

# AZAD

September 7, 2026

To,  
The Listing Department  
**BSE Limited**  
Department of Corporate Affairs  
Phiroze Jeejeebhoy Towers, Dalal Street  
Mumbai, Maharashtra - 400 001  
**Scrip ID - 544061**

To,  
The Listing Department  
**National Stock Exchange of India Limited**  
Exchange Plaza, Plot No. C/1, G Block  
Bandra-Kurla Complex, Bandra (E)  
Mumbai, Maharashtra - 400 051  
**Scrip Code - AZAD**

Dear Sir/Madam,

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

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed copy of the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26.

The BRSR Report is also available on the Company's website at <https://azad.in/company-announcements/>.

This is for your information and records.

Thanking you.

Yours truly,

**For Azad Engineering Limited**

**G. Praneeth Abhishek**  
**Company Secretary, Compliance Officer and Head Legal**  
M. No.: A35583

*Encl.: As Above*

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## Azad Engineering Limited

Plot No.90/C, 90/D, Phase -1,  
I.D.A., Jeedimetla, Hyderabad,  
Telangana-500 055, India.

Contact: 040-23097007  
Email: [info@azad.in](mailto:info@azad.in)  
Web: [www.azad.in](http://www.azad.in)

CIN NO: L74210TG1983PLC004132  
GSTIN: 36AAECA9452H1ZJ  
CS-2601-354



# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Company

| S.no | Particulars                                                                                                                      | Details                                                                                          |
|------|----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| 1.   | Corporate Identity Number (CIN) of the Company                                                                                   | L74210TG1983PLC004132                                                                            |
| 2.   | Name of the Company                                                                                                              | AZAD Engineering Limited                                                                         |
| 3.   | Year of Incorporation                                                                                                            | 1983                                                                                             |
| 4.   | Registered Office Address                                                                                                        | 90/C, 90/D, Phase 1 I.D.A, Jeedimetla, Hyderabad 500055, Telangana India                         |
| 5.   | Corporate Address                                                                                                                |                                                                                                  |
| 6.   | Email Address                                                                                                                    | <a href="mailto:cs@azad.in">cs@azad.in</a>                                                       |
| 7.   | Telephone                                                                                                                        | 91 - 40 - 2309 7007                                                                              |
| 8.   | Website                                                                                                                          | <a href="https://www.azad.in">https://www.azad.in</a>                                            |
| 9.   | Financial Year for which reporting is done                                                                                       | 1 <sup>st</sup> April 2025 to 31 <sup>st</sup> March 2026                                        |
| 10.  | Name of the Stock Exchanges where shares are listed                                                                              | BSE & NSE                                                                                        |
| 11.  | Paid-up Capital                                                                                                                  | ₹129.16 Million                                                                                  |
| 12.  | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | G. Praneeth Abhishek<br>Email: <a href="mailto:cs@azad.in">cs@azad.in</a><br>Contact: 7093916512 |
| 13.  | Reporting boundary                                                                                                               | Reporting on Standalone basis                                                                    |
| 14.  | Name of assurance provider                                                                                                       | Not Applicable                                                                                   |
| 15.  | Type of assurance obtained                                                                                                       | Not Applicable                                                                                   |

### II. Products/Services

#### 16. Details of business activities

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the Company |
|--------|------------------------------|----------------------------------|------------------------------|
| 1      | Manufacturing                | Energy                           | 79.71                        |
| 2      | Manufacturing                | Aerospace & Defence              | 17.15                        |

#### 17. Products/Services sold by the Company

| S. No. | Product/Service | NIC Code | % of total turnover contributed |
|--------|-----------------|----------|---------------------------------|
| 1      | Airfoil /Blade  | 2811     | 69.35                           |
| 2      | Non - airfoil   | 2811     | 29.29                           |

### III. Operations

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

| Location      | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National      | 6                | 1                 | 6     |
| International |                  | NIL               |       |

Note : Total number of locations remains the same as the number of plants, since registered office is in the same location.

## 19. Markets served by the Company

### a. Number of locations

| Locations                        | Number |
|----------------------------------|--------|
| National (No. of States)         | 10     |
| International (No. of Countries) | 12     |

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

93%

### c. Types of customers

Our company specialises in precision manufacturing for customers which include global OEMs across the energy, aerospace and defence, and oil and gas industries.

## IV Employees

### 20. Details as at 31<sup>st</sup> March 2026

#### 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)            | 494       | 462     | 93.52     | 32      | 6.48      |
| 2.        | Other than Permanent (E) | 39        | 28      | 71.79     | 11      | 28.21     |
| 3.        | Total Employees (D + E)  | 533       | 490     | 91.93     | 43      | 8.07      |
| Workers   |                          |           |         |           |         |           |
| 4.        | Permanent (F)            | 1674      | 1655    | 98.86     | 19      | 1.14      |
| 5.        | Other than Permanent (G) | 641       | 602     | 93.92     | 39      | 6.08      |
| 6.        | Total Workers (F + G)    | 2315      | 2257    | 97.49     | 58      | 2.51      |

#### b. Differently abled Employees and Workers:

| S. No.    | Particulars              | Total (A) | Male    |           | Female  |           |
|-----------|--------------------------|-----------|---------|-----------|---------|-----------|
|           |                          |           | No. (B) | % (B / A) | No. (C) | % (C / A) |
| Employees |                          |           |         |           |         |           |
| 1.        | Permanent (D)            |           |         |           |         |           |
| 2.        | Other than Permanent (E) |           |         | Nil       |         |           |
| 3.        | Total Employees(D + E)   |           |         |           |         |           |
| Workers   |                          |           |         |           |         |           |
| 4.        | Permanent (F)            |           |         |           |         |           |
| 5.        | Other than Permanent (G) |           |         | Nil       |         |           |
| 6.        | Total Workers (F + G)    |           |         |           |         |           |

## 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 | 2         | 0                             | 0       |

Note - Executive Directors who are KMP are included in the Board of Directors. The Chief Financial Officer and Company Secretary and Chief Compliance Officer are shown in KMP.

