VOLTAS

06th June, 2026

BSE Limited
Department of Corporate Services
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400 001
Scrip Code: 500575

National Stock Exchange of India Limited
Listing Department
Exchange Plaza
Bandra-Kurla Complex
Bandra (East), Mumbai 400 051
NSE Symbol: VOLTAS

Dear Sirs,

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

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2025-26.

The BRSR is also available on the website of the Company at www.voltas.in forming part of Voltas Annual Report 2025-26.

This is for your information and records.

Thanking you

Yours faithfully,
For Voltas Limited

RATNESH PRASAD RUKHARIYAR
Digitally signed by RATNESH PRASAD RUKHARIYAR
Date: 2026.06.06 22:22:52 +05'30'

Ratnesh Rukhariyar
Company Secretary & Compliance Officer

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L29308MH1954PLC009371
2.	Name of the Listed Entity	Voltas Limited
3.	Year of incorporation	06 September, 1954
4.	Registered office address	Voltas House 'A', Dr. Babasaheb Ambedkar Road, Chinchpokli, Mumbai 400 033
5.	Corporate address	Voltas House 'A', Dr. Babasaheb Ambedkar Road, Chinchpokli, Mumbai 400 033
6.	E-mail	ratneshpr@voltas.com
7.	Telephone	022 - 66656666
8.	Website	www.voltas.in
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Capital	₹ 33.08 crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Astrid Dias, 022 – 66656666, astriddias@voltas.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14.	Name of assurance provider	TUV India Pvt Ltd
15.	Type of assurance obtained	Reasonable Assurance

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Unitary Cooling Products	Room Air conditioners, Air Coolers, Commercial Refrigeration products, and Commercial Air Conditioners	91.28%
2	Electro-Mechanical Projects and Services	Mechanical, Electrical, Plumbing, and Water projects	8.72%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Unitary Cooling Products	281901/281902/275002/275003	91.28%
2	Electro-Mechanical Projects and Services	432199/432299	8.72%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	37	42
International	Nil	6	6

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 States, 8 UTs
International (No. of Countries)	18

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

0.27%

c. A brief on types of customers

The main end users of Voltas products and services are households, commercial and industrial establishments, and government institutions. The Company also provides retrofits in existing equipment for consumers that enable energy efficiency and utilise waste heat, thus reducing energy consumption. The Company also executes MEP projects in the Middle East and in the Kingdom of Saudi Arabia.

IV. EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1	Permanent (D)	1,847	1,690	91.50%	157	8.50%
2	Other than Permanent (E)	7,647	7,061	92.34%	586	7.66%
3	**Total employees (D + E)**	**9,494**	**8,751**	**92.17%**	**743**	**7.83%**
	WORKERS					
4	Permanent (F)	117	113	96.58%	4	3.42%
5	Other than Permanent (G)	6,761	5,249	77.64%	1,512	22.36%
6	**Total workers (F + G)**	**6,878**	**5,362**	**77.96%**	**1,516**	**22.04%**

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1	Permanent (D)	1	-	-	1	100%
2	Other than Permanent (E)	1	1	100%	-	-
3	**Total employees (D + E)**	**2**	**1**	**50%**	**1**	**50%**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED WORKERS					
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	1	1	100%	-	-
6	**Total workers (F + G)**	**1**	**1**	**100%**	**-**	**-**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9*	1	11.11%
Key Management Personnel	3**	-	-

*As on 31 March, 2026. Includes Managing Director, who is also Key Management Personnel.

** Managing Director; CFO; and Company Secretary.

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	18.79%	14.13%	18.43%	20.15%	20.66%	20.40%	19.78%	20.41%	19.80%
Permanent Workers	8.61%	-	8.63%	6.41%	-	6.41%	-	-	-

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Universal MEP Projects & Engineering Services Limited (UMPESL)	Subsidiary	100%	Yes
2	Voltas Components Private Limited (formerly Hi-Volt Enterprises Private Limited)	Subsidiary	100%	No
3	Voltas Social Development Foundation	Subsidiary	100%	No
4	Voltas Netherlands B.V. (VNBV)	Subsidiary	100%	No
5	Universal MEP Projects Pte Limited (UMPPL)	Subsidiary	100%	No
6	Weathermaker FZE (WMF)	Subsidiary	100%	No
7	Saudi Ensas Company for Engineering Services	Subsidiary	100%	No
8	Universal Lalbuksh Engineering Services & Trading LLC (formerly Lalbuksh Voltas Engineering Services & Trading LLC)	Subsidiary	60%	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
9	Universal Oman SPC (Formerly Voltas Oman SPC)	Subsidiary	100%	No
10	Universal MEP Contracting Services and Trading WLL (formerly Voltas Qatar WLL)	Subsidiary*	49%	No
11	Universal MEP Contracting L.L.C	Subsidiary	100%	No
12	Voltbek Home Appliances Private Limited	Joint Venture	49%	Yes
13	Universal Voltas LLC	Joint Venture	49%	No
14	Olayan Voltas Contracting Company Limited	Joint Venture	50%	No
15	Naba Diganta Water Management Limited	Associate	26%	No
16	Brihat Trading Private Limited	Associate	33.23%	No

*Due to control on composition of Board of Directors

VI. CSR DETAILS

24. a. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

b. Turnover (in ₹): ₹ 10,537.58 crores

c. Net worth (in ₹): ₹ 7,189.46 crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	2025-26			2024-25		
	(If yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.voltas.in/images/_ansel_image_collector/CSR_Policy_%28Revised%29_11102021.pdf	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes, https://www.voltas.in/investors/financial-snapshot	Nil	Nil	-	Nil	Nil	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	2025-26			2024-25		
	(If yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes, https://www.voltas.in/investors/financial-snapshot/	75	7	Resolved subsequently	32	2	Resolved subsequently
Employees and workers	Yes https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf	24	7	Resolved subsequently	21	5	Resolved subsequently
Customers	Yes https://www.voltas.in/contact/	56.29 lakhs	0.38 lakh	Received in Service Request (SR)	88.71 lakhs	0.79 lakh	Received in Service Request (SR)
Value Chain Partners	Yes* https://voltas.integritymatters.in/cases/case_instructions?locale=en https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf https://www.voltas.in/images/_ansel_image_collector/Model_Responsible_Value_Chain_Partner_Code_of_Conduct-Voltas.pdf	7	2	Resolved subsequently	8	0	-
Others Anonymous	Yes https://voltas.integritymatters.in/cases/case_instructions?locale=en and other internal reporting channels available with Employees	30	6	Resolved subsequently	12	6	Resolved subsequently

*With regard to suppliers and vendors and other agencies, the specific department under the business function resolves grievances raised. Value chain partners can also raise issues through the TCoC platform.

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

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
1	Climate Change	Opportunity	Climate change presents opportunities for innovation in energy- and resource-efficient product design, with commercial refrigeration solutions supporting reduced food waste and lowering greenhouse gas emissions. It also enables the adoption of low-GWP refrigerants, digital and smart technologies for energy optimisation, and circular economy approaches across product lifecycles	NA	Positive
2	Climate Change	Risk	Extreme weather events can disrupt operations, impact workforce productivity, and affect supply chain continuity. Additionally, rising temperatures increase cooling demand, leading to higher energy consumption and stress on infrastructure, while regulatory changes on energy efficiency and refrigerants may impact product design, costs, and market competitiveness	Safety trainings, evacuation procedures, sustainable product development, clean energy transition (Net Zero 2045)	Negative
3	Product Stewardship	Opportunity	Lifecycle-based product stewardship reduces environmental impact and enhances operational efficiency, while adoption of sustainable technologies strengthens customer retention and long-term value creation	NA	Positive

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
4	Health, Safety & Wellbeing	Risk	Workplace hazards reduce productivity, increase costs, and affect reputation	Safety campaigns, hazard communication, "Stop Work" authority, insurance coverage	Negative
5	Talent Development	Opportunity	Talent investment improves agility, competitiveness, and employer attractiveness	NA	Positive
6	Sustainable Supply Chain	Risk	Gaps in supply chain sustainability may expose the Company to reputational risks, regulatory scrutiny, and potential loss of stakeholder trust	Supplier code of conduct, training, sustainability assessments	Negative
7	Diversity and Inclusion	Opportunity	A diverse workforce presents opportunities to strengthen decision-making, expand market reach, and enhance organisational reputation	NA	Positive
8	Digitalisation	Opportunity	Automation improves efficiency, reduces errors, enhances customer understanding	NA	Positive
9	Customer Centricity	Opportunity	Enables development of efficient, safe, and quality products based on feedback	NA	Positive
10	Business Ethics	Risk	Unethical behaviour leads to reputational damage and stakeholder loss	Tata Code of Conduct, Whistle Blower Policy	Negative
11	Corporate Governance	Opportunity	Strong governance improves trust, compliance, and access to capital	NA	Positive
12	Corporate Governance	Risk	Weak governance leads to non-compliance, penalties, and trust loss	Board independence, audits, governance training	Negative
13	Environmental Stewardship	Opportunity	Demand for energy-efficient products and regulatory push creates market advantage	NA	Positive

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
14	Environmental Stewardship	Risk	Risks related to higher emissions, waste generation, and water usage may lead to environmental impact and regulatory non-compliance	Monitoring, GHG reduction, water conservation, waste management	Negative
15	Community Engagement	Opportunity	Improves social license, partnerships, and workforce stability	NA	Positive
16	Human Rights	Risk	Labour violations may lead to legal and reputational risks	Fair labour practices, compliance with laws	Negative
17	Regulatory Compliance	Risk	Non-compliance leads to fines and reputational damage	Internal controls, audits, compliance systems	Negative
18	Information Security	Risk	Data breaches lead to financial and reputational loss	Cybersecurity investments, vulnerability assessments, response plans	Negative
19	Risk Management	Risk	Operational risks can cause financial loss and disruption	Risk management system, assessments, contingency planning	Negative
20	Risk Management	Opportunity	Effective risk management improves stability and reduces volatility	NA	Positive
21	Economic Performance & Market Share	Risk	Market share loss reduces revenue and competitiveness	Marketing, innovation, customer retention strategies	Negative
22	Economic Performance & Market Share	Opportunity	Expansion increases revenue, visibility, and retention	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1 (Please refer Point P1)	P2 (Please refer Point P2)	P3 (Please refer Point P3)	P4 (Please refer Point P4)	P5 (Please refer Point P5)	P6 (Please refer Point P6)	P7 (Please refer Point P7)	P8 (Please refer Point P8)	P9 (Please refer Point P9)
Policy and management processes									
1. a. Whether your Company's policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.voltas.in/about/corporate-governance/								
2. Whether the Company has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle.	Voltas Limited has established its policy framework following the NVG approach, ensuring it aligns with important international standards like ISO 9001, ISO 45001, the UN Sustainable Development Goals.								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	As part of the Tata Group, Voltas has aligned its environmental strategy with Project Aalingana, reflecting the Group's commitment to enabling a sustainable transition, safeguarding the environment, and shaping the future through innovative technologies. As part of Project Aalingana, Voltas is aligned to ambitious targets, including a 25% reduction in absolute emissions by 2030 from a 2019–20 baseline, achieving net-zero emissions by 2045, and ensuring water replenishment equivalent to consumption by 2030, progressing to more replenishment than consumption by 2040. The Company is also committed to eliminating waste sent to landfill across its operations by 2030 and investing in nature-based biodiversity conservation initiatives								
6. Performance of the Company against specific commitments, goals and targets along-with reasons in case the same are not met.	The Company's internal governance framework actively monitors its sustainability commitments and targets. The SHE Committee, which reports to the Board, along with the leadership team, conducts regular reviews of these objectives. This approach highlights that tracking performance is embedded within both management practices and oversight mechanisms.								

