HONDA

Honda India Power Products Limited
Head Office & Works :
Plot No. 5, Sector-41, (Kasna)
Greater Noida Industrial Development Area,
Distt. Gautam Budh Nagar (U.P.) Pin-201310
Tel. : +91-120-2590 100
Fax : +91-120-2590 350
Website : www.hondaindiapower.com
CIN : L40103DL2004PLC203950
E-mail : ho.mgt@hspp.com

Ref: HIPP/SE/2026-27/25

July 31, 2026

Corporate Relationship department
BSE Limited
Registered Office: Floor 25, PJ Towers,
Dalal Street,
Mumbai – 400 001

Listing Department
National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Bandra Kurla Complex Bandra (E),
Mumbai - 400 051

Scrip Code: NSE: HONDAPOWER
BSE: 522064

Sub: Compliance with Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/Madam,

Pursuant to the Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26 is hereby enclosed.

The BRSR for the Financial Year 2025-26 is also available on the website of the Company at **www.hondaindiapower.com.**

We request you to kindly take the aforementioned information on record.

Thanking you.

Yours Truly,
For **Honda India Power Products Limited**

Sunita Ganjoo
Digitally signed by Sunita Ganjoo
Date: 2026.07.31 09:18:49 +05'30'

HONDA INDIA POWER PRODUCTS LTD. Greater Noida

Sunita Ganjoo
Company Secretary and Compliance Officer

Encl: as above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulation, 2015]

INDEX

S. No.	Reference	Particulars
1	Section A	General disclosures
2	Section B	Management and process disclosures
3	Section C	Principle-wise performance disclosure

PRINCIPLES

S. No.	Particulars
Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe.
Principle 3	Businesses should respect and promote the wellbeing of all employees, including those in their value chains.
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders.
Principle 5	Businesses should respect and promote human rights.
Principle 6	Businesses should respect and make efforts to protect and restore the environment.
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
Principle 8	Businesses should promote inclusive growth and equitable development.
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN)	L40103DL2004PLC203950
2	Name	Honda India Power Products Limited (HIPP/Company)
3	Year of incorporation	19-09-1985
4	Registered office address	409, DLF Tower B Jasola Commercial Complex New Delhi-110025
5	Corporate address	Plot No.5, Sector-41 (Kasna), Greater Noida Industrial Development Authority, Gautam Budh Nagar, U.P.- 201310
6	E-mail	ho.legal@hipp.co.in
7	Telephone	0120-2590211
8	Website	www.hondaindiapower.com
9	Financial Year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited
11	Paid-up Capital	10,14,30,710
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sunita Ganjoo, 0120-2590211, ho.legal@hipp.co.in
13	Reporting boundary	Standalone Basis
14	Whether the company has undertaken reasonable assurance of the BRSR core	No
15	Name of Assurance Provider	Not Applicable
16	Type of Assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing / sales of Generator '&' and General- Purpose Engines, Water Pumps, Tiller and other power products.	88%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of power generators (except battery charging alternators for internal combustion engines), motor generator sets (except turbine generator set units)	27101	51%
2	Manufacture of engines and turbines, except aircraft, vehicle and cycle engines	28110	20%
3	Manufacture of other pumps, compressors, taps and valves etc.	28132	15%
4	Manufacture of ploughs, manure spreaders, seeders, harrows and similar agricultural machinery for soil preparation, planting or fertilizing, harvesting or threshing machinery	28212	7%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	16	17
International	0	0	0

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36 (including Union Territories)
International (No. of Countries)	21

b. Contribution of exports as a percentage of the total turnover of the Company: 22%

c. Brief of types of customers of the Company: Two major categories of the customers served by the Company are:

- Dealers: Dealing directly with the Company and in turn selling to the distributors/retailers and customers.
- Institutional Customers: These include all Government agencies / Government bodies and other non-government entities.
- Resellers in export markets.

IV. Employees

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

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)	377	355	94%	22	6%
2.	Other than Permanent (E)	112	108	96%	4	4%
3.	**Total employees (D + E)**	**489**	**463**	**95%**	**26**	**5%**
WORKERS						
4.	Permanent (F)	334	317	95%	17	5%
5.	Other than Permanent (G)	295	295	100%	0	0%
6.	**Total workers (F + G)**	**629**	**612**	**97%**	**17**	**3%**

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)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total differently abled employees (D + E)**	0	0	0%	0	0%

DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	**Total differently abled workers (F + G)**	1	1	100%	0	0%

22. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8*	1	12.5%
Key Management Personnel	4	1	25%

*Board of Directors include 3 KMPs.