## 22. Turnover rate for Permanent Employees and Workers

|                     | 2025 - 26(%) |        |        | 2024 - 25(%) |        |        | 2023 - 24(%) |        |        |
|---------------------|--------------|--------|--------|--------------|--------|--------|--------------|--------|--------|
|                     | Male         | Female | Total  | Male         | Female | Total  | Male         | Female | Total  |
| Permanent Employees | 14.95%       | 14.29% | 29.24% | 52.40%       | 19.23% | 71.63% | 12.00%       | 0.00%  | 12.00% |
| Permanent Workers   | 34.54%       | 5.26%  | 39.80% | 27.70%       | 18.18% | 45.88% | 45.00%       | 0.00%  | 45.00% |

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

### 23. Name 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 the Company | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No) |
|--------|-----------------------------------------------------------------------|-------------------------------------------------------------|---------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| 1      | Azad VTC Private Limited                                              | Subsidiary                                                  | 50.99                           | No                                                                                                                    |
| 2      | Azad Prime Private Limited                                            | Subsidiary                                                  | 50.99                           | No                                                                                                                    |

## VI. CSR Details

### 24.

|                                                                                  |                   |
|----------------------------------------------------------------------------------|-------------------|
| (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:(Yes/No) | Yes               |
| (ii) Turnover(in ₹)                                                              | 5,903.75 Million  |
| (iii) Net worth(in ₹)                                                            | 15,519.78 Million |

## VII. Transparency and Disclosure Compliances

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

| Stakeholder group from whom compliant is received | Grievance Redressal Mechanism in place (Yes/No)<br>(If yes, then provide web link for grievance redressal policy)                                                          | 2025 - 26                               |                                                           | Remarks                                                                  | 2024 - 25                               |                                                           |
|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------|--------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------|
|                                                   |                                                                                                                                                                            | No. of complaints filed during the year | No. of complaints pending resolution at close of the year |                                                                          | No. of complaints filed during the year | No. of complaints pending resolution at close of the year |
| Communities                                       | Yes, <a href="https://azad.in/wp-content/uploads/2026/03/Final-Vigil-Mechanism-Policy.pdf">https://azad.in/wp-content/uploads/2026/03/Final-Vigil-Mechanism-Policy.pdf</a> | 0                                       | 0                                                         | There were no complaints/grievances received from any specific community | 0                                       | 0                                                         |

| Stakeholder group from whom compliant is received | Grievance Redressal Mechanism in place (Yes/No)<br>(If yes, then provide web link for grievance redressal policy)                                                                                                                                                                                                                                                                                                                                                    | 2025 - 26                               |                                                           | Remarks                                                                                                                                                                                                                                       | 2024 - 25                               |                                                           |                                                                             |
|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------------------------|
|                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | No. of complaints filed during the year | No. of complaints pending resolution at close of the year |                                                                                                                                                                                                                                               | No. of complaints filed during the year | No. of complaints pending resolution at close of the year |                                                                             |
| Investors (other than shareholders)               | Yes, <a href="https://azad.in/contact/">https://azad.in/contact/</a>                                                                                                                                                                                                                                                                                                                                                                                                 | 1                                       | 0                                                         | There were no complaints pending at the financial year ended March 31, 2026                                                                                                                                                                   | 27                                      | 0                                                         | -                                                                           |
| Shareholders                                      | Yes, <a href="https://azad.in/contact/">https://azad.in/contact/</a>                                                                                                                                                                                                                                                                                                                                                                                                 | 0                                       | 0                                                         | -                                                                                                                                                                                                                                             | 0                                       | 0                                                         | -                                                                           |
| Employees and workers                             | Yes, <a href="https://azad.in/wp-content/uploads/2026/03/Final-Vigil-Mechanism-Policy.pdf">https://azad.in/wp-content/uploads/2026/03/Final-Vigil-Mechanism-Policy.pdf</a>                                                                                                                                                                                                                                                                                           | 0                                       | 0                                                         | -                                                                                                                                                                                                                                             | 0                                       | 0                                                         | -                                                                           |
| Customer                                          | Yes, The company has a dedicated helpline number(+91 - 040 - 2309 7007, 8008) and email <a href="mailto:info@azad.in">info@azad.in</a> which address and resolves all customer Grievances. In addition, the Company responds to customer concerns that it sent to quality & projects teams.<br><a href="https://azad.in/wp-content/uploads/2026/03/Final-Vigil-Mechanism-Policy.pdf">https://azad.in/wp-content/uploads/2026/03/Final-Vigil-Mechanism-Policy.pdf</a> | 0                                       | 0                                                         | The Company conducts weekly meetings with customers to discuss feedback, suggestions and operational matters along with half - yearly leadership meetings to review the overall business relationship and identify improvement opportunities. | 0                                       | 0                                                         |                                                                             |
| Value Chain Partners                              | Yes, <a href="https://azad.in/wp-content/uploads/2026/03/Final-Vigil-Mechanism-Policy.pdf">https://azad.in/wp-content/uploads/2026/03/Final-Vigil-Mechanism-Policy.pdf</a>                                                                                                                                                                                                                                                                                           | 0                                       | 0                                                         | -                                                                                                                                                                                                                                             | 0                                       | 0                                                         | There were no complaints/ grievances received from the value chain partners |
| Others (please specify)                           | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | NA                                      | NA                                                        | NA                                                                                                                                                                                                                                            | NA                                      | NA                                                        | -                                                                           |

**26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, 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 | 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     | Energy efficiency & carbon emissions | Risk                                 | Operations involve precision engineering and high energy use; global clients expect carbon reduction commitments.        | Transition to renewable power, energy-efficient machinery, and process optimization.                 | Negative                                                                                       |
| 2     | Occupational health & safety         | Risk                                 | Aerospace and turbine component manufacturing involves heavy machinery; accidents can disrupt production and reputation. | Strict EHS (Environment, Health & Safety) protocols, employee training, and workplace safety audits. | Negative                                                                                       |
| 3     | Supply chain sustainability          | Risk                                 | Dependency on alloys/metals and global suppliers; ESG compliance by OEM clients makes sustainable sourcing critical.     | Supplier audits, preference for certified vendors, diversification of sourcing base.                 | Negative                                                                                       |
| 4     | Technology & product innovation      | Opportunity                          | Clients in aerospace/defence increasingly demand lightweight, efficient, and sustainable components.                     | Investment in R&D, advanced machining, and material science innovations.                             | Positive                                                                                       |
| 5     | Waste management & pollution control | Risk                                 | Improper disposal of metal scrap, coolant oils, and industrial waste may lead to environmental penalties.                | Recycling scrap, hazardous waste disposal through authorized vendors, and closed-loop systems.       | Negative                                                                                       |
| 6     | Human capital development            | Opportunity                          | Skilled workforce is key for aerospace/defence sector; attrition or lack of skills poses risk.                           | Training, retention programs, employee engagement initiatives.                                       | Positive                                                                                       |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