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

At Voltas, sustainability is integral to our long-term strategy and value creation approach. We recognise that our operations, products, and services have environmental and social impacts, and we remain committed to managing these responsibly through the integration of ESG considerations into core business decision-making.

Our sustainability vision is aligned with the Tata Group's Project Aalingana and reflects a structured approach across short, medium, and long-term horizons. In the near to medium term, our focus areas include enhancing energy efficiency, increasing renewable energy adoption, strengthening water stewardship, advancing circularity, and embedding responsible value chain practices. Over the long term, we are committed to transitioning towards a low-carbon and resource-efficient business model.

We have set clear environmental targets, including achieving Net Zero emissions by 2045, zero waste to landfill across operations by 2030, and water replenishment equivalent to consumption by 2030, progressing to net positive water impact by 2040. We are also strengthening our focus on biodiversity through risk assessments and investments in nature-based solutions.

Our sustainability priorities are shaped by broader industry and macroeconomic trends, including climate change risks, evolving regulatory requirements, increasing stakeholder expectations, resource scarcity, and the transition towards circular and low-carbon economies. At the same time, we operate within a highly price-sensitive and competitive market, where balancing sustainability with product affordability remains a key challenge. Additional constraints include reliance on a carbon-intensive grid and limited availability of high-quality recycled materials at scale.

During the reporting period, we made progress in expanding renewable energy adoption across manufacturing facilities, advancing water risk assessments and watershed mapping, and initiating biodiversity risk evaluations across our operations. We also continued to strengthen ESG performance across our value chain through supplier engagement, assessments, and capability-building initiatives. On the social front, our CSR programmes focused on healthcare, education, environment, national issues of importance, and livelihoods, contributing to inclusive development.

While we have made measurable progress against our targets, we recognise that continuous improvement is essential. We remain focused on strengthening data systems, improving operational efficiencies, and accelerating implementation to meet our commitments.

Looking ahead, our key priorities include scaling renewable energy, improving resource efficiency, advancing circular product design, and deepening value chain engagement, while addressing structural and market-linked challenges. Sustainability at Voltas is a continuous journey, and we remain committed to building a resilient, responsible, and future-ready organisation.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Managing Director
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.	Yes. Voltas has a board-level Safety, Health, and Environment (SHE) Committee that provides strategic direction and oversight to management on matters relating to health, safety, and sustainability. Its remit includes review of environmental performance, safety management, industrial hygiene, and occupational health, with an emphasis not only on legal compliance but also on industry-leading practices. In addition, the Company has a board-level CSR committee that oversees CSR spending and the execution of approved annual action plans.

10. Details of review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by the Director/Committee of the Board/ Any other Committee					Frequency (Annually/ Half-yearly/ Quarterly/ Any other – please specify)			
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles and rectification of any non – compliance	Y	Y	Y	Y	Y	Y	Y	Y	Y

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
N	N	N	N	N	N	N	N	N

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 principles material to its business (Yes/No)	Not applicable								
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)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

The TCoC's principles serve as the foundation for Voltas Limited. The Company expects its employees to be familiar with the TCoC and align their workplace behaviour in accordance with its guidelines. To effectively communicate the standards of ethical behaviour and the consequences of non-adherence, we conduct regular training sessions for newly hired employees and annual digital certification or re-certification through the e-learning platform. Voltas's commitment to the principle of TCoC is complemented by an established governance framework comprising various internal policies and guidelines.

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	1. Environmental and social topics related to Sustainability	100%
Key Managerial Personnel	4	1. Environmental and social topics related to Sustainability 2. Tata Code of Conduct 3. Policy on Gift and Hospitality 4. Health and Safety	100%
Employees other than BoD and KMPs	Training and awareness through 13 classroom sessions and awareness through posters, emails, online sessions	1. Tata Code of Conduct 2. Anti-Bribery and Anti-Corruption 3. POSH Training and Awareness 4. Conflict of Interest 5. Diversity, Equity & Inclusion 6. Introduction of Sustainability 7. Climate Change 8. Water Management 9. Mental Health Training Session 10. Policy on Gift and Hospitality 11. Health and safety	100%
Workers	Training and awareness through 3 training sessions and awareness through posters, emails, online sessions	1. POSH Training and Awareness 2. Ethics 3. Tata Code of Conduct - Awareness 4. Health and safety	100%

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

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

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

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Nil	

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

Yes, Voltas Limited, has adopted the Tata Code of Conduct (TCoC),and is committed to conducting business in accordance with the highest standards of integrity and compliance with all applicable anti-bribery and anti-corruption laws. The Company has implemented an Anti-Bribery and Anti-Corruption (ABAC) Policy that lays down guiding principles and procedures to prevent bribery, facilitation payments, and corrupt practices.

As per section D (Employees) of the TCoC, which outlines specific clauses on Bribery and Corruption as well as Gifts and Hospitality inform employees to uphold highest levels of integrity while performing their duties. The Company follows zero-tolerance approach towards cases of bribery and corruption. The Ethics Counsellor, Officers and Ethics Committee promote and facilitate ethical behaviour within the Company, and with all agencies or business partners (including but not limited to customers and vendors) in their dealings with the Company. All stakeholders are given the opportunity to voice any concerns they may have regarding unethical behaviour, and such issues are appropriately investigated in strict confidence so that the individual or people who report them do not face any repercussions.

Please refer to the link-

link- https://www.voltas.in/images/_ansel_image_collector/TATA_CODE_OF_CONDUCT_FOR_VOLTAS_ASSOCIATES_1.pdf

Further, Voltas has in place a framework on Ethics that draws the necessary steps to create and sustain a work environment in which employees have a clear, common understanding of right and wrong, and feel free to discuss ethical issues and report violations.

Please refer to the link - https://www.voltas.in/storage/corporate-governance/Ethics-at-Voltas.pdf

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

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

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	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

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

	2025-26	2024-25
Number of days of accounts payables	122	97

9. Open-ness of business

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

Parameter	Metrics	2025-26	2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	13.95%	9.17%
	b. Number of trading houses where purchases are made from	1,317	902
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	80.77%	73.33%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	72.18%	69.10%
	b. Number of dealers/distributors to whom sales are made	3054	3174
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	17.54%	26.14%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.47%	1.06%
	b. Sales (Sales to related parties/Sales)	3.24%	3.19%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	-	-
	d. Investments (Investments in related parties/Total Investments made)	17.73%	16.81%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Trainings and awareness sessions on topics related to environmental protection; labour and human rights; ethics and sustainable supply chains are carried out with the material suppliers of the business verticals of RAC (Room Air Conditioner), CAC (Commercial Air Conditioning) and CR (Commercial Refrigeration).	52.23%*

*Material suppliers of the business verticals of RAC, CAC and CR.

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same

Yes, The Company has a formal framework for identifying, disclosing, and managing conflicts of interest involving its Directors. In accordance with the provisions of the Companies Act, 2013, Directors are required to disclose their interests in other entities. Such disclosures are placed before the Board and duly noted at the Board Meeting. Further, any transaction in which a Director is interested is promptly disclosed to the Board, and the concerned Director abstains from participating in the deliberations or decision making on such matters, in line with applicable legal and governance requirements.

The Board has adopted Codes of Conduct applicable to all Directors and members of Senior Management, which lay down standards of ethical conduct, integrity, transparency, and compliance. All Directors and Senior Management personnel annually affirm compliance with the respective Codes, thereby reinforcing the Company's commitment to ethical business practices and sound governance.

In addition, the Board and Senior Management provide annual confirmations that they do not have any material interests in transactions that could conflict with the interests of the Company. Such disclosures further strengthen the Company's governance framework and promote transparency and accountability.

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

Essential Indicators

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

	2025-26	2024-25	Details of improvements in environmental and social impacts
R&D	14.92%	17.74%	Expenditure on energy efficiency related aspects
Capex	13.78%	9.77%	Expenditures on safety additions, fire prevention, solar energy, energy efficient equipment, Rain water harvest pit and Electric Vehicle

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

Yes, Voltas has established a mechanism for sustainable sourcing through its Responsible Value Chain Partner Code of Conduct, which aligns with key ESG principles, including business ethics, labour standards and human rights, and environment, health and safety. The Company's supplier selection criteria are aligned with sustainability principles, including adherence to the Tata Code of Conduct, legal compliance, and relevant ISO certifications. In addition, Voltas conducts ESG and Ethics awareness sessions for its material suppliers to strengthen engagement across the value chain. The Company has also initiated sustainability assessments for its key suppliers across product segments such as room air conditioners, air coolers, commercial refrigeration, and commercial air conditioning, reinforcing its commitment to responsible and sustainable supply chain practices.

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

As disclosed by the Company, 52.23% of suppliers associated with the Room Air Conditioner, Air Cooler, Commercial Refrigeration, and Commercial Air Conditioning businesses were evaluated on ESG-related parameters such as renewable energy usage, health and safety practices, environmental performance, and social compliance.

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

The Company has established processes to ensure the safe collection, recovery, recycling, and disposal of materials at the end of their lifecycle, in accordance with applicable environmental regulations and circular economy principles:

a. Plastics (including packaging):

The Company follows a structured approach to plastic waste management, focusing on the responsible handling of plastic materials, including packaging, at end of life. Recycling and reuse are promoted through partnerships with authorised recyclers, while ensuring compliance with applicable plastic waste management regulations, including Extended Producer Responsibility (EPR) obligations.

b. E-waste:

End-of-life products, defective spare parts, and non-repairable units are collected through designated channels and segregated from general waste to enable safe recycling and disposal. The Company ensures compliance with applicable regulatory requirements and has met its e-waste recycling targets as prescribed by the Central Pollution Control Board (CPCB).

c. Hazardous waste:

Hazardous waste, including used oils and chemicals, is handled through defined processes for safe collection, storage, transportation, and disposal via authorised agencies. These practices are aligned with regulatory requirements to minimise risks to human health and the environment.

d. Other waste:

Other waste streams are managed through safe disposal and recycling practices in partnership with vendors, ensuring compliance with applicable environmental regulations.