23. Turnover rate for permanent employees and workers

Trend for the past three years:

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.5%	13.6%	5%	6%	20%	7%	7%	12%	7%
Permanent Workers	0	0	0%	0.32%	0%	0.32%	1%	0%	1%

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

24. (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	Honda Motor Co. Ltd., Japan	Holding	0%	No

VI. CSR Details

25. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 : Yes

(ii) Turnover (in Rs.) : INR 86,545 Lakhs

(iii) Net worth (in Rs.) : INR 80,338 Lakhs

A detailed report on CSR projects undertaken during the Financial Year 2025-26 has been provided in '**Annexure - E**' to the Board's Report.

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2025-26)			PY (2024-25)			(If NA, then provide the reason)
			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	No		0	0	No complaints were filed by communities in any of the principle.	0	0	No complaints were filled by communities in any of the principle	

Investors (other than shareholders)	No		0	0	No investors are there other than shareholders of the Company.	0	0	No investors are there other than shareholders of the Company.	
Shareholders	Yes	https://www.hondaindiapower.com/investors/investors-contact	0	0	No complaints were made by shareholders in any of the principle.	0	0	No complaints were made by shareholders in any of the principle.	
Employees and workers	Yes	https://www.hondaindiapower.com/admin/public/uploads/document/eKfuqh412.pdf	0	0	No complaints were made by employees and workers in any of the principle.	0	0	No complaints were made by employees and workers in any of the principle.	
Customers	Yes	http://hondaindiapower.com/?srsltid=AfmBOorlEffNNVwiwU8nQJVGrlJRGpl6CbyO2vu4dGDml0GBSKAD1dCw	0	0	No complaints were filed by customers in any of the principle.	0	0	No complaints were filed by customers in any of the principle.	
Value Chain Partners	Yes	https://www.hondaindiapower.com/admin/public/uploads/document/eKfuqh412.pdf	0	0	No complaints were filed by the value chain partners in any of the principle.	0	0	No complaints were filed by the value chain partners in any of the principle.	

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

Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to our business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, are as follows:

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	Product Related	Opportunity	The Company's products comply with all applicable environmental and pollution control standards in every market where they are sold or used. This compliance is ensured through rigorous quality control measures supported by state of art in-house equipment and technology.	NA	Positive
2	Process Related	Risk	The manufacturing process has been evolved with technical inputs and support from Honda Motor Co., Ltd., Japan, which is among the safest, most efficient and technologically advanced in the industry. This highly specialized process poses a significant entry barrier, making it difficult for new entrants to replicate or match manufacturing processes as applied by the Company. This would be very challenging and difficult for any other new entrant to adopt and is a barrier for them.	Your Company has technical collaboration agreement with Honda Motor Co. Ltd., Japan by virtue of which the Company has the reach to the best available processes.	Negative

			However, the Company faces a continuing challenge from the dynamic and evolving landscape of global environmental regulations. Compliance requires substantial investment in infrastructure, continuous updates on relevant legal frameworks, and effective awareness-building among process stakeholders		
3	Society Related	Risk	In the manufacturing process being applied by the Company, natural resources such as water and air are being used. To ensure sustainable use, the Company has established the necessary infrastructure to minimize resource consumption and strives to restore natural resources wherever possible. Furthermore, the Company fully complies with all applicable laws and regulations related to waste management, as prescribed by relevant regulatory authorities from time to time	Your Company has a well laid out and robust compliance organization whereby with the help of third parties and in-house expertise, these are being taken care of.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Details of the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions			P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes											
1.	a.	Entity's policy/policies covering each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b.	Board's approval of the policies: (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c.	Web Link of the Policies	The policies can be accessed via the link https://www.hondaindiapower.com/investors/policies and some internal policies applicable to employees are available on Company's intranet.								
2.	Whether the policies are translated into procedures. (Yes / No)		Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to value chain partners? (Yes/No)		Y	Y	Y	N	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by the entity and mapped to each principle.		The Company policies incorporate Indian and global best practices. The Company is an ISO 9001 Company and also certified for following; • IS 7347 for Engines • IS 11501 for Water Pump • CPCB-IV+, Indian Emission Standard for Portable Genset (Environment Protection Rule) • EU REACH Regulation, EC No 1907/2006 • EU RoHS Regulation, Directive 2011/65/EU • EPA & CARB Regulation for US 7kVA Genset, 40 CFR • CSA CoC for Canada 7kVA Genset, C22.2 #100 • Europe Sample