-assessed its location classification of its offices, plants and other locations. Accordingly, the figures for FY 2024–25 have been restated for consistent classification year on year.

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER:

ESSENTIAL INDICATORS.

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

We have given toll free number in all our products through which customer can complain about our products. All the complaints are recorded in the company portal and action taken through the responsible person.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	100 %
Safe and responsible usage	100 %
Recycling and/or safe disposal	Not applicable

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

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

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

	Number	Reasons for recall
Voluntary Recalls	NIL	NIL
Forced Recalls	NIL	NIL

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

Yes, the Company has framed policies with respect to information technology/cyber security risk which set forth limits, mitigation strategies and internal controls. www.hap.in

Information Security Management Policy and Cyber Security and Cyber Resilience Policy are in place for protecting the organisation's cyberspace against cyber-attacks, threats, and vulnerabilities.

The Company has Personal Data Protection Standard to ensure that all the Personal Data is kept secured using appropriate technical and organisational measures including necessary policies, processes, and controls. The Company implements and maintains adequate information security standards and frameworks required by applicable laws and regulations.

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

Not applicable.

7. Provide the following information relating to data breaches:

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

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

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

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION OF HATSUN AGRO PRODUCT LIMITED'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

To the Board of Directors
of HATSUN AGRO PRODUCT LIMITED

1. We have undertaken to perform limited assurance engagement, for **HATSUN AGRO PRODUCT LIMITED** (the "Company") vide our engagement letter dated January 21, 2026, in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Company's Business Responsibility and Sustainability Report (the "BRSR" or the "Report") included within the Annual Report (the "AR") of the Company for the year ended March 31, 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners, environmental engineers and specialists.

2. Identified Sustainability Information

Our scope of limited assurance consists of the Sustainability Information listed in the Appendix I to our report. The reporting boundary of the Report is as disclosed in Question 13 of Section A: General Disclosure of the Report with exceptions disclosed by way of note under respective questions of the Report, where applicable.

Our limited assurance engagement was with respect to the year ended March 31, 2026 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the Report and, therefore, do not express any conclusion thereon.

3. Criteria

The Criteria used by the Company to prepare the Identified Sustainability Information is listed below:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended; and
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 (the "SEBI Master Circular").

4. Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including the reporting boundary of the Report, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the Report and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

5. Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between companies.

6. Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (the "ICAI") and the SEBI Master Circular and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

We apply Standard on Quality Control (the "SQC") 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

7. Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information listed in Appendix I based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 Assurance Engagements on Greenhouse Gas Statements (together the "Standards"), both issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI.

These Standards require that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information listed in Appendix I and included in the Report is free from material misstatement.

As part of limited assurance engagement in accordance with the Standards, we exercise professional judgment and maintain professional skepticism throughout the engagement.

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information as listed in Appendix I, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents and evaluating the appropriateness of quantification methods and reporting policies and agreeing with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- Made inquiries of Company's management, including Health and Safety team, finance team, human resources team amongst others and those with the responsibility for preparation of the Report;
- Obtained an understanding of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at project sites on a sample basis. Our procedures did not include evaluating the suitability of design, obtaining evidence about their implementation or testing operating effectiveness of particular control activities;
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures;
- Reviewed the key assumptions, emission factors and methodologies used for calculation of Greenhouse Gas (the "GHG") emissions;
- Reviewed the Company's process for collating the sustainability information through agreeing or reconciling the Identified Sustainability Information with the underlying records on a sample basis; and
- Reviewed the consolidation for plants, collection centres and offices on a sample basis and corporate office under the reporting boundary for ensuring the completeness of data being reported.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the Criteria.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

8. Exclusions

Our assurance scope excludes the following and therefore we do not express a conclusion on:

- Operations of the Company other than the Reporting Boundary set out in Question 13 of Section A: General Disclosures of the Report, for mentioned in the Identified Sustainability Information listed in Appendix I;
- Aspects of the Report and the data/information (qualitative or quantitative) other than the Identified Sustainability Information;
- Data and information outside the defined reporting period i.e. the financial year ended March 31, 2026; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

9. Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Identified Sustainability Information listed in Appendix I and presented in the BRSR for the year ended March 31, 2026 are not prepared, in all material respects, in accordance with the Criteria as stated in paragraph 3 above.

10. Restriction on use

Our Limited Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Limited Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For Deloitte Haskins & Sells LLP
Chartered Accountants
(Firm's Registration No. 117366W / W-100018)

Pratiq Shah
Partner
Membership No.111850
UDIN: 26111850XLIABR4865

Place: Mumbai
Date: June 29, 2026

APPENDIX I
Identified Sustainability Information subject to Limited Assurance
BRSR Core Indicators subject to Limited Assurance

Sr. No	Reporting Standard Reference	Description of Indicator
Section C: Principle [P] Wise Performance Disclosures - Essential Indicators [E]		
1	P-1 [E], Question 8	Number of days of accounts payables ((Accounts payable *365)/Cost of goods/services procured)
2	P-1 [E], Question 9	Open-ness of business: Details of concentration of purchases and sales with trading houses and with dealers/distributors respectively, and with related parties along-with loans and advances & investments, with related parties.
3	P-3 [E], Question 1(c)	Spending on measures towards well-being of employees and workers (including permanent and other than permanent)
4	P- 3 [E], Question 11	Details of safety related incidents: Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) (employees and workers) Total recordable work-related injuries (employees and workers) - No. of fatalities (employees and workers) - High consequence work-related injury or ill-health (excluding fatalities) (employees and workers)
5	P-5 [E], Question 3(b)	Gross wages paid to females as % of total wages paid by the entity.
6	P-5 [E], Question 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) - Complaints on POSH as a % of female employees/workers - Complaints on POSH upheld
7	P-6 [E], Question 1	Details of total energy consumption (in Joules or multiples) and energy intensity: - Total energy consumed from renewable sources - Total energy consumption from non-renewable sources
8		- Total energy consumed
9		Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)
		Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)
10	P-6 [E], Question 3	Water withdrawal by source (in kilolitres) - Surface water, Groundwater, Third-Party Water, Seawater / desalinated water, Others - Total volume of water withdrawal (in kilolitres) - Total volume water consumption (in kilolitres)
11		Water intensity per rupee of turnover (Total water consumption / Revenue from operations)
		Water intensity per rupee of turnover adjusted for PPP (Total water consumption / Revenue from operations adjusted for PPP)

Sr. No	Reporting Standard Reference	Description of Indicator
Section C: Principle [P] Wise Performance Disclosures - Essential Indicators [E]		
12	P-6 [E], Question 4	Water Discharge by destination and level of treatment (in kilolitres)
13	P-6 [E], Question 7	Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity - Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)
14		- Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)
15		- Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)
		- 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)
16	P-6 [E], Question 9	Details related to waste management by the entity: Total waste generated: Plastic waste, E-waste, Construction demolition waste, Biomedical waste, Battery waste, Radioactive waste, Other Hazardous waste and Non-hazardous waste.
17		- Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) - Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)
18	P-6 [E], Question 9	For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)
19	P-6 [E], Question 9	For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)
20	P-8 [E], Question 4	Percentage of input material (inputs to total inputs by value) sourced from suppliers. - Directly sourced from MSMEs/ small producers - Directly from within India
21	P-8 [E], Question 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 Rural, Semi-urban, Urban and Metropolitan locations, as a percentage of total wage cost.
22	P-9 [E], Question 7	Information relating to data breaches: - Number of instances of data breaches - Percentage of data breaches involving personally identifiable information of customers - Impact, if any, of the data breaches