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

Yes, the Company's operations fall under Extended Producer Responsibility (EPR). Its EPR plan meets the necessary waste collection guidelines. Voltas has successfully achieved its e-waste EPR targets for materials like iron, aluminium, copper, and plastic, following the Central Pollution Control Board (CPCB) requirements. The Company's waste management strategy is also built to respond to changing regulations. It maintains a strong focus on reducing waste, recycling, and reusing materials.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
275003	Room Air conditioner (Split AC)	43.54%	Cradle to Grave	Yes	No
281901	Commercial Refrigeration (Visi Cooler, Deep Freezer, Water Cooler)	7.97%	Cradle to Grave	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

For 2025–26, the Company has achieved integration of approximately 40% recycled plastic into air-cooler models. This initiative reflects our continued alignment with circular economy principles and reinforces our commitment towards reducing virgin plastic consumption.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	2025-26			2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	2,086.05	NA	NA	982	NA
E-waste	NA	38,067.61	NA	NA	32,457.82	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,690	1,690	100%	1,690	100%	-	-	1,690	100%	-	-
Female	157	157	100%	157	100%	157	100%	-	-	-	-
Total	**1,847**	**1,847**	**100%**	**1,847**	**100%**	**157**	**8.50%**	**1,690**	**91.50%**	**-**	**-**
Other than Permanent employees											
Male	7,061	5,795	82.07%	7,061	100%	-	-	485	6.87%	-	-
Female	586	566	96.59%	586	100%	586	100%	-	-	-	-
Total	**7,647**	**6,361**	**83.18%**	**7,647**	**100%**	**586**	**7.66%**	**485**	**6.34%**	**-**	**-**

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	113	113	100%	113	100%	-	-	113	100%	-	-
Female	4	4	100%	4	100%	4	100%	-	-	-	-
Total	**117**	**117**	**100%**	**117**	**100%**	**4**	**3.42%**	**113**	**96.58%**	**-**	**-**
Other than Permanent workers											
Male	5,249	793	15.11%	5,249	100%	-	-	791	15%	-	-
Female	1,512	-	-	1,512	100%	1,512	100%	-	-	-	-
Total	**6,761**	**793**	**11.73%**	**6,761**	**100%**	**1,512**	**22.36%**	**791**	**11.70%**	**-**	**-**

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

	2025-26	2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.14%	0.13%

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	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	NA*	NA*	NA*
Others – please specify	Nil	Nil	Nil	Nil	Nil	Nil

*2024-25, none of the permanent employees fall under ESI deductions, as their gross salaries exceed ESI cap.

3. Accessibility of workplace: Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

As a company committed to diversity, Voltas strives to create an inclusive workplace that accommodates all employees. The Company has developed infrastructure that considers diverse needs, with facilities such as ramps, handrails, wheelchairs, and accessible restrooms to support employees with disabilities.

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

Voltas follows the Tata Code of Conduct, which emphasises being an equal opportunity employer. The Company is committed to fair treatment and does not discriminate against individuals on the basis of factors such as race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other characteristic protected by law.

In addition, the Tata Affirmative Action Programme aims to improve the employability and the entrepreneurial abilities of marginalised populations, including economically disadvantaged women and persons with disabilities. Its objective is to ensure that these groups have access to equal opportunities and a more inclusive environment.

Web-link:

https://www.voltas.in/images/_ansel_image_collector/TATA_CODE_OF_CONDUCT_FOR_VOLTAS_EMPLOYEE_2.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	78%	Nil	Nil
Female	100%	100%	Nil	Nil
Total	**100%**	**78%**	**Nil**	**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 (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes	The mechanisms to receive and redress grievances are POSH Internal Committee/ Ethics Committee, Locational Ethics Councillors' and Business HR.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	2025-26			2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Worker	**117**	**81**	**69.23%**	**125**	**62**	**49.60%**
Male	113	77	68.14%	121	58	47.93%
Female	4	4	100%	4	4	100%

8. Details of training given to employees and workers:

Category	2025-26					2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	8,751	6,048	69.11%	6,719	76.78%	7,884	4,865	61.71%	1,866	23.67%
Female	743	514	69.18%	694	93.41%	655	404	61.68%	125	19.08%
Total	**9,494**	**6,562**	**69.12%**	**7,413**	**78.08%**	**8,539**	**5,269**	**61.71%**	**1,991**	**23.32%**
Workers										
Male	5,362	5,362	100%	1,268	23.65%	4,895	4,826	98.59%	523	10.68%
Female	1,516	1,516	100%	192	12.66%	1166	1,149	98.54%	19	1.62%
Total	**6,878**	**6,878**	**100%**	**1,460**	**21.23%**	**6,061**	**5,975**	**98.58%**	**542**	**8.94%**

Note- In line with the Company's SHE policy, all workmen are required to undergo mandatory Safety Induction, in addition to job-specific safety training.

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

Category	2025-26			2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1504	1504	100%	1667	1667	100%
Female	116	116	100%	120	120	100%
Total	**1620**	**1620**	**100%**	**1787**	**1787**	**100%**
Workers						
Male	113	113	100%	121	121	100%
Female	4	4	100%	4	4	100%
Total	**117**	**117**	**100%**	**125**	**125**	**100%**

Note- Performance and career development are applicable to only Permanent employees and workers.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Yes. The occupational health and safety management system has been implemented and covers all employees, contract workers, and visitors.

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

The Company conducts regular health and safety training for employees and contract workers to promote identification and reporting of unsafe conditions. Workplace hazards are assessed through the Hazard Identification and Risk Assessment (HIRA) process, (Internal/Cross) safety audits inspections, and safety Leadership audit led by senior management. A structured reporting mechanism and a comprehensive SHE policy ensure effective risk evaluation, incident prevention, and continuous improvement in workplace safety.

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

Yes. Employees and workers are empowered to report workplace hazards, unsafe conditions, near misses, and incidents through the VSafety portal. The organisation has implemented an "Authority to Stop Work" policy, enabling personnel to stop the activities that pose imminent risk without fear of reprisal. The Hazard Identification and Risk Assessment (HIRA) process, facilitates risk evaluation and implementation of suitable control measures to prevent incidents and ensure a safe workplace.

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

Yes, Employees and workers have access to non-occupational medical and healthcare services such as pre-employment and periodic health check-ups.

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

Safety Incident/Number	Category	2025-26	2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.02	-
Total recordable work-related injuries	Employees	-	16
	Workers	2	8
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company ensures a safe and healthy workplace through a structured set of preventives, monitoring and corrective safety measures implemented across its operations. These measures are supported by the SHE framework and regular review mechanisms.

Measures taken:

- Pre-employment and Periodic Health Check-ups to assess medical fitness and monitor occupational health risks.
- Structured Safety Induction Programs for all new employees and contractors, covering workplace hazards, emergency procedures, and safe work practices.
- Regular Inspections and Audits of workplaces, tools, tackles, machinery, and equipment to identify unsafe conditions and ensure statutory compliance.
- Risk Assessment and Hazard Identification (HIRA) conducted before commencement of activities, with controls implemented by strictly following the Hierarchy of Controls (elimination, substitution, engineering controls, administrative controls, and PPE).
- Provision and Mandatory Use of Appropriate Personal Protective Equipment (PPEs) based on task-specific risk assessments.
- Job-specific and Skillbased Safety Trainings, including refresher programs for employees and contract workforce.
- Daily Tool Box Talks (TBTs) and Safety Briefings to reinforce safety awareness, discuss job hazards, and communicate preventive measures.
- Defined Work Permit System and Safety Checklists for highrisk activities such as hot work, confined space entry, work at height, and electrical jobs.
- Effective Supervision to ensure adherence to safety procedures at all levels.
- Emergency Preparedness and Response System, including mock drills, trained emergency response teams, first aid facilities, and fire protection systems.
- Near Miss Reporting and Safety Observation Reporting to proactively identify unsafe acts and conditions.
- Authority To Stop Work (ASW) Policy, empowering all employees and contract personnel to stop work without fear of reprisal if an unsafe condition or act is observed.
- Continuous Improvement through Safety Committees and Management Review, ensuring leadership oversight and continual strengthening of safety culture.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. **Assessments for the year.**

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

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

The Company has established a comprehensive occupational health and safety system to ensure a safe and healthy workplace. This system covers pre-employment and periodic health check-ups, structured safety induction for employees and contractors, and regular inspections and audits of workplaces, tools, and equipment to ensure statutory compliance. Risk assessments and hazard identification are conducted prior to commencement of activities, with control measures implemented in line with the Hierarchy of Controls. The Company also ensures job-specific training, daily tool box talks, safety briefings, effective supervision, and mandatory use of appropriate PPE. A defined work permit system and safety checklists are followed for high-risk activities. Emergency preparedness is strengthened through mock drills, trained response teams, first-aid facilities, and fire protection systems. Moreover, near-miss and safety observation reporting is promoted, and supported by an" Authority to Stop Work" policy. Continuous improvement is driven through safety committees and periodic management reviews.

Leadership Indicators

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

   a. Employees- yes

   b. Workers- yes

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

The Company requires all value chain partners, including suppliers, to comply with applicable labour and statutory regulations, including timely payment of dues such as Provident Fund (PF), Employee State Insurance (ESI), and other statutory obligations. Compliance is verified through established monitoring protocols implemented by the respective businesses. Additionally, the Company has implemented systems to capture and monitor data related to statutory requirements, enabling ongoing oversight and ensuring adherence to applicable laws and regulations.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2025-26	2024-25	2025-26	2024-25
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

There are no transition assistance programs to facilitate continued employability and management.

5. **DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	52.23*
Working Conditions	

*The assessment that is carried out with material supply chain partners of the three business verticals (RAC, CAC,CR) cover general aspects of laws and regulations with regards to social aspects.

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

Corrective actions undertaken by Voltas include initiatives to create awareness and provide training on safety and well-being through various platforms. These measures are designed to address significant risks and concerns identified during assessments of health and safety practices and working conditions of its value chain partners.

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

Essential Indicators

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

The Company identifies its key stakeholder groups based on the nature of its business operations, the extent to which such groups are affected by or can influence the Company's activities, and the relevance of their engagement to the Company's long-term business objectives. Accordingly, the key stakeholder groups identified by the Company include employees, communities, contractors, customers, dealers and distributors, government and regulatory authorities, and industry associations. The identification process is supported by regular stakeholder engagement through defined channels such as meetings, surveys, internal portals, feedback mechanisms, safety meetings and conferences, which help the Company understand stakeholder expectations and concerns. Stakeholder consultation also forms an integral part of the Company's process for identification and management of environmental, social and governance topics.

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

Stakeholder groups	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, others)	Frequency of engagement (Annually/Half yearly/ Quarterly/others- please specify)	Purpose and scope of engagement including key topics raised during such engagements
Employees	No	Notice boards, employee engagement surveys, internal newsletters, internal portals E-mails, townhalls.	Monthly to quarterly, depending on the channel	Business updates, employee engagement, policies, complaints and related matters
Communities	Yes	Meetings	Quarterly	Understanding impact of initiatives and obtaining feedback
Contractors	No	Contract management portals, tool box talks/safety meetings	Need based	Job work, safety and well-being
Customers	No	Customer feedback and complaint mechanism	Annual/quarterly/Need based	Quality and service
Dealers and Distributors	No	Feedback through meetings	Need based	—
Government and Regulatory Authorities	No	Meetings	Need based	—
Industry associations	No	Conferences	Need based	Updates on government legislations for HVACR systems
Stakeholders: Institutional and Retail	No	• Annual Report / Quartely Financial Updates. • Annual General Meeting • Investor Meets • Company's website • Press Release and Stock Exchange Disclosures • E-mail, Letters, Meetings	Annual/quarterly/Need based	• Governance and disclosure • Grievance Redressal • General awareness/updates

Leadership Indicators

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

At the governance level of Voltas, the Board manages environmental, social, and governance (ESG) issues through specialised committees, which include the Corporate Social Responsibility Committee, the Risk Management Committee, and the Safety, Health, and Environment Committee. These committees meet regularly to evaluate and analyse significant ESG risks, opportunities, and performance metrics, while also taking into account stakeholder expectations and feedback regarding economic, environmental, and social matters. They offer a structured forum for informed dialogue, facilitating the assessment of emerging issues, regulatory obligations, and best practices within the industry. Insights obtained from stakeholder interactions are systematically incorporated into the Company's strategic planning, risk management strategies, and operational decision-making processes. This guarantees that ESG factors are integrated at all organisational levels, promoting sustainable growth, ethical business practices, and long-term value creation.