| Disclosure Questions                                                                                                                                                                                                                                         | P<br>1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | P<br>2 | P<br>3 | P<br>4 | P<br>5 | P<br>6 | P<br>7 | P<br>8 | P<br>9 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>Policy and management processes</b>                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |        |        |        |        |        |        |        |        |
| 1. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)                                                                                                                                                  | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    |
| Has the policy been approved by the Board? (Yes/No)                                                                                                                                                                                                          | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    |
| Weblink of the policies, if available                                                                                                                                                                                                                        | <a href="https://azad.in/policies/">https://azad.in/policies/</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |        |        |        |        |        |        |        |        |
| 2. Whether the Company has translated the policy into procedures. (Yes/No)                                                                                                                                                                                   | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    |
| 3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)                                                                                                                                                                           | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    | Yes    |
| 4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle. | 1. AS9100D and ISO 9001:2015 (technically equivalent to EN9100:2018 and JISQ9100:2016) for Manufacturing of forged, heat treated and precision machined components for aviation, space, and defence applications.<br>2. AS9100D and ISO 9001:2015 (technically equivalent to EN9100:2018 and JISQ9100:2016) for Forged, Heat Treated and Machined Components for Engineering Application.<br>3. NADCAP Fluid Distribution Systems.<br>4. NADCAP NON Destructive Testing.<br>5. ISO/IEC 27001:2013 for Information Security Management System.<br>6. ISO 9001:2015 for Manufacturing of Precision Machined Components and Manufacturing of Forged, Heat Treated and Precision Machined Components.<br>7. ISO 14001:2015 for Environmental Management System standard.<br>8. ISO 45001:2018 for Occupational Health and Safety Management System standard.<br>9. NABL ISO/IEC 17025:2017 for General Requirements for the Competence of Testing & Calibration Laboratories. |        |        |        |        |        |        |        |        |
| 5. Specific commitments, goals and targets set by the Company with defined timelines, if any.                                                                                                                                                                | No formal quantified long-term targets or timelines have been established yet. The management is in the process of formulating structured, time bound targets.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |        |        |        |        |        |        |        |        |
| 6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.                                                                                                                          | No formal quantified long-term targets or timelines have been established yet. The management is in the process of formulating structured, time bound targets.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |        |        |        |        |        |        |        |        |

## Governance, leadership and oversight

7. **Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements**

As we present this Business Responsibility and Sustainability Report, we mark a pivotal milestone in our corporate journey. Sustainability is no longer just an ethical consideration; it is the cornerstone of our long-term business resilience and governance strategy.

Rather than committing to arbitrary sustainability targets without empirical data, we have prioritized identifying and quantifying our direct and indirect impacts across all nine NGRBC principles.

We are actively assessing our energy consumption, resource efficiency and waste generation. We are currently identifying our most material risks and environmental - social impacts.

Over the coming year, the Board and leadership team will utilize these foundational metrics to define actionable goals, quantifiable targets, and expected timelines. We are committed to developing a comprehensive sustainability roadmap that aligns with our business growth and stakeholder expectations.

Rakesh Chopdar

Whole Time Director &amp; Chief Executive Officer

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

Shri Rakesh Chopdar (DIN 01795599) Chairman and CEO under the guidance of Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.

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

The Board of Directors of the Company oversees the factors related to Sustainability.

**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)                                                                                                                                                                       |     |     |     |     |     |     |     |     |
|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|
|                                                                                                                  | P 1                                                                                                                                                            | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | P 1                                                                                                                                                                                                                                         | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| Performance against above policies and follow up action                                                          | Policies wherever stated have been approved by the Board/Committees of Board/Senior Management of the Company                                                  |     |     |     |     |     |     |     |     | Policies are reviewed at periodic intervals in all aspects including statutory requirements depending on the frequency stated in respective policies or on a need basis whichever is earlier and necessary updates are made to the policies |     |     |     |     |     |     |     |     |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | The Company has necessary procedures in place to ensure the compliance with all relevant regulations and the Board of Directors periodically reviews the same. |     |     |     |     |     |     |     |     | Half Yearly                                                                                                                                                                                                                                 |     |     |     |     |     |     |     |     |

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

P1      P2      P3      P4      P5      P6      P7      P8      P9

NO

**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 Company does not consider the Principle material to its business (Yes/No)                                                    | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| The Company 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)                                                                                                | -  | -  | -  | -  | -  | -  | -  | -  | -  |

## 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 open awareness programmes on any of the principles during the financial year:

| Segment                           | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact                                                                                                                                                                                               | % of persons in respective category covered by the awareness programmes |
|-----------------------------------|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| Board of Directors                | 1                                                      | Prevention of insider Training(PIT)                                                                                                                                                                                                                       | 100%                                                                    |
| Key Managerial Personnel          | 2                                                      | Prevention of insider Training(PIT), Induction training.                                                                                                                                                                                                  | 100%                                                                    |
| Employees other than BOD and KMPs | 127                                                    | Technical skill enhancement, safety practices, quality standards, compliance training, behavioural and soft skills development. Improved productivity, reduced errors, and enhanced workplace safety, Prevention of Insider Training(PIT).                | 100%                                                                    |
| Workers                           | 33                                                     | Technical skill enhancement, safety practices, quality standards, compliance training, behavioural and soft skills development. Improved productivity, reduced errors, and enhanced workplace safety, PPE Awareness, Prevention of Insider Training(PIT). | 100%                                                                    |

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

| Monetary        |                 |                                                                                                                                                    |                                |                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                    |
|-----------------|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Type            | NGRBC Principle | Name of the regulatory/enforcement agencies/ judicial institutions                                                                                 | Amount (₹)                     | Brief of the Case                                                                                                                                                                                                                                         | Has an appeal been preferred? (Yes/No)                                                                                                                                                                                             |
| Penalty/Fine    |                 | Joint Commissioner, Office of the Commissioner of Central Tax and GST, Jeedimetla Division, Medchal GST Commission - rate, Hyderabad ("Authority") | ₹ 10,38,280/- and ₹ 1,10,582/- | Orders were passed under Sections 73/74 read with Section 122 of the CGST/SGST Act, 2017 (and corresponding provisions of the IGST Act) for FY 2019-20 and FY 2020-21 relating to blocked ITC under Section 17(5) and non-payment of GST on other income. | No.<br>The Company does not expect any material impact on its financial, operational, or other activities. It is evaluating all available options, including filing an appeal against the order, and expects a favourable outcome. |
| Settlement      |                 |                                                                                                                                                    |                                |                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                    |
| Compounding fee |                 |                                                                                                                                                    |                                | Nil                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                    |

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

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

| S.No | Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|------|--------------|---------------------------------------------------------------------|
|      |              | Not Applicable                                                      |

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

The entity adheres to ethical business practices and complies with applicable laws and regulations. The management is in the process of formulating a formal policy to strengthen its governance framework.

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

|           | 2025 - 26 | 2024 - 25 |
|-----------|-----------|-----------|
| Directors | Nil       | Nil       |
| KMPs      |           |           |
| Employees |           |           |
| Workers   |           |           |

6. Details of complaints with regard to conflict of interest

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

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

Not applicable, as there were no such cases of corruption and conflict of interest.