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

Voltas actively involves stakeholders in discussions to aid in the recognition and management of environmental and social issues. Feedback from stakeholders is an essential component of the Company's materiality assessment process, which aims to identify and prioritise significant ESG topics and relevant KPIs. The Company connects with a wide range of stakeholders through various consultation methods, such as employee engagement surveys, internal communication platforms, community meetings, customer feedback and grievance systems, contractor safety discussions, and collaboration with industry associations. These organised and ongoing engagement processes allow the Company to gather pertinent expectations, concerns, and recommendations across its value chain. Feedback obtained from stakeholders is carefully evaluated and integrated into the Company's policies, frameworks, and operational practices.

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

As part of the Tata Group, Voltas is part of Tata Affirmative Action Programme, which aims to empower historically marginalized communities, such as SC/ST communities, persons with disabilities, and women from marginalised communities, and bring them back to mainstream. The Company aims to ensure that through CSR programmes at least 30% participants belong to Affirmative Action communities. Under Skill Development – Flagship initiative, Voltas focuses on identifying interior locations to promote sustainable livelihood. The Company under its Education initiatives focus on programs to promote and sustain girls education and supports tribal students for remedial education, mid-day meals. Voltas supported a tribal hamlet with water harvesting initiatives, which immediately resulted in delayed migration for four months and improved water availability for domestic use. These initiatives reflect the Company's commitment to empowering marginalised groups through sustainable livelihood and education pathways for their socio-economic advancement.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	2025-26			2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,847	1,847	100%	1,787	1,787	100%
Other than permanent	7,647	7,647	100%	6,752	6,752	100%
Total Employees	**9,494**	**9,494**	**100%**	**8,539**	**8,539**	**100%**
Workers						
Permanent	117	117	100%	125	125	100%
Other than permanent	6,761	6,761	100%	5,936	5,936	100%
Total Workers	**6,878**	**6,878**	**100%**	**6,061**	**6,061**	**100%**

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

Category	2025-26					2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**1,847**	**72**	**3.90%**	**1,775**	**96.10%**	**1,787**	**-**	**-**	**1,787**	**100%**
Male	1,690	67	3.96%	1,623	96.04%	1,667	-	-	1,667	100%
Female	157	5	3.18%	152	96.82%	120	-	-	120	100%
Other than Permanent	**7,647**	**6,114**	**79.95%**	**1,533**	**20.05%**	**6,752**	**68**	**1.01%**	**6,684**	**98.99%**
Male	7,061	5,658	80.13%	1,403	19.87%	6,217	52	0.84%	6,165	99.16%
Female	586	456	77.82%	130	22.18%	535	16	2.99%	519	97.01%
Workers										
Permanent	**117**	**-**	**-**	**117**	**100%**	**125**	**-**	**-**	**125**	**100%**
Male	113	-	-	113	100%	121	-	-	121	100%
Female	4	-	-	4	100%	4	-	-	4	100%
Other than Permanent	**6,761**	**4,830**	**71.44%**	**1,931**	**28.56%**	**5,936**	**2,929**	**49.34%**	**3,007**	**50.66%**
Male	5,249	3,506	66.79%	1,743	33.21%	4,774	2,108	44.16%	2,666	55.84%
Female	1,512	1,324	87.57%	188	12.43%	1,162	821	70.65%	341	29.35%

Note - The remuneration related information mentioned is based on the employees from India only as their base location.

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	7	₹ 43.45 lakhs	1	₹ 9.45 lakhs
Key Managerial Personnel	3	₹ 246.90 lakhs	-	-
Employees other than BoD and KMP	1688	₹ 12.86 lakhs	157	₹ 8.53 lakhs
Workers	113	₹ 7.64 lakhs	4	₹ 10.87 lakhs

Note:

1. Directors/KMPs as on 31 March, 2026 have only been considered for arriving at the Median Remuneration.
2. Managing Director is included under the head 'Key Managerial Personnel' and not 'Board of Directors'.

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

	2025-26	2024-25
Gross wages paid to females as % of total wages	7.60%	4.76%

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. The Company addresses human rights impacts through its governance framework anchored in the Tata Code of Conduct (TCoC), which serves as the overarching policy covering key human rights principles, including non-discrimination, prevention of harassment, prohibition of child and forced labour, and ethical workplace practices.

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

The grievances related to human rights issues are addressed according to the Company policy.

https://www.voltas.in/images/_ansel_image_collector/TATA_CODE_OF_CONDUCT_FOR_VOLTAS_EMPLOYEE_2.pdf

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	Nil	NA	1	Nil	NA
Discrimination at workplace	-	Nil	NA	-	Nil	NA
Child Labour	-	Nil	NA	-	Nil	NA
Forced Labour/Involuntary Labour	-	Nil	NA	-	Nil	NA
Wages	-	Nil	NA	-	Nil	NA
Other human rights related issues	-	Nil	NA	-	Nil	NA

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

	2025-26	2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees/workers	0.049%	0.10%
Complaints on POSH upheld	1	1

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

The Company has established processes to safeguard individuals reporting concerns related to discrimination, harassment, or other human rights issues, ensuring protection against any form of retaliation.

Employees and workers are encouraged to raise concerns through multiple channels, including mechanisms under the Tata Code of Conduct (TCoC) and the Company's internal reporting platform - Integrity Matters, along with other designated internal channels.

All complaints are handled with strict confidentiality. The Ethics Counsellor, Ethics Officers, and Ethics Committee oversee the investigation process, ensuring fair, timely, and effective resolution of concerns.

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

Yes, Voltas ensures that its business partners are committed to upholding human rights and complying with applicable international and national laws and regulations. These expectations are embedded within business contracts, agreements and purchase orders. The Company aligns with this framework, ensuring that human rights considerations are integrated across its operations and value chain.

10. Assessments for the year:

100% of the Company's plants and offices were assessed during the reporting period through internal audits and compliance checks, leveraging well-defined internal tools and systems to ensure adherence to applicable requirements.

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

Not applicable, as no significant risks or concerns were identified from the assessments conducted across our plants and offices.

Leadership Indicators

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

No such grievances on Human Rights violations.

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

Not applicable

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	52.23%*
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

*The assessment that is carried out with material supply chain partners of the three business verticals (RAC, CAC,CR) cover general aspects of laws and regulations with regards to social aspects.

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

A declaration of adherence to the TCoC is obtained from value chain partners as part of their contracts/purchase orders. Contracts are not renewed or may be terminated in case of non-adherence to the agreed Code of Conduct. In addition, Voltas has formulated a Model Responsible Value Chain Partner Code of Conduct that specifically covers these aspects under Labour Practices and Human Rights.

Link - https://www.voltas.in/images/_ansel_image_collector/Model_Responsible_Value_Chain_Partner_Code_of_Conduct-Voltas.pdf

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

Essential Indicators

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

Parameter	Unit	2025-26	2024-25
From renewable sources			
Total electricity consumption (A)	GJ	6,692.32	3,867.12
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)			-
Total energy consumption from renewable sources (A+B+C)	**GJ**	**6,692.32**	**3,867.12**
From non-renewable sources			
Total electricity consumption (D)	GJ	87,067.85	77,899.96
Total fuel consumption (E)	GJ	62,196.94	35,833.52
Energy consumption through other sources (E)	-	-	-
Total energy consumption from non-renewable sources (D+E+F)	GJ	1,49,264.79	1,13,733.48
Total energy consumed (A+B+C+D+E+F)	**GJ**	**1,55,957.12**	**1,17,600.60**
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	GJ/ million ₹	1.48	1.04
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	GJ/ million US $	30.10	21.57
Energy intensity in terms of physical output		NA*	NA*
Energy intensity (optional) – the relevant metric may be selected by the entity		-	–

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

Yes, TUV India Pvt Ltd

*As per the nature of the business as well as different product offerings, it is not feasible to calculate energy intensity in terms of physical output.

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

No. None of the facilities of Voltas has been identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	2025-26	2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface Water	-	
(ii) Ground Water	73,817.82	84,022.37
(iii) Third Party Water	1,13,362.67	85,522.04
(iv) Seawater/desalinated water	435.29	123.18
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**1,87,615.79**	**1,69,667.59**
Total volume of water consumption (in kilolitres)	1,99,510.06	1,54,274.28
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	1.89	1.37
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	38.51	28.22
Water intensity in terms of physical output	NA*	NA*
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, TUV India Pvt Ltd

*Intensity metrics for water have not been reported due to the diversity of Voltas's product portfolio and the absence of a standardised unit of output.

4. Provide the following details related to water discharged:

Parameter	2025-26	2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Sent to third parties		
- No treatment	-	1,061.20
- With treatment – with primary treatment sent to CETP	3,461.45	6,962.66
(iv) Others		
- No treatment	-	-
- With treatment – Post multi-stage treatment in STP/ETP, the wastewater has been used for gardening purpose	4,553.61	7,369.45
Total water discharged (in kilolitres)	8,015.07	15,393.31

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

Yes, TUV India Pvt Ltd

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

Yes, Voltas's Chennai facility has a zero liquid discharge system established in accordance with Pollution Control Board regulations, as specified in the operating license. The factories in Pantnagar are located in an industrial zone with a common ETP for wastewater outflow.

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

Parameter	Specify Unit	2025-26	2024-25
NOx	mg/m³	531.80	1852.28
SOx	mg/m³	363.70	568.51
Particulate matter (PM)	mg/m³	332.97	685.87
Persistent organic pollutants (POP)	mg/m³	--	-
Volatile organic compounds (VOC)	mg/m³	--	-
Hazardous air pollutants (HAP)	mg/m³	--	-
Others- (CO, CH_4)	mg/m³	211.50	641.41

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

No

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

Parameter	Specify Unit	2025-26	2024-25
Total Scope 1 emissions (Excluding fugitive) (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tonnes of CO_2 equivalent	4,230.98	2341.43
Total Scope 1 (Fugitive) emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tonnes of CO_2 equivalent	74,453.39**	-
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tonnes of CO_2 equivalent	17164.79	15722.03
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	tonnes of CO_2 equivalent/million ₹	0.91	0.16
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	tonnes of CO_2 equivalent/million US $	18.50	3.30
Total Scope 1 and Scope 2 emission intensity in terms of physical output	_	NA*	NA*
Total Scope 1 and Scope 2 emission intensity *(optional)– the relevant metric may be selected by the entity*	-	-	-

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

Yes, TUV India Pvt Ltd

*Intensity metrics for GHG emissions have not been reported due to the diversity of Voltas's product portfolio and the absence of a standardised unit of output.

**Fugitive emissions under Scope 1 have been included in the current year's disclosure. As these emissions were not reported in prior years, their inclusion enhances the completeness, transparency, and audit alignment of the Company's greenhouse gas inventory.

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

Yes. The Company has undertaken several initiatives to reduce its greenhouse gas (GHG) emissions. As Scope 1 and Scope 2 emissions are largely driven by energy consumption across operational locations, the Company is implementing a range of energy efficiency and energy conservation measures to reduce its overall carbon footprint.

In addition, the Company is progressively enhancing the share of renewable energy in its operations through initiatives such as on-site renewable installations and procurement of green power, thereby further contributing to the reduction of emissions.

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

Parameter	2025-26	2024-25
Total Waste Generated (in Metric Tonnes)		
Plastic waste ***(A)***	289.05	111.85
E-waste ***(B)***	47.78	43.33
Bio-medical waste ***(C)***	0.14	0.04
Construction and demolition waste **(D)**	106.00	-
Battery waste ***(E)***	1.36	1.81
Radioactive waste ***(F)***	-	-
Other Hazardous waste. Please specify, if any. **(G)**	87.65	48.91
Other Non-hazardous waste generated ***(H)****	7,878.41	6093.99
Total (A+B + C + D + E + F + G + H)	**8,410.39**	**6299.91**
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.08	0.06
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	1.62	1.15
Waste intensity in terms of physical output	NA**	NA**
Waste intensity (optional) – the relevant metric may be selected by the entity	-	_
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled	5,952.55	2,131.11
(ii) Re-used	167.43	37.08
(iii) Other recovery operations	-	-
Total	**6,119.98**	**2,168.19**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	7.41	2.69
(ii) Landfilling	95.00	29.50
(iii) Other disposal operations	2,288.00	4103.76
Total	**2,290.41**	**4135.95**

*Non-hazardous waste is efficiently managed and whatever can be sent for recycling is sent to the authorised vendors. Hazardous waste generated is disposed through PCB certified waste collectors.

** Intensity metrics for waste have not been reported due to the diversity of Voltas's product portfolio and the absence of a standardised unit of output.

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

Yes, TUV India Pvt Ltd

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

The hazardous waste generated from the Voltas's manufacturing and operational facilities primarily includes paint containers, used oil, and paint residues. Non-hazardous waste from factories and offices, such as plastic and paper, is systematically segregated and channelled to authorised recyclers. Hazardous waste is disposed of through Pollution Control Board-certified agencies in compliance with applicable environmental and safety regulations. In line with its operational profile, the Company also emphasizes responsible material handling and resource efficiency, with a continued focus on waste reduction, recycling, and reuse across its value chain.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	NA	NA	No offices or operations are present in ecologically sensitive areas

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

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

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

Yes, the company is compliant with the applicable environmental law/regulations/guidelines in India.

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
NA				

Leadership Indicators

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

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

(i) Name of the area

(ii) Nature of operations

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

Parameter	2025-26	2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface Water	NA	NA
(ii) Ground Water	NA	NA
(iii) Third Party Water	NA	NA
(iv) Seawater/desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Sent to third parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	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.

NA

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

Parameter	Unit	2025-26	2024-25
Total Scope 3 emissions	**tonnes of CO_2 equivalent**	**2,16,97,063.9**	**3,55,53,619.89**
Category 1: Purchased goods and services	tonnes of CO_2 equivalent	17,59,571.74	-
Category 2: Capital Goods	tonnes of CO_2 equivalent	27,156.37	-
Category 4: Upstream Transportation and Distribution	tonnes of CO_2 equivalent	1,44,556.11	-
Category 5: Waste Generated in Operations	tonnes of CO_2 equivalent	30.65	-
Category 6: Business travel	tonnes of CO_2 equivalent	4,439.80	-

Parameter	Unit	2025-26	2024-25
Category 11 : Use of sold products	tonnes of CO_2 equivalent	1,97,61,309.23	3,55,53,619.89
Total Scope 3 emissions per rupee of turnover	tonnes of CO_2 equivalent/million ₹	205.90	317.94
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No

Note

1 - Scope 3 emissions disclosed herein exclude emissions from International Business Operation Group (IOBG). The assessment currently covers Voltas' manufacturing operations, where the most significant Scope 3 emission sources have been identified.

2 - The calculation methodology considers only the electricity consumed during the use phase of the sold products by end-users.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative *(Web-link, if any, may be provided along-with summary)*	Outcome of the initiative
1.	Transition from R407 & R22 to R410A refrigerant for Visi cooler range	Voltas CAC has put up new dedicated R32 Low GWP refrigerant line for LCAC production, phasing out R410A high GWP refrigerant in this product segment.	Energy savings, Reduction of GHG footprint
2.	Redesigning of residential air conditioner products for higher efficiency in line with new BEE requirement	The Company has undertaken the design and development of new split air conditioner products with enhanced energy efficiency, achieving improvements of 12% for 5-star rated models and 13% for 3-star rated models.	Enhanced Energy Efficiency
3.	AI Enabled Features - Adaptive Cooling, Energy Manager	The Company has integrated AI-enabled adaptive cooling and energy management features in its products to enhance user comfort while optimising energy consumption. These systems prevent overcooling, learn user behaviour and usage patterns, and enable customers to set electricity consumption limits. This intelligent control mechanism supports efficient energy use, reduces electricity consumption, and contributes to the Company's commitment to sustainability.	Enhanced Energy Efficiency, Improved AI Connected Smart home Compatibility
4.	Elimination of EPS with the Corrugated based paper Packing	The Company has transitioned from Expanded Polystyrene (EPS) to more sustainable corrugated paper-based packaging solutions for indoor units, significantly reducing the use of non-recyclable materials and enhancing the overall environmental sustainability of its packaging	Reduced environmental impact and dependence on non-recyclable materials, while promoting circular manufacturing and improved recyclability.

Sr. No	Initiative undertaken	Details of the initiative *(Web-link, if any, may be provided along-with summary)*	Outcome of the initiative
5.	Use of Sustainable material in Air Conditioner	Use of Polybags with 20% recycled materials	Reduced Environmental impact
6	Migrated from R134A to R290 refrigerant for Visi cooler range	Transitioned from high-GWP R134A refrigerant to low-GWP, R290 refrigerant across the visi cooler range, reducing greenhouse gas emissions and improving the sustainability profile of cooling products	20~25% energy saving in equipment's running

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

The Company's On-Site Emergency Management Plan (OSEMP) outlines the procedures to be followed in the event of an emergency as well as the code of behavior for all plant employees. Guidelines for employees, sub-contractors' carriers, etc. are included in this plan. In addition to outlining individual obligations, it also describes timely rescue operations, evacuations, rehabilitation, coordination, communication, and the process for obtaining outside assistance from government agencies and nearby industries. The Emergency, Preparedness, and Response protocol covers the fundamental steps that the plant will take in the event of an emergency.

This plan covers responses to the following types of emergencies:

a) Spills/releases or environmental releases

b) Fires

c) Explosions

d) Medical emergencies such as Food Poisoning, COVID -19 disease

e) Natural disasters like floods, earthquakes, lightning strikes

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

There are no particular, noteworthy negative environmental effects from the value chain that have been documented individually. However, through a Responsible Value Chain Partner Code of Conduct that covers business ethics, labor standards, human rights, and the environment, health, and safety, the Company has put in place mechanisms to manage environmental elements throughout its value chain. Additionally, suppliers in important business areas receive training and awareness about sustainability issues, and they are routinely evaluated on pertinent sustainability metrics.

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

52.23% Material suppliers of the business verticals of RAC (Room Air Conditioner), CAC (Commercial Air Conditioning) and CR (Commercial Refrigeration) were assessed on ESG metrics such as renewable energy usage, health and safety practices, environment, and social compliance.

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

a. By the listed entity -Nil

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

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

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

Voltas Limited is a member of 10 trade associations/bodies dedicated to the related industry sector.

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Refrigeration and Airconditioning Manufacturers Association (RAMA)	National
2	FICCI: Federation of Indian Chambers of Commerce and Industry	National
3	Consumer Electronics and Appliances Manufacturers Association (CEAMA)	National
4	Bombay Chamber of Commerce & Industry (BCCI)	National
5	Indian Merchants Chamber (IMC)	National
6	Indian Society of Heating, Refrigerating & Air Conditioning Engineers (ISHRAE)	National
7	International Copper Association India	National
8	Confederation of Indian Industry (CII)	National
9	ASCI - The Advertising Standards Council of India	National
10	ISA - The Indian Society of Advertisers	National

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

Name of authority	Brief of the case	Corrective action taken
	No Cases	

Leadership Indicators

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

The Company engages with all stakeholders, including relevant government and regulatory bodies, as well as apex industry associations such as the Refrigeration and Air-conditioning Manufacturers Association (RAMA), Consumer Electronics and Appliances Manufacturers Association (CEAMA), Project Exports Promotion Council of India (PEPC), Confederation of Indian Industry (CII), and Federation of Indian Chambers of Commerce & Industry (FICCI).

Key areas of policy advocacy include:

- Energy Efficiency & Labeling Frameworks: Collaborating on the BEE Star & Labelling Program, smart metering, and targets to accelerate appliance energy efficiency.
- National Standards Development: Participating in BIS technical standard revisions for Room ACs (IS 1391), Ducted/Packaged ACs (IS 8148), and Direct Evaporative Air Coolers (IS 3315).
- Refrigerant Transition & Climate Action: Engaging refrigerant phase-down and phase-out strategies in line with the Kigali Amendment.

- International Technical Harmonization: Contributing to global testing standards (ISO: 5151) and new refrigerant-based compressor technologies.
- Smart Cooling & Lifecycle Management: Providing inputs on smart control/demand response insights, appliance lifecycle initiatives, and air conditioner scrappage frameworks.

Method resorted for such advocacy:

- Active participation in institutional technical committees, standard formulation of working groups, and multi-stakeholder policy dialogues.
- Submission of formal industry feedback, joint representations via industry associations (RAMA/CEAMA), and knowledge dissemination through professional forums.

Whether information available in public domain? - No

Frequency of review by Board - The Board reviews these matters periodically, including on an annual and need-based basis.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Skill Development Program	NA	NA	Yes	Yes	https://www.voltas.in/images/_ansel_image_collector/Impact_Assessment_Report_Skill_Development_Program_2025.pdf
Community Development Program	NA	NA	Yes	Yes	https://www.voltas.in/images/_ansel_image_collector/Impact_Assessment_Report_Skill_Development_Program_2025.pdf

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
None						

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

The Company implements its projects in collaboration with implementation partners, supported by a structured monitoring framework that includes site visits and quarterly reviews. Feedback is actively sought from beneficiaries and partners to understand concerns and community-level challenges. Additionally, community grievances can be submitted through designated channels such as the security desk, following which they are routed to the relevant department for appropriate action.

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

	2025-26	2024-25
Directly sourced from MSMEs/small producers	28.36%	15.81%
Directly from within India	69.89%	74.58%

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

Location	2025-26	2024-25
Rural	0.09%	0.02%
Semi-urban	8.85%	7.68%
Urban	26.48%	14.83%
Metropolitan	64.58%	77.47%

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

Note:

1. Places categorised as per RBI Classification System - rural/semi-urban/urban/metropolitan.
2. Disclosure of wages paid to persons employed above includes wages paid to employees employed in India.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
None	None

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Uttarakhand	Udham Singh Nagar	1,75,02,990.00
2	Jharkhand	East Singhbhum	53,35,434.00
3	Maharashtra	Osmanabad/Dharashiv	18,03,450.00

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

No

b. From which marginalised/vulnerable groups do you procure?

None

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

None

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No	Basis of calculating benefit share
None				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

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

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Skill Development Program	5233	28
2	Support of Cancer Treatment	379	-
3	Educational support to tribal children	34	100
4	Holistic development of adolescent girls	250	100
5	Mid-day meal for school students	687	35
6	Improving School Infrastructure and Enhancing Teaching Aids	11088	61
7	Improve Access to Primary healthcare and Preventive services:	58174	64
8	Environment Project Beneficiaries	1825	32

Note: Vulnerable and marginalized group identified as per Tata Affirmative Action Programme.