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured).

|                                     | 2025 - 26 | 2024 - 25 |
|-------------------------------------|-----------|-----------|
| Number of days of accounts payables | 166       | 255       |

## 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.

| Parameter                  | Metrics                                                                                   | 2025 - 26 | 2024 - 25                                                                               |
|----------------------------|-------------------------------------------------------------------------------------------|-----------|-----------------------------------------------------------------------------------------|
| Concentration of Purchases | Sales to dealers/distributors as % of total sales                                         | Nil       | Not applicable as the Company does not provide its products through dealers/distributor |
|                            | Number of dealers/distributors to whom sales are made                                     | Nil       | Not applicable as the Company does not provide its products through dealers/distributor |
|                            | Sales to top 10 dealers/distributors as % of total sales to dealers/distributors          | Nil       | Not applicable as the Company does not provide its products through dealers/distributor |
| Concentration of Sales     | Sales to dealers/distributors as % of total sales                                         | Nil       | Not applicable as the Company does not provide its products through dealers/distributor |
|                            | Number of dealers/distributors to whom sales are made                                     | Nil       | Not applicable as the Company does not provide its products through dealers/distributor |
|                            | Sales to top 10 dealers/distributors as % of total sales to dealers/distributors          | Nil       | Not applicable as the Company does not provide its products through dealers/distributor |
| Share of RPTs in           | Purchases (purchases with related parties/Total purchases)                                | 3.34%     | 0%                                                                                      |
|                            | Sales (Sales to related parties / Total Sales)                                            | 0.33%     | 4.95%                                                                                   |
|                            | Loans and advances (Loans and advances given to related parties/Total loans and advances) | 3.83%     | 0.94%                                                                                   |
|                            | Investments (Investments in related parties/Total investments made)                       | 0%        | 0%                                                                                      |

## PRINCIPLE 2 | BUSINESS 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 products and processes to total R&D and capex investments made by the Company, respectively.

| Segment | 2025 - 26 | 2024 - 25 | Details of improvements in environmental and social impacts |
|---------|-----------|-----------|-------------------------------------------------------------|
| R & D   | 0         | 0         | -                                                           |
| Capex   | 0         | 0         | -                                                           |

2. a. Does the Company have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?

No, sustainable sourcing procedures are not applicable to our business, as our primary raw materials are metals and alloys. Further, our operations do not fall under the 'Red Category' of the Pollution Control Board, hence sustainable sourcing practices are not material in the context of our business model.

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.

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.

Not Applicable

### PRINCIPLE 3 | BUSINESS SHOULD RESPECT AND PROMOTE THE WELLBEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

#### Essential indicators:

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

| Category                       | % of employees covered by |                  |            |                    |            |                    |            |                    |            |                     |            |
|--------------------------------|---------------------------|------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|---------------------|------------|
|                                | Total<br>(A)              | Health insurance |            | Accident insurance |            | Maternity benefits |            | Paternity benefits |            | Day Care facilities |            |
|                                |                           | Number<br>(B)    | %<br>(B/A) | Number<br>(C)      | %<br>(C/A) | Number<br>(D)      | %<br>(D/A) | Number<br>(E)      | %<br>(E/A) | Number<br>(F)       | %<br>(F/A) |
| Permanent employees            |                           |                  |            |                    |            |                    |            |                    |            |                     |            |
| Male                           | 462                       | 388              | 83.98%     | 388                | 83.98%     | 0                  | 0          | 0                  |            | 0                   |            |
| Female                         | 32                        | 21               | 65.63%     | 21                 | 65.63%     | 32                 | 100%       | 0                  |            | 0                   |            |
| Total                          | 494                       | 409              | 82.79%     | 409                | 82.79%     | 32                 | 6.48%      | 0                  |            | 0                   |            |
| Other than Permanent employees |                           |                  |            |                    |            |                    |            |                    |            |                     |            |
| Male                           | -                         | -                | -          | -                  | -          | -                  | -          | -                  |            | -                   |            |
| Female                         | -                         | -                | -          | -                  | -          | -                  | -          | -                  |            | -                   |            |
| Total                          | -                         | -                | -          | -                  | -          | -                  | -          | -                  |            | -                   |            |

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

| Category          | % of employees covered by |                  |            |                    |            |                    |            |                    |            |                     |            |
|-------------------|---------------------------|------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|---------------------|------------|
|                   | Total<br>(A)              | Health insurance |            | Accident insurance |            | Maternity benefits |            | Paternity benefits |            | Day Care facilities |            |
|                   |                           | Number<br>(B)    | %<br>(B/A) | Number<br>(C)      | %<br>(C/A) | Number<br>(D)      | %<br>(D/A) | Number<br>(E)      | %<br>(E/A) | Number<br>(F)       | %<br>(F/A) |
| Permanent Workers |                           |                  |            |                    |            |                    |            |                    |            |                     |            |
| Male              | 1655                      | 1317             | 79.58%     | 1317               | 79.58%     | 0                  | 0          | 0                  |            | 0                   |            |
| Female            | 19                        | 19               | 100.00%    | 19                 | 100.00%    | 19                 | 100%       | 0                  |            | 0                   |            |
| Total             | 1674                      | 1336             | 79.81%     | 1336               | 79.81%     | 19                 | 1.14%      | 0                  |            | 0                   |            |

| Category                     | % of employees covered by |                  |            |                    |            |                    |            |                    |            |                     |            |
|------------------------------|---------------------------|------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|---------------------|------------|
|                              | Total<br>(A)              | Health insurance |            | Accident insurance |            | Maternity benefits |            | Paternity benefits |            | Day Care facilities |            |
|                              |                           | Number<br>(B)    | %<br>(B/A) | Number<br>(C)      | %<br>(C/A) | Number<br>(D)      | %<br>(D/A) | Number<br>(E)      | %<br>(E/A) | Number<br>(F)       | %<br>(F/A) |
| Other than Permanent Workers |                           |                  |            |                    |            |                    |            |                    |            |                     |            |
| Male                         | -                         | -                | -          | -                  | -          | -                  | -          | -                  | -          | -                   | -          |
| Female                       | -                         | -                | -          | -                  | -          | -                  | -          | -                  | -          | -                   | -          |
| Total                        | -                         | -                | -          | -                  | -          | -                  | -          | -                  | -          | -                   | -          |

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

|                                                                            | 2025 - 26 | 2024 - 25 |
|----------------------------------------------------------------------------|-----------|-----------|
| Cost incurred on wellbeing measures as a % of total revenue of the Company | 0.44%     | 0.16%     |

**2. Details of retirement benefits, for current and previous financial year.**

| Benefits                | 2025 - 26                                          |                                                |                                                      | 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                      | 59.66                                              | 67.6                                           | Yes                                                  | 50                                                 | 68                                             | Yes                                                  |
| Gratuity                | 100                                                | 100                                            | Yes                                                  | 0                                                  | 2                                              | Yes                                                  |
| ESI                     | 4.13                                               | 26.39                                          | Yes                                                  | 4                                                  | 45                                             | Yes                                                  |
| NPS                     | 0                                                  | 0                                              | -                                                    | -                                                  | -                                              | -                                                    |
| Others - please specify | 0                                                  | 0                                              | -                                                    | NA                                                 | 0                                              | -                                                    |

**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.

While the entity currently does not have any differently abled employees or workers, it is committed to fostering an inclusive and accessible workplace for all. Necessary improvements are being planned to ensure that the workplace remains welcoming and supportive for all individuals, irrespective of ability.