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

Essential Indicators

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

The Company receives customer complaints and service requests through multiple channels, including phone and digital platforms such as email, WhatsApp, and dealer applications, and is committed to ensuring timely and efficient resolution. The typical customer service process involves the following steps:

a) Customers can raise a service request through the Company's customer care via phone call or WhatsApp.

b) The request is assigned to a technician for resolution of the product issue.

c) Upon satisfactory completion, the customer shares an OTP with the technician to enable closure of the request in the system.

d) Once the request is closed, an SMS with an NPS feedback link is sent to the registered mobile number for capturing customer feedback.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. 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	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	49	267*	-	94	291*	-

*Total pending consumer court cases as on the end of financial year, includes cases from previous years that were not closed.

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

Yes. Voltas has developed IT security policies to control and mitigate cybersecurity risks, and data privacy. It regularly carries out employee awareness programs and adheres to established procedures to find and address possible risks. Its approach to data security and ethical information handling is further described in a publicly accessible privacy policy.

Web Link: https://www.voltas.com/pages/privacy-policy

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

Throughout the year, Voltas did not record any cybersecurity issues. It has started implementing the Digital Personal Data Protection Act, 2023 as part of its proactive and risk-aware approach, with an emphasis on fortifying data governance structures, improving data privacy measures, and guaranteeing compliance with changing regulatory requirements. Enhancing internal procedures, raising staff awareness, and protecting sensitive data are all part of these initiatives.

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

   a. Number of instances of data breaches: Nil

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

   c. Impact, if any, of the data breaches: NA

Leadership Indicators

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

   The information on the products can be accessed on the www.voltas.com.

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

   Voltas provides structured training programmes for service technicians to ensure the safe and efficient use of its products and services. Franchise partners play a key role in equipping service engineers and on-site operational staff with the necessary technical skills and operational knowledge.

   In addition, the Company places strong emphasis on customer education. During the installation and commissioning phase, Voltas actively engages with customers and their operational teams, providing comprehensive guidance on proper system usage, maintenance practices, and safe operation. Through hands-on training, demonstrations, and ongoing engagement by service engineers, customers are enabled to operate systems responsibly and efficiently. This approach not only enhances product performance and longevity but also helps in minimising operational risks and promoting safe usage across the product lifecycle.

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

   1. Customer Communication Mechanism

      Physical letters are issued to government customers, while private customers are informed through formal email communications.

      These communications are sent proactively to provide advance information on potential risks and operational concerns.

   2. Advance Disclosure of Critical Breakdowns

      Based on machine ageing, performance trends, and operational parameters, customers are informed in advance about the possibility of critical breakdowns.

      Recommendations are shared for preventive actions, planned maintenance, or risk mitigation.

   3. Refrigerant Phase Out and Technology Transition

      Customers are formally informed about the phaseout of refrigerants as per regulatory or environmental requirements.

      Guidance is provided on transitioning to next generation, environmentally compliant equipment well in advance.

   4. Obsolescence of Spare Parts

      Customers are notified in advance regarding the obsolescence or reduced availability of spare parts due to product ageing.

      Alternatives, retrofit options, or replacement recommendations are communicated wherever feasible.

   5. Improvement Suggestions Based on Site & Environmental Conditions

      Periodic recommendations are issued based on site specific operating and environmental conditions to enhance reliability, efficiency, and safety of operations.

6. Prior Notice for Planned Shutdowns

   In cases requiring critical or preventive maintenance involving system shutdown, prior intimation is provided to customers to enable adequate contingency planning—especially for essential services such as healthcare facilities.

   These structured communication mechanisms ensure customer awareness, service continuity, risk mitigation, and responsible product usage, in line with SEBI BRSR disclosure requirements.

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

Yes. Depending on the nature of the product, the Company additionally offers product-related information, such as the type of refrigerant, whether the air conditioner is inverter or fixed speed, customer service information, safety instructions, and information about the blowing agent for commercial refrigeration products, in addition to the information mandated by applicable laws.

Yes. In order to gauge client satisfaction with its main products and services, the Company uses a variety of feedback and engagement tools. Currently, the Customer Experience Index for the Commercial Air Conditioner division is 86.2 and the NPS is 33. For the Unitary Product Business Group, the internal NPS score is 90 and the NIQ survey NPS score is 85.

INDEPENDENT ASSURANCE STATEMENT

To,

The Board of Directors,
Voltas Limited,

Mumbai 400033

Voltas Limited (hereinafter referred to as "VOLTAS" or the "Reporting Organization") engaged TUV India Private Limited ("TUVI") to perform an independent external assurance of its Business Responsibility and Sustainability Report ("BRSR") Core disclosures for the period April 1, 2025, to March 31, 2026. The Annual Report includes disclosures relating to the BRSR Core (the "nine attributes") as per Annexure I Format of BRSR Core (collectively referred to as the "BRSR Core Information").

For the BRSR Core assurance, TUVI confirms that, prior to acceptance of the engagement, the preconditions for the assurance engagement were formally assessed in accordance with ISAE 3000 (Revised), specifically Para 24. As part of this formal criteria assessment, TUVI evaluated and documented that the subject matter is supported by suitable criteria (SEBI BRSR Core framework and GHG Protocol), which were determined to be available, relevant, and appropriate for the purpose of this engagement. VOLTAS's management has acknowledged its responsibility for the preparation and presentation of the BRSR Core sustainability information and for providing access to relevant records, and that sufficient appropriate evidence was expected to be available to support the assurance conclusion. Accordingly, having satisfied all preconditions through this formal assessment, the BRSR Core assurance engagement was accepted and performed in accordance with ISAE 3000 (Revised).

The assurance process was conducted with reference to the following applicable frameworks and guidelines:

i. Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, requiring disclosure of the Business Responsibility and Sustainability Report (BRSR);

ii. The Industry Standards on Reporting of BRSR Core, as per SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20 December 2024;

iii. SEBI circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10 May 2021;

iv. The SEBI notification SEBI/LAD-NRO/GN/2023/131, dated 14 June 2023, related to Annual Report / BRSR requirements;

v. The BRSR Core Framework for Assurance and ESG Disclosures for the Value Chain, as stipulated by SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023;

vi. The Master Circular for compliance with the provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, by listed entities, HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, dated 30/01/2026, which consolidates the operative BRSR and other LODR reporting requirements.

vii. World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard).

viii. International Standard on Assurance Engagements ISAE 3000 (Revised).

The assurance engagement comprised a reasonable assurance engagement over the quantitative BRSR Core KPIs within the nine attributes specified under Annexure I, performed in accordance with ISAE 3000 (Revised). Qualitative disclosures relating to stakeholder engagement, materiality determination, and the management approach for each indicator are reported as represented by management and were not subject to independent substantive verification under this engagement. However, Board-level governance oversight of ESG performance and BRSR Core KPIs was independently corroborated through review of Board meeting minutes and agenda records; accordingly, an independent conclusion is expressed on governance oversight, while other representation-based elements are identified in the relevant sections of this statement.

Management's Responsibility

VOLTAS developed its BRSR Core information forming part of the Annual Report (based on the BRSR Core framework) and holds full responsibility for the collection, analysis, preparation, and disclosure of the information presented in the Annual Report, including its availability in both web-based and printed formats. This responsibility also extends to the maintenance and integrity of the website where the Annual Report is published. Management is responsible for ensuring the disclosed data is accurate, reliable, and free from material misstatements for BRSR Core requirements. Additionally, VOLTAS is responsible for the archiving and reproduction of the disclosed information and for ensuring that such data is made available to relevant stakeholders and regulatory authorities upon request. The Reporting Organization is responsible for complying with applicable laws. Any partial reproduction of this assurance statement could lead to misinterpretation of the assurance scope, procedures, and conclusions. The assurance conclusion is intended to be read in its entirety, together with the defined scope, methodology, limitations, and criteria described in this assurance statement. The primary intended user of this assurance statement is the Board of Directors, shareholders, regulators, and other stakeholders of VOLTAS; however, VOLTAS may use it at their own discretion in accordance with their specific requirements.

Scope and Boundary

The scope of work includes the assurance of the following nine attributes as per Annexure I - Format of BRSR Core disclosed in

Environmental, Social and Governance (ESG) performance. In particular, the assurance engagement included the following:

1. Review of General Disclosures, Management and Process Disclosures, and VOLTAS's BRSR Core information;
2. Review and evaluation of the nine attributes specified under Annexure I Format of BRSR Core, as disclosed in the BRSR;
3. Assessment of the quality, clarity, and completeness of the reported information; and
4. Verification of supporting evidence on a sample basis, involving reasonable assurance for the nine attributes as per the BRSR Core framework.
5. The assurance does not include assurance of value chain disclosures. Value chain disclosures are presently voluntary and deferred under SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/38 dated 28 March 2025, and are therefore excluded from the scope of this assurance engagement. No value-chain KPIs were assured under this engagement. (Reference: Measures to facilitate ease of doing business with respect to framework for assurance or assessment, ESG disclosures for value chain, and introduction of voluntary disclosure on green credits)

This approach ensured an assessment aligned with the principles of ISAE 3000 (Revised) for the BRSR Core disclosures, providing an independent and objective evaluation of the reliability and accuracy of VOLTAS's ESG information.

TUVI has verified the below nine attributes as per Annexure I - Format of BRSR Core disclosed in the BRSR with reference to the Industry Standards on Reporting of BRSR Core (SEBI circular dated 20 December 2024) as part of the applicable assurance criteria.

Attributes	**KPI**
Greenhouse gas (GHG) footprint	Total Scope 1 emissions (with breakup by type) - GHG (CO_2e) Emission in MT - Direct emissions From organization's owned - or controlled sources (Calculated)
	Total Scope 2 emissions in MT - Indirect emissions from the generation of energy that is purchased from a utility provider (Calculated)
	GHG Emission Intensity (Scope 1+2), Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP (Calculated)
Water footprint	Total water consumption (in kL) (Calculated)
	Water consumption intensity - kL / Total Revenue from Operations adjusted for PPP (Calculated)
	Water Discharge by destination and levels of Treatment (kL)- Not applicable (VOLTAS operates without direct water discharge infrastructure; no direct discharge point exists except for the two Pantnagar plants) (Measured)

Attributes	KPI
Energy footprint	Total energy consumed in GJ (Measured and Calculated)
	% of energy consumed from renewable sources - In % terms- calculated
	Energy intensity -GJ/ Rupee adjusted for PPP (Calculated)
Embracing circularity - details related to waste management by the entity	Plastic waste (A) (MT) (Measured)
	E-waste (B) battery, bulb, cable (MT) (Measured)
	Bio-medical waste (C) (MT)- (Measured)
	Battery waste (D) (MT) - Buy-back process (Measured)
	Expired products (E) - Paint and Chemicals, oil sludge, ETP sludge, spent filter under Hazardous waste. (Reported)
	Other non-hazardous waste. Paper and Carton waste, wood, metal, thermocol, construction and demolition waste, EPS waste, empty barrels, STP waste, process waste residue, biomedical (F) (Measured)
	Total waste generated (A + B + C + D + E + F) (MT)
	Waste intensity • MT / Rupee adjusted for PPP (Calculated)
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (MT) (Calculated)
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (Intensity) ✓ kg of Waste Recycled Recovered /Total Waste generated
	For each category of waste generated, the total waste disposed by the nature of the disposal method (MT)
	For each category of waste generated, the total waste disposed of by the nature of the disposal method (Intensity) ✓ kg of Waste Disposed / Total Waste Generated
Enhancing Employee Wellbeing and Safety	Spending on measures towards the well-being of employees and workers - cost incurred as a % of total revenue of the company - In % terms- (Calculated)
	Details of safety-related incidents for employees and workers (including contract-workforce, e.g. workers in the company's construction sites) 1) Number of Permanent Disabilities (Reported NIL) 2) Lost Time Injury Frequency Rate (LTIFR) (per one million-person-hours worked) (Reported) 3) No. of fatalities (Reported NIL)
Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid - In % terms - (Calculated)
	Complaints on POSH: 1) Total Complaints on Sexual Harassment (POSH) reported - (Measured)
	Complaints on POSH: 2) Complaints on POSH as a % of female employees/workers (Calculated)
	Complaints on POSH: 3) Complaints on POSH upheld (Measured)
Enabling Inclusive Development	Input material sourced from the following sources as % of total purchases - Directly sourced from - MSMEs/ small producers and from within India - In % terms - As % of total purchases by value-(Calculated)