**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.**

The Company has Code of Conduct Policy. <https://azad.in/wp-content/uploads/2024/02/Code-of-Conduct-of-Directors.pdf>

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

Nil

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<br>(If yes, then give details of the mechanism in brief)                                                                                                                                                                                                  |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent workers              | The Company has a structured POSH framework, with the Internal Complaints Committee designated to address complaints of sexual harassment. Additionally, the Whistle Blower Policy provides a confidential channel for reporting illegal or unethical practices. |
| Other than permanent workers   |                                                                                                                                                                                                                                                                  |
| Permanent employees            |                                                                                                                                                                                                                                                                  |
| Other than permanent employees |                                                                                                                                                                                                                                                                  |

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

No Trade Unions.

8. Details of training given to employees and workers:

| Category  | 2025 - 26    |                                  |            |                         |            | 2024 - 25    |                                     |            |                         |            |
|-----------|--------------|----------------------------------|------------|-------------------------|------------|--------------|-------------------------------------|------------|-------------------------|------------|
|           | Total<br>(A) | On health and<br>safety measures |            | On skill<br>upgradation |            | Total<br>(D) | On health<br>and safety<br>measures |            | On skill<br>upgradation |            |
|           |              | No.<br>(B)                       | %<br>(B/A) | No.<br>(C)              | %<br>(C/A) |              | No.<br>(E)                          | %<br>(E/D) | No.<br>(F)              | %<br>(F/D) |
| Employees |              |                                  |            |                         |            |              |                                     |            |                         |            |
| Male      | 490          | 490                              | 100.00%    | 490                     | 100.00%    | 527          | 523                                 | 99.24%     | 360                     | 68.31%     |
| Female    | 43           | 43                               | 100.00%    | 43                      | 100.00%    | 9            | 0                                   | 0.00%      | 18                      | 200.00%    |
| Total     | 533          | 533                              | 100.00%    | 533                     | 100.00%    | 536          | 523                                 | 97.57%     | 378                     | 70.52%     |
| Workers   |              |                                  |            |                         |            |              |                                     |            |                         |            |
| Male      | 2257         | 2257                             | 100.00%    | 2257                    | 100.00%    | 1221         | 0                                   | 0.00%      | -                       | 0.00%      |
| Female    | 58           | 58                               | 100.00%    | 58                      | 100.00%    | 45           | 0                                   | 0.00%      | -                       | 0.00%      |
| Total     | 2315         | 2315                             | 100.00%    | 2315                    | 100.00%    | 1266         | 0                                   | 0.00%      | -                       | 0.00%      |

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

| Category         | 2025 - 26    |            |                | 2024 - 25    |             |             |
|------------------|--------------|------------|----------------|--------------|-------------|-------------|
|                  | Total<br>(A) | No.<br>(B) | %<br>(B/A)     | Total<br>(C) | No.<br>(D)  | %<br>(D/C)  |
| <b>Employees</b> |              |            |                |              |             |             |
| Male             | 490          | 490        | 100.00%        | 527          | 527         | 100%        |
| Female           | 43           | 43         | 100.00%        | 9            | 9           | 100%        |
| <b>Total</b>     | <b>533</b>   | <b>533</b> | <b>100.00%</b> | <b>536</b>   | <b>536</b>  | <b>100%</b> |
| <b>Workers</b>   |              |            |                |              |             |             |
| Male             | 2257         | 0          | 0.00%          | 1221         | 1221        | 100%        |
| Female           | 58           | 0          | 0.00%          | 45           | 45          | 100%        |
| <b>Total</b>     | <b>2315</b>  | <b>0</b>   | <b>0.00%</b>   | <b>1266</b>  | <b>1266</b> | <b>100%</b> |

**10. Health and Safety Management System:****a. Whether an occupational health and safety management system has been implemented by the Company? (Yes/ No). If yes, the coverage such system?**

Yes, under IMS Certification 45001:2018, 14001:2015 & ISO 9001:2015, health and safety measures are adequately followed.

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

1. Hazard Identification Risk Assessment.
2. Risk Register.
3. Internal and External Audits
4. Continuous Monitoring System
5. Preventive Maintenance

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

Yes. The Company has a QEHS Policy

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

Yes. OHC services available. Also, annual medical checkups being carried out to the employees/ workers.

**11. Details of safety related incidents.**

| Safety Incident /Number                                                       | Category  | 2025 - 26 | 2024 - 25 |
|-------------------------------------------------------------------------------|-----------|-----------|-----------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0         | 0         |
|                                                                               | Workers   | 0         | 0         |
| Total recordable work-related injuries                                        | Employees | 0         | 0         |
|                                                                               | Workers   | 0         | 0         |
| 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         |

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

- We are committed to protecting the health & safety of all people working & visiting our company
- We can plan, manage, conduct and supervise all our work in compliance with legislation & good practices.
- We want to ensure that all workers have a clear understanding of their responsibilities along with the company.

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

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

#### 14. Assessment for the year:

|                             | % of plants and offices that were assessed (by Company or statutory authorities or third parties) |
|-----------------------------|---------------------------------------------------------------------------------------------------|
| Health and safety practices | 100%                                                                                              |
| Working Conditions          | 100%                                                                                              |

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

There are no safety related incidents/risks/concerns arising from assessments of health and safety practices and working conditions.

## PRINCIPLE 4 | BUSINESS 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 Company recognizes and prioritizes its stakeholders based on their influence on the business and its long-term value creation. Through regular engagement and open communication, the Company strives to understand stakeholder expectations and build enduring relationships that support mutual growth and shared value.

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

| Stakeholder Group          | Whether identified as vulnerable & marginalised group (Yes/No) | Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, 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                                                                                                               |
|----------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees and Workers      | No                                                             | Email, Phone calls, SMS, Meetings, Notice Board, Training Programs, festival and foundation day celebration, Intranet                                     | Regular                                                                             | Day to day activities/ Conduct of Business. Trainings, addressing concerns, innovation, operational efficiencies, health, safety and recreational activities.                                                 |
| Investors and Shareholders | No                                                             | Email, Website, Quarterly publication of results, Newspaper advertisements, Analysts/ Investor Calls, Annual General Meetings, Stock Exchange intimations | Annually/Half yearly/ Quarterly/Event basis                                         | Compliance, Governance Practices update on business, financial, and operational results. Keeping communication channels open with shareholders and investor community helps to connect them with the Company. |

| Stakeholder Group                  | Whether identified as vulnerable & marginalised group (Yes/No) | Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, 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                                                                                                                  |
|------------------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Communities                        | Yes                                                            | Physical Meetings / Reviews/ Assessments                                                                                          | Event Based                                                                         | CSR Programs and other initiatives. Community involvement through Corporate Social Responsibility initiatives, responding to the needs and concerns of surrounding communities                                   |
| Customers and Value Chain Partners | No                                                             | Email, Meetings, Survey, Phone calls, Websites                                                                                    | Regular                                                                             | Business / Project Related Product quality and availability, timely delivery and payments, ESG consideration. responsiveness to customer needs, customer satisfaction, customer surveys and feedback mechanisms. |
| Government and Regulatory Bodies   | No                                                             | Fillings and submissions, Engagement during visits to our facilities, Email and website                                           | Event Based                                                                         | Compliance with applicable laws and Regulations Transparency, Disclosure, Compliance, Constructive engagement                                                                                                    |

## PRINCIPLE 5 | BUSINESS SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

### Essential Indicators

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

| Category               | 2025 - 26  |                                        |               | 2024 - 25  |                                        |              |
|------------------------|------------|----------------------------------------|---------------|------------|----------------------------------------|--------------|
|                        | Total (A)  | No. of employees / workers covered (B) | % (B/A)       | Total (C)  | No. of employees / workers covered (D) | % (D/C)      |
| <b>Employees</b>       |            |                                        |               |            |                                        |              |
| Permanent              | 494        | 494                                    | 100%          | 536        | 0                                      | 0.00%        |
| Other than Permanent   | 39         | 0                                      | 0.00%         | 0          | 0                                      | 0.00%        |
| <b>Total Employees</b> | <b>533</b> | <b>494</b>                             | <b>92.68%</b> | <b>536</b> | <b>0</b>                               | <b>0.00%</b> |

| Category             | 2025 - 26   |                                        |               | 2024 - 25   |                                        |              |
|----------------------|-------------|----------------------------------------|---------------|-------------|----------------------------------------|--------------|
|                      | Total (A)   | No. of employees / workers covered (B) | % (B/A)       | Total (C)   | No. of employees / workers covered (D) | % (D/C)      |
| <b>Workers</b>       |             |                                        |               |             |                                        |              |
| Permanent            | 1674        | 1674                                   | 100%          | 905         | 59                                     | 6.52%        |
| Other than Permanent | 641         | 0                                      | 0.00%         | 361         | 0                                      | 0.00%        |
| <b>Total Workers</b> | <b>2315</b> | <b>1674</b>                            | <b>72.31%</b> | <b>1266</b> | <b>59</b>                              | <b>4.66%</b> |

## 2. Details of minimum wages paid to employees and workers.

| Category             | 2025 - 26    |                          |         |                           |         | 2024 - 25    |                          |         |                           |         |
|----------------------|--------------|--------------------------|---------|---------------------------|---------|--------------|--------------------------|---------|---------------------------|---------|
|                      | Total<br>(A) | Equal to<br>Minimum Wage |         | More than<br>Minimum Wage |         | Total<br>(D) | Equal to<br>Minimum Wage |         | More than<br>Minimum Wage |         |
|                      |              | No. (B)                  | % (B/A) | No. (C)                   | % (C/A) |              | No. (E)                  | % (E/D) | No. (F)                   | % (F/D) |
| Employees            |              |                          |         |                           |         |              |                          |         |                           |         |
| Permanent            |              |                          |         |                           |         |              |                          |         |                           |         |
| Male                 | 462          | Nil                      | Nil     | 462                       | 100%    | 527          | 527                      | 100%    | Nil                       | Nil     |
| Female               | 32           | Nil                      | Nil     | 32                        | 100%    | 9            | 9                        | 100%    | Nil                       | Nil     |
| Other than Permanent |              |                          |         |                           |         |              |                          |         |                           |         |
| Male                 | 28           | Nil                      |         | 28                        | 100%    | Nil          | Nil                      | Nil     | Nil                       | Nil     |
| Female               | 11           | Nil                      |         | 11                        | 100%    | Nil          | Nil                      | Nil     | Nil                       | Nil     |
| Workers              |              |                          |         |                           |         |              |                          |         |                           |         |
| Permanent            |              |                          |         |                           |         |              |                          |         |                           |         |
| Male                 | 1655         | Nil                      | Nil     | 1655                      | 100%    | 886          | 886                      | 100%    | Nil                       | Nil     |
| Female               | 19           | Nil                      | Nil     | 19                        | 100%    | 19           | 19                       | 100%    | Nil                       | Nil     |
| Other than Permanent |              |                          |         |                           |         |              |                          |         |                           |         |
| Male                 | 602          | Nil                      | Nil     | 602                       | 100%    | 335          | 335                      | 100%    | Nil                       | Nil     |
| Female               | 39           | Nil                      | Nil     | 39                        | 100%    | 26           | 26                       | 100%    | Nil                       | Nil     |

## 3. Details of remuneration/salary/wages:

### a. The details are provided below:

|                                  | Male   |                                                                       | Female |                                                                    |
|----------------------------------|--------|-----------------------------------------------------------------------|--------|--------------------------------------------------------------------|
|                                  | Number | Median remuneration / salary / wages of respective category (₹ in Mn) | Number | Median remuneration/ salary/ wages of respective category ₹ in Mn) |
| Board of Directors (BOD)         | 3      | 16.71                                                                 | 1      | 12                                                                 |
| Key Managerial Personnel         | 2      | 3.29                                                                  | -      | -                                                                  |
| Employees other than BOD and KMP | 669    | 0.53                                                                  | 33     | 0.35                                                               |
| Workers                          | 1494   | 0.20                                                                  | 19     | 0.25                                                               |

Note 1: Median remuneration is calculated only for Executive Directors; Independent Directors receive sitting fees which is not included above.

**b. Gross wages paid to females as % of total wages paid by the Company.**

|                                                 | 2025 - 26 | 2024 - 25 |
|-------------------------------------------------|-----------|-----------|
| Gross wages paid to females as % of total wages | 3.05%     | 2.46%     |

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes

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

Any human rights-related grievances may be reported through the Company's Grievance Policy Mechanism. All complaints are investigated, resolved appropriately, and disciplinary action is taken wherever necessary.

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

|                                   | 2025 - 26             |                                           |         | 2024 - 25             |                                           |         |
|-----------------------------------|-----------------------|-------------------------------------------|---------|-----------------------|-------------------------------------------|---------|
|                                   | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Sexual Harassment                 |                       |                                           |         |                       |                                           |         |
| Discrimination at workplace       |                       |                                           |         |                       |                                           |         |
| Child Labour                      |                       |                                           |         |                       |                                           |         |
| Forced Labour/Involuntary Labour  |                       | Nil                                       |         |                       | Nil                                       |         |
| Wages                             |                       |                                           |         |                       |                                           |         |
| Other Human rights related issues |                       |                                           |         |                       |                                           |         |

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

|                                                                                                                                     | 2025 - 26 | 2024 - 25 |
|-------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| Total Complaints reported under Sexual Harassment on of Women at 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 has established an Internal Committee under the POSH Act to address complaints of sexual harassment and discrimination. Regular awareness and training programmes are conducted to sensitize employees. Confidentiality of complaints is strictly maintained, and protection mechanisms are in place to ensure that no retaliatory action or adverse consequence is faced by the complainant.

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

Yes

## 10. Assessment for the year

|                             | Total Number of plants & offices | Number of plants and offices that were assessed (By entity) | Number of plants and offices that were assessed (By statutory authorities) | Number of plants and offices that were assessed (By third parties) | No. of your plants and offices that were assessed (by entity or statutory authorities or third parties). | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|----------------------------------|-------------------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|
| Child labour                | 7                                | 7                                                           | -                                                                          | -                                                                  | -                                                                                                        | 100%                                                                                                  |
| Forced/ involuntary labour  | 7                                | 7                                                           | -                                                                          | -                                                                  | -                                                                                                        | 100%                                                                                                  |
| Sexual harassment           | 7                                | 7                                                           | -                                                                          | -                                                                  | -                                                                                                        | 100%                                                                                                  |
| Discrimination at workplace | 7                                | 7                                                           | -                                                                          | -                                                                  | -                                                                                                        | 100%                                                                                                  |
| Wages                       | 7                                | 7                                                           | -                                                                          | -                                                                  | -                                                                                                        | 100%                                                                                                  |
| Others – please specify     | 7                                | 7                                                           | -                                                                          | -                                                                  | -                                                                                                        | 100%                                                                                                  |

## 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

**BUSINESS 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                                                         | 2025 - 26           | 2024 - 25             |
|-------------------------------------------------------------------|---------------------|-----------------------|
| <b>From renewable sources</b>                                     |                     |                       |
| Total electricity consumption (A) (Giga joules)                   | -                   | 1,78,31,898.00        |
| Total fuel consumption (B) (Giga joules)                          | -                   | -                     |
| Energy consumption through other sources (C) (Giga joules)        | -                   | -                     |
| <b>Total energy consumed from renewable sources (A+B+C)</b>       | <b>-</b>            | <b>1,78,31,898.00</b> |
| <b>From non - renewable sources</b>                               |                     |                       |
| Total electricity consumption (D) (Giga joules)                   | 93,263.43           | 64                    |
| Total fuel consumption (E) (Giga joules)                          | 11,26,734           | -                     |
| Energy consumption through other sources (Giga joules) (F)        | 0                   |                       |
| <b>Total energy consumed from non - renewable sources (D+E+F)</b> | <b>12,19,997.43</b> | <b>64</b>             |
| <b>Total energy consumed (A+B+C+D+E+F)</b>                        | <b>12,19,997.43</b> | <b>1,78,31,962.00</b> |

| Parameter                                                                                                                                                       | 2025 - 26 | 2024 - 25 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| <b>Energy intensity per rupee of turnover</b><br>(Total energy consumed / Revenue from operations)(GJ/Rs in Millions)                                           | 206.65    |           |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)</b><br>(Total energy consumed / Revenue from operations adjusted for PPP) * | 4,203.22  |           |
| <b>Energy intensity in terms of physical Output (GJ/Output in MT)</b>                                                                                           | 468.34    |           |
| Energy intensity (optional) – the relevant metric may be selected by the Company                                                                                |           |           |

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

Yes. Edge Technologies Private Limited.

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. **Provide details of the following disclosures related to water.**

| Parameter                                                                                                                                                       | 2025 - 26 | 2024 - 25 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| <b>Water withdrawal by source (in kiloliters)</b>                                                                                                               |           |           |
| (i) Surface water                                                                                                                                               | -         | -         |
| (ii) Groundwater                                                                                                                                                | 1,701     | 71        |
| (iii) Third party water                                                                                                                                         | 2,128     | -         |
| (iv) Seawater / desalinated water                                                                                                                               | -         | -         |
| (v) Others                                                                                                                                                      | -         | 1,735     |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>                                                                                 | 3829      | 1,806     |
| <b>Total volume of water consumption (in kilolitres)</b>                                                                                                        | 3829      | 0         |
| <b>Water intensity per rupee of turnover</b><br>(Total water consumption/Revenue from operations)                                                               | 0.65      |           |
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total water consumption / Revenue from operations adjusted for PPP) | 13.19     |           |
| <b>Water intensity in terms of physical Output (Consumption in KL/Output in MT)</b>                                                                             | 1.47      |           |
| <b>Water intensity (optional) – the relevant metric may be selected by the Company</b>                                                                          | -         |           |

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

No.

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

| Parameter                                                                    | 2025 - 26 | 2024 - 25 |
|------------------------------------------------------------------------------|-----------|-----------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |           |           |
| (i) To Surface water                                                         |           |           |
| - No treatment                                                               | Nil       | Nil       |
| - With treatment – please specify level of Treatment                         | Nil       | Nil       |
| (ii) To Groundwater                                                          |           |           |
| - No treatment                                                               | Nil       | Nil       |
| - With treatment – please specify level of Treatment                         | Nil       | Nil       |
| (iii) To Seawater                                                            |           |           |
| - No treatment                                                               | Nil       | Nil       |
| - With treatment – please specify level of Treatment                         | Nil       | Nil       |
| (iv) Sent to third - parties                                                 |           |           |
| - No treatment                                                               | Nil       | Nil       |
| - With treatment – please specify level of Treatment                         | Nil       | Nil       |
| (v) Others                                                                   |           |           |
| - No treatment                                                               | Nil       | Nil       |
| - With treatment – please specify level of Treatment                         | Nil       | Nil       |
| <b>Total water discharged (in kiloliters)</b>                                | Nil       | Nil       |

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

No.

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

No

**6. Please provide details of air emissions (other than GHG emissions) by the Company.**

| Parameter                           | Unit       | 2025 - 26 | 2024 - 25 |
|-------------------------------------|------------|-----------|-----------|
| Nox                                 | Avg mg/Nm3 | 16.87     | 15        |
| Sox                                 | Avg mg/Nm3 | 11.73     | 11        |
| Particulate matter (PM)             | Avg mg/Nm3 | 29.3      | 33        |
| Persistent organic pollutants (POP) | Avg mg/Nm3 | Nil       | Nil       |
| Volatile organic compounds (VOC)    | Avg mg/Nm3 | NA        | NA        |
| Hazardous air pollutants (HAP)      | Avg mg/Nm3 | NA        | NA        |
| Others – please specify             | -          | NA        | NA        |

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

Yes. Independent assessments/evaluations have been carried out by Global Envirolabs Limited and Clean Envirolabs Limited.

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity.**

| Parameter                                                                                                                                                                                                    | Unit                                        | 2025 - 2026 | 2024 - 2025 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-------------|-------------|
| <b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                                 | Metric tonnes of CO <sub>2</sub> equivalent | 0           | 0           |
| <b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                                 | Metric tonnes of CO <sub>2</sub> equivalent | 5528        | 13287.875   |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b><br>(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)                                                             |                                             | 0.94        |             |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) |                                             | 19.05       |             |
| <b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>                                                                                                                              |                                             | 2.12        |             |
| <b>Total Scope 1 and Scope 2 emission intensity</b> (optional)<br>– the relevant metric may be selected by the Company                                                                                       |                                             |             |             |

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

Yes. Energy Efficiency report by Edge Technologies Private Limited.

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

No

**9. Provide details related to waste management by the Company.**

| Parameter                                          | 2025 - 26 | 2024 - 25 |
|----------------------------------------------------|-----------|-----------|
| Total Waste generated (in metric tonnes)           |           |           |
| Plastic waste (A)                                  | –         |           |
| E-waste (B)                                        | –         |           |
| Bio-medical waste (C)                              | –         |           |
| Construction and demolition waste (D)              | –         |           |
| Battery waste (E)                                  | –         |           |
| Radioactive waste (F)                              | –         |           |
| Other Hazardous waste. Please specify, if any. (G) | 263.49    | 0.41      |

| Parameter                                                                                                                              | 2025 - 26     | 2024 - 25   |
|----------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------|
| Other Non-hazardous waste generated (H). Please specify, if any.<br>(Break-up by composition i.e. by materials relevant to the sector) | –             |             |
| <b>Total (A+B + C + D + E + F + G + H)</b>                                                                                             | <b>263.49</b> | <b>0.41</b> |

| Parameter                                                                                                                                                     |      |   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|------|---|
| <b>Waste intensity per rupee of turnover</b><br>(Total waste generated / Revenue from operations)                                                             | 0.04 |   |
| <b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total waste generated / Revenue from operations adjusted for PPP) | 0.91 |   |
| <b>Waste intensity in terms of physical output (Waste generated in MT/Output in MT)</b>                                                                       | 0.10 |   |
| <b>Waste intensity</b> (optional) – the relevant metric may be selected by the Company                                                                        |      | – |

**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                    |          |          |
| Plastic Waste                   | 0        | 0        |
| E-waste                         | 0        | 0        |
| (ii) Re-used                    | 0        | 0        |
| (iii) Other recovery operations | 0        | 0        |
| <b>Total</b>                    | <b>0</b> | <b>0</b> |

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

| Category of waste               |          |          |
|---------------------------------|----------|----------|
| (i) Incineration                | 0        | 0        |
| (ii) Landfilling                | 0        | 0        |
| (iii) Other disposal operations | 0        | 0        |
| <b>Total</b>                    | <b>0</b> | <b>0</b> |

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

No

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

The Company has a hazardous waste disposal procedure in place to ensure the safe handling, storage, and disposal of hazardous waste in compliance with applicable regulations. The implementation of the procedure is regularly monitored, and efforts are made to minimize the use of hazardous and toxic chemicals wherever feasible.

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.

The Company does not have any offices or plants in ecologically sensitive areas

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

None

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-compliances.

| 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 |
|--------|-----------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------|
| None   |                                                                       |                                       |                                                                                                           |                                 |

## 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.

Two

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/ associations (State/ National) |
|--------|------------------------------------------------------|----------------------------------------------------------------------|
| 1      | Federation of Indian Export Organisations            | State                                                                |
| 2      | Engineering Export Promotion Council                 | National                                                             |

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

No cases of anticompetitive conduct reported. There is no action taken or underway against the company

## PRINCIPLE 8

**BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.**

### Essential indicators

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

Not Applicable

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company.**

Not Applicable

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

Community members may communicate their grievances to the Company through email or written correspondence. All grievances and complaints received from the community are reviewed and addressed by the respective departments in a timely and appropriate manner.

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

|                                             | 2025 - 2026 | 2024 - 2025 |
|---------------------------------------------|-------------|-------------|
| Directly sourced from MSMEs/small producers | 2.59%       | 26.54%      |
| Directly from within India                  | 58.63%      | 0%          |

- 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     | 2025 - 26 | 2024 - 25 |
|--------------|-----------|-----------|
| Rural        | 0%        | 0%        |
| Semi-urban   | 0%        | 0%        |
| Urban        | 0%        | 0%        |
| Metropolitan | 100%      | 100%      |

## PRINCIPLE 9

**BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.**

### Essential indicators

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

The Company receives customers' queries and complaints through various channels, including voice calls, emails, mobile, and chat. The First Call Resolution (FCR) is provided wherever possible and in case the complaint is not FCR, the request has been raised and tagged internally to ensure close tracking of complaints and queries. If the client is not satisfied with the resolution provided, then the complaint is thereafter discussed with the concerned internal stakeholders for effective closure to the satisfaction of the consumer. The average span of closure is within 48 hours.

2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about environmental and social parameters relevant to the product, safe and responsible usage, recycling and/or safe disposal**

Not applicable

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

| Number of consumer complaints in respect of the following: | 2025 - 26                | Remarks                           | 2024 - 25                | Remarks                           |
|------------------------------------------------------------|--------------------------|-----------------------------------|--------------------------|-----------------------------------|
|                                                            | Received during the year | Pending resolution at end of year | Received during the year | Pending resolution at end of year |
| Data privacy                                               |                          |                                   |                          |                                   |
| Advertising                                                |                          |                                   |                          |                                   |
| Cyber - security                                           |                          |                                   |                          |                                   |
| Delivery of essential services                             |                          | Nil                               |                          | Nil                               |
| Restrictive Trade Practices                                |                          |                                   |                          |                                   |
| Unfair Trade Practices                                     |                          |                                   |                          |                                   |
| Other                                                      |                          |                                   |                          |                                   |

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

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | Nil    | NA                 |
| Forced recalls    | Nil    | NA                 |

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 a documented cybersecurity policy that is available internally.

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 along - with impact                              | NIL            |
| b. Percentage of data breaches involving personally identifiable information of customer | Not Applicable |
| c. Impact, if any, of the data breaches                                                  | Not Applicable |