Attributes	KPI	
	Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost - In % terms - As % of total wage cost • Rural (Reported) • Semi-urban (Calculated) • Urban (Calculated) • Metropolitan (Calculated)	
Fairness in Engaging with Customers and Suppliers	Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events - In % terms- (Reported NIL) Number of days of accounts payable - (Accounts payable *365) / Cost of goods/services procured (Calculated)	
Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties. Loans and advances & investments with related parties	1) Purchases from trading houses as % of total purchases (Calculated)
		2) Number of trading houses where purchases are made from (Calculated)
		3) Purchases from top 10 trading houses as % of total purchases from trading houses (Calculated)
		1) Sales to dealers/distributors as % of total sales- (Calculated)
		2) Number of dealers/distributors to whom sales are made (Calculated)
		3) Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors (Calculated)
		Share of RPTs (as respective %age) in - (Calculated)
		• Purchases
		• Sales
		• Loans & advances
		• Investments

The reporting boundaries cover Voltas Limited operations encompassing Corporate Office, Branch Offices (37), International Operation Business Group (IOBG) of Voltas Limited and its 5 Plants.

ISF Compliance Declaration: TUVI confirms that this assurance engagement has been conducted in compliance with the Industry Standards on Reporting of BRSR Core as specified in SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024 and the SEBI Master Circular for compliance with the provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities (Ref. No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026) dated 30 January 2026. The nine BRSR Core attributes (Annexure I KPIs) and the nine BRSR principles covering Essential and Leadership Indicators, scope of reasonable assurance, assurance methodology, and reporting format adopted in this engagement are fully aligned with the requirements of the said ISF circular and the Master Circular.

Boundary Reconciliation: The ESG reporting boundary is consistent with the operational control approach adopted by VOLTAS for financial reporting purposes, covering all entities and sites over which VOLTAS exercises operational control. No material differences were identified between the financial reporting boundary (as per the audited financial statements for FY 2025-26) and the ESG reporting boundary applied in the BRSR covers Voltas Limited operations encompassing Corporate Office, Branch Offices (37), International Operation Business Group (IOBG) of Voltas Limited and its 5 Plants within the entity-level reporting boundary for BRSR Core attributes.

Onsite Verification

An on-site verification was conducted at 3 Plants and the Corporate Office as per below schedule:

1. Voltas Ltd, Chennai on 16/02/2026
2. Voltas Ltd, CAC Waghodia on 23/02/2026
3. Voltas Ltd CR Waghodia on 24/02/2026
4. Corporate Office, Voltas House, Mumbai: 27/04/2026 to 28/04/2026

The assurance activities were carried out together with a desk review as per the reporting boundary.

Limitations

TUVI did not perform any assurance procedures on the prospective information disclosed in the Annual Report / BRSR, including targets, expectations, and ambitions. Consequently, TUVI draws no conclusion on the prospective information. During the assurance process, TUVI did not come across any limitation to the agreed scope of the assurance engagement. TUVI verified nine attributes and corresponding KPIs independently, without reference to any ESG targets or goals set by VOLTAS. TUVI verified data on a sample basis; the responsibility for the authenticity of data entirely lies with VOLTAS. TUVI referenced the financial figures from the audited financial statements of Voltas Limited for FY 2025-26. The denominator values used in BRSR Core intensity ratio calculations - specifically, Total Revenue from Operations adjusted for Purchasing Power Parity (PPP) - were extracted from the audited financial statements and reconciled against the figures disclosed in VOLTAS's Annual Report prior to use in intensity ratio varification. Financial figures were not independently assured under this engagement; VOLTAS remains responsible for the appropriate application and disclosure of financial data. The application of this assurance statement is limited with respect to SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023 and Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20 December 2024. This assurance statement does not endorse any environmental and social claims (related to the product, manufacturing process, packaging, disposal of product, etc.) as well as advertisements by the Reporting Organization and shall not be used to support misleading environmental or social claims, including greenwashing-related representations. The Reporting Organization is responsible for ensuring adherence to relevant laws. The assurance procedures are subject to inherent limitations, including the use of estimates, assumptions, sampling, and reliance on internal controls and data systems maintained by VOLTAS. Accordingly, there is an unavoidable risk that material misstatements or omissions may not be detected, particularly where information is subject to estimation uncertainty or dependent on management judgment.

For the purposes of this engagement, a material misstatement is defined as a misstatement, individually or in aggregate, that could reasonably be expected to influence the economic decisions of users made on the basis of the BRSR Core information. TUVI applied a KPI-specific materiality approach comprising two tiers: (i) a 5% quantitative materiality threshold relative to the applicable KPI base value (e.g., total emissions, total energy, total water consumption) was applied to volume-based and aggregated KPIs, supplemented by qualitative considerations including the nature and context of the disclosure and the risk of error; and (ii) a qualitative zero-tolerance threshold was applied to high-risk ESG indicators - specifically fatalities, permanent disabilities, POSH complaints upheld, instances of regulatory non-compliance or material breaches of applicable law, and customer data breaches - where any single occurrence, misstatement, or omission is treated as material irrespective of its magnitude. For these high-risk indicators, qualitative judgment overrides the 5% quantitative threshold. Misstatements identified below the applicable materiality threshold were aggregated and evaluated to determine whether they were material in aggregate; no such aggregation resulted in a material misstatement. The responsibility for the authenticity of the data is confirmed by VOLTAS. Any reliance placed by any person or third party on disclosed KPIs is entirely at their own risk.

The following table provides the KPI-category-wise materiality thresholds applied in this engagement, elaborating the qualitative sensitivity considerations for each BRSR Core attribute:

(i) Greenhouse Gas (GHG) footprint: 5% quantitative threshold applied to absolute Scope 1, Scope 2, and GHG intensity KPIs. Qualitative review applied to confirm the completeness of emission source coverage within the defined boundary and the appropriateness of emission factors used.

(ii) Water footprint: 5% quantitative threshold applied to total water consumption and water intensity. Where water discharge is reported as not applicable, a qualitative review of the factual and operational basis was performed to confirm the appropriateness of the nil disclosure.

(iii) Energy footprint: 5% quantitative threshold applied to total energy consumed, percentage of renewable energy, and energy intensity ratio. Qualitative review applied to the completeness of energy sources included and consistency of measurement methodology.

(iv) Embracing circularity (waste management): 5% quantitative threshold applied per waste category (A through F) and to total waste generated, waste recovered, and waste disposed. Qualitative zero-tolerance applied to hazardous waste regulatory compliance and completeness of Pollution Control Board returns.

(v) Enhancing employee wellbeing and safety: Qualitative zero-tolerance threshold applied to fatalities, permanent disabilities, and LTIFR accuracy. 5% quantitative threshold applied to wellbeing spend as a percentage of total revenue.

(vi) Enabling gender diversity in business: 5% quantitative threshold applied to gross wages paid to females and POSH percentage calculations. Qualitative zero-tolerance applied to POSH complaints upheld.

(vii) Enabling inclusive development: 5% quantitative threshold applied to MSME sourcing percentage and wages paid to persons in smaller towns as a percentage of total wage cost.

(viii) Fairness in engaging with customers and suppliers: Qualitative zero-tolerance applied to customer data breach disclosures. 5% quantitative threshold applied to accounts payable days calculation.

(ix) Openness of business: 5% quantitative threshold applied to concentration metrics for trading houses and dealers, and to related-party transaction percentages (purchases, sales, loans and advances, investments).

Our Responsibility

TUVI's responsibility in relation to this engagement is to perform a reasonable level of assurance for nine attributes as per Annexure I - Format of BRSR Core and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or the effectiveness of VOLTAS's strategy, management of ESG - related issues or the sufficiency of the Report against Annual Report/BRSR principles, other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference to the agreed scope of work, which includes assurance of non-financial quantitative and qualitative information disclosed by VOLTAS. The Reporting Organization is responsible for archiving the related data for a reasonable time period.

TUVI is responsible

i. For planning to obtain the reasonable assurance for BRSR attributes so that it is free from material misstatement,

ii. Forming an independent opinion, based on the sampled evidence,

iii. Reporting the opinion to the Directors of 'VOLTAS'

This assurance statement is prepared by considering that the data and information presented by 'VOLTAS' are free from material misstatement. The data is verified on a sample basis; the responsibility for the authenticity of the data lies with the Reporting Organization.

Verification Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focusing verification efforts on disclosures and issues of high material relevance to VOLTAS and its stakeholders. The objective was to assess the reliability and accuracy of the non-financial information disclosed, with emphasis on the robustness of data management systems, internal controls, and information flows.

TUVI's assurance activities included:

1. **Document and Data Review:**
   i. Examination of documents, datasets, and supporting evidence provided by VOLTAS for the nine attributes listed in Annexure I Format of BRSR Core (non-financial disclosures).
   ii. Evaluation of disclosures related to Management Approach and performance indicators.
2. **Stakeholder Interviews:**
   i. Conducted interviews with key representatives, including data owners, process managers, and decision-makers across various departments.
   ii. Reviewed management representations regarding VOLTAS's approach to stakeholder engagement and materiality determination; qualitative statements in the Annual Report are based on management representations and were not independently validated.
   iii. Interviews were conducted through both onsite visits and remote assessments, as applicable.
3. **Process and System Assessment:**
   i. Review of systems and processes for implementing ESG and sustainability-related policies as described in the BRSR and for collecting, managing, and reporting both quantitative data and qualitative information for the reporting period.
   ii. Assessment of internal controls supporting data accuracy, traceability, and consistency.
4. **Substantive and Control Testing:** TUVI performed walkthrough procedures to evaluate the design and implementation of internal controls over ESG data processes and substantive testing, including document verification, recalculation, analytical review, and data traceability checks for selected KPIs and disclosures. For intensity ratio KPIs - including GHG emission intensity (Scope 1+2 / Revenue from Operations adjusted for PPP), water consumption intensity (kL / Revenue from Operations adjusted for PPP), energy intensity (GJ / Revenue from Operations adjusted for PPP), and waste intensity (MT / Revenue from Operations adjusted for PPP) - TUVI independently recalculated each ratio using verified numerator values (absolute environmental data) and denominator values (financial figures sourced from audited financial statements), and cross-checked the results against VOLTAS's reported figures to confirm arithmetical accuracy and consistency of methodology. The combination of control testing and substantive procedures provided sufficient appropriate evidence in accordance with ISAE 3000 (Revised). For GHG emission calculations, Scope 2 emissions were computed using the CEA (Central Electricity Authority) grid emission factor for India (CO_2 Baseline Database, Version 21 as the most recent published version at the time of reporting) applicable to the reporting period, in accordance with the WRI/WBCSD GHG Protocol Corporate Standard. Scope 1 emissions were calculated based on standard fuel conversion factors consistent with IPCC guidelines. The emission factor sources and calculation methodology were reviewed and found appropriate for the engagement. Additional KPI-category procedures applied included: (a) Energy - cross-verification of meter readings against utility bills for plants and validation of renewable energy consumption mix; (b) Water - review of water intake records at plant level and traceability to municipal supply invoices and ground water extraction permits, as applicable; (c) Safety - verification of Lost Time Injury Frequency Rate (LTIFR) calculations against plant-level incident registers and HR records; and (d) Waste - reconciliation of hazardous and non-hazardous waste disposal records against Pollution Control Board returns and third-party disposal manifests, and review of applicable statutory authorisations and hazardous waste handling licences where applicable. The invoices, sale records and disposal records were assessed for the non-hazardous waste.

5. **Sampling Methodology:** TUVI applied a risk-based sampling methodology to select representative samples of ESG disclosures, considering materiality thresholds, risk of misstatement, data complexity, estimation uncertainty, nature and scale of operations, and geographical spread of facilities. Sample selection prioritised locations with significant operational impact and KPIs with higher inherent risk, including those relevant to BRSR Core indicators. A materiality threshold of 5%, determined for this engagement with reference to the inherent estimation risk in environmental KPIs, the materiality of BRSR Core indicators to stakeholder decision-making, and the reasonable assurance level required under ISAE 3000, was applied to the selected samples for the verification of sustainability disclosures as applicable. Sites were selected based on proportionate contribution to total reported values, with Voltas Ltd, Chennai, Voltas Ltd, CAC Waghodia, and Voltas Ltd CR Waghodia prioritized as primary onsite locations. For the sites not visited onsite, a comprehensive desk review of BRSR Core data using risk-based sampling procedures was performed, comprising review of source records and supporting documents (including utility bills, meter readings, HR registers, hazardous and non-hazardous waste manifests, and internal MIS reports), recalculation of reported quantitative figures, year-on-year analytical review against prior-period data, reconciliation against the consolidated BRSR Core reporting templates, and remote interactions with site-level data owners and process managers to resolve queries. The same materiality threshold (5%), risk-based sampling criteria, and substantive procedures applied to the onsite locations were applied to the desk-review sites, providing comparable evidence to support the reasonable assurance conclusion across all sites within the reporting boundary.

   i. **Site Verification Coverage:** TUVI conducted onsite verification at 3 of 5 plants and the Corporate Office, complemented by a comprehensive desk review of BRSR Core data using risk-based sampling procedures across for other locations within the boundary. The Corporate Office onsite verification covered all head-office-managed financial, HR, and governance KPIs for the full reporting entity.

6. **Reporting Framework Adherence:** Verified VOLTAS's adherence to SEBI's BRSR guidelines, the BRSR Core Framework for Assurance and ESG Disclosures for Value Chain (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122), Industry Standards on Reporting of BRSR Core (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177), and the SEBI Master Circular for compliance with the provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities (Ref. No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated 30 January 2026). TUVI evaluated BRSR disclosures against the following reporting quality principles: Stakeholder Inclusiveness, Materiality, Responsiveness, Completeness, Neutrality, Relevance, Sustainability Context, Accuracy, Reliability, Comparability, Clarity, and Timeliness.

This methodology enabled TUVI to provide a balanced and evidence-based assurance on the information disclosed, while maintaining alignment with ISAE 3000 (Revised) standards for non-financial assurance.

Opportunities for Improvement

7. The following are the opportunities for improvement reported to VOLTAS. However, they are generally consistent with VOLTAS management's objectives and programs. VOLTAS has already identified the following topics, and the Assurance team endorses the same to achieve the sustainable goals of the organization.

   i. **Strengthening Automated Environmental Data Management**

   VOLTAS Limited may further enhance the reporting of its environmental performance by establishing an automated emissions accounting system to enable real-time tracking, monitoring and consolidation of key environmental parameters across its operations.

   ii. **Alignment of Procurement Practices with ISO 20400**

   VOLTAS may further strengthen its procurement policy framework by progressively aligning its procurement practices with the principles of ISO 20400 on sustainable procurement, thereby enhancing responsible sourcing and supplier sustainability integration.

Conflict of Interest

TUVI confirms its independence and the absence of any conflict of interest in relation to this assurance engagement, in accordance with ISAE 3000 (Revised), SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023, and the Industry Standards on Reporting of BRSR Core (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024).

TUVI's independence framework is grounded in the IESBA Code of Ethics, adopting a threats-and-safeguards approach to identify and manage risks, including self-interest, self-review, advocacy, familiarity, and intimidation. Organisational safeguards include segregation of responsibilities, independent technical review, documented conflict-of-interest controls, and a quality management system consistent with ISQM 1 and ISO 17029:2019.

During the reporting period, TUVI confirms that:

- No consulting, advisory, system design, data preparation, or implementation services related to ESG or BRSR were provided to VOLTAS;
- TUVI was not involved in the preparation or drafting of BRSR Core disclosures, development of ESG strategy or targets, design or implementation of ESG data management systems, calculation of GHG emissions inventories, internal audit of ESG data, or consulting on materiality assessment; and
- No relationships, affiliations, or financial interests exist that could compromise the objectivity, independence, or impartiality of TUVI's findings, conclusions, or recommendations.

In the context of this engagement, TUVI solely provided verification and assurance services to VOLTAS and did not provide any non-audit or non-assurance services, and maintained professional impartiality towards all personnel interviewed throughout this engagement.

Rotation and Tenure Policy: In line with best practice and the Industry Standards on Reporting of BRSR Core for independence, TUVI maintains a documented engagement partner rotation policy. The lead assurance practitioner for this engagement has not exceeded the maximum tenure thresh old prescribed under TUVI's internal quality and independence framework. TUVI confirms compliance with its engagement partner rotation policy. TUVI's independence and quality management procedures are reviewed periodically by the internal technical review function.

Our Conclusion

In our opinion, based on the scope of this assurance engagement, the disclosures on BRSR Core KPIs described in the Annual Report / BRSR, along with the referenced information, have been prepared, in all material respects, in accordance with the applicable BRSR Core criteria for the nine BRSR Core attributes and meet the content and quality requirements of the BRSR.

Disclosures: TUVI is of the opinion that the reported disclosures meet, in all material respects, the BRSR requirements. VOLTAS refers to general disclosure to report contextual information about VOLTAS, while the Management & Process disclosures refer to the management approach for each indicator (nine attributes as per Annexure I - Format of BRSR Core).

Reasonable Assurance: This engagement was performed as a reasonable assurance engagement in accordance with ISAE 3000 (Revised) and SEBI's reasonable assurance requirements. The scope, methodology, materiality, sampling approach, evidence documentation, and conflict-of-interest controls applied are described in the preceding sections of this statement.

BRSR complies with the below requirements

a) **Governance, leadership and oversight:** The governance disclosures in the Annual Report / BRSR were reviewed using a combination of independently verified evidence and management representations. Board meeting minutes and agenda records were made available and reviewed; based on this sufficient appropriate evidence, an independent conclusion is expressed on Board - level governance oversight of ESG performance, BRSR Core KPIs, and sustainability objectives during FY 2025 - 26. Messages from top management, business model disclosures, risk management approach, and environmental priorities were reviewed for consistency against available internal governance frameworks and management representations provided to TUVI. The disclosures relating to inclusive growth, equitable development, and environmental protection are reported as represented by management and were not independently verified.

b) **Connectivity of information:** VOLTAS discloses nine attributes as per Annexure I - Format of BRSR Core and their inter - relatedness and dependencies with factors that affect the organization's ability to create value over time.

c) **Stakeholder engagement:** Based on management representations, the Report covers mechanisms of communication with key stakeholders to identify major concerns and to derive and prioritize short, medium and long - term strategies. The disclosures on stakeholder relationships and the organisation's responsiveness to stakeholder interests are reported as represented by management; independent validation of the stakeholder engagement process was not within the scope of this engagement.

d) **Materiality:** The material issues within the nine BRSR Core attributes and corresponding KPIs as per BRSR requirement are reported, based on management's materiality determination process and the representations provided to TUVI.

e) **Conciseness:** The Report reproduces the requisite information and communicates clear information in as few words as possible. The disclosures are expressed briefly and to the point sentences, graphs, pictorial, tabular representation is applied. At the same time, due care is taken to maintain continuity of information flow in the BRSR.

f) **Reliability and completeness:** VOLTAS has established internal data aggregation and evaluation systems to derive the performance. VOLTAS confirms that, all data provided to TUVI, has been passed through Internal checks . Risk - based assurance procedures, including walkthroughs, document and data review, recalculation, and substantive testing on a sample basis as described in the Verification Methodology section, were performed over the BRSR Core data, providing sufficient appropriate evidence to support the reasonable assurance conclusion. All data, is reported transparently and in a neutral tone, and is, in all material respects, free from material misstatement.

g) **Consistency and comparability:** The information presented in the BRSR is on an annual basis and was found to be presented in a reliable and complete manner. Thus, the principle of consistency and comparability is established.

Year -on- Year Comparability: TUVI reviewed the reported FY 2025 - 26 data in the context of prior year (FY 2024 - 25) disclosures for the key BRSR Core KPIs (GHG emissions, energy consumption, water consumption, and safety indicators). No material inconsistencies in methodology, boundary, or reporting approach were identified that would impair comparability between the two reporting periods.

h) **Impact:** VOLTAS communicates its ESG perfo rmance through regular, transparent internal and external reporting throughout the year, aligned with BRSR, as part of its policy framework that includes POSH, ESG, Code of Conduct Policy, and Whistle Blower Policy. VOLTAS reports on ESG performance to the Safety, Health and Environment (SHE) Committee and the Board of Directors, who oversees and monitors the implementation and performance of objectives, as well as progress against goals and targets for addressing ESG - related issues, and reports periodically to stakeholders on ESG progress. VOLTAS has completed the process of establishing contemporary goals and targets against which performance will be monitored and disclosed periodically.

Quality control: The assurance team complies with quality management standards, ensuring that the engagement partner possesses requisite expertise and the assigned team collectively has the necessary competence to perform engagements in reference with standards and regulations. Assurance team follows the fundamental principles of integrity, objectivity, professional competence, due care, confidentiality and professional behaviour. In accordance with International Standard on

Quality Management (ISQM 1), TUV I maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. For this engagement, a mandatory independent technical and editorial quality review checklist was applied prior to the release of this assurance statement, covering technical accuracy of KPI verification, regulatory compliance with SEBI BRSR Core requirements, editorial consistency, and structural alignment with the approved reporting template.

Our Assurance Team and Independence

TUVI is an independent, neutral third - party providing sustainability assurance services with qualified environmental and social specialists. The assurance team comprises lead verifiers holding Sustainability auditor qualifications, ISO 14064 verification competencies, as well as confirmed competence in conducting ISAE 3000 (Revised) assurance engagements. Lead verifier(s) possess ISO 14064 verification qualifications, ESG assurance experience, and sector expertise. The team's collective credentials encompass environmental data verification, social performance assessment, and sustainability reporting assurance aligned with GRI Standards and IIRC Integrated Reporting frameworks. TUVI's independence, impartiality, and conflict - of- interest position with respect to this engagement are confirmed in the Conflict - of- Interest section of this statement.

For and on the behalf of TUV India Private Limited

Project Reference No: 8124793008

Revision:01

Date: 14/05/2026

Place: Mumbai, India

Kindly refer to digital version of the assurance statement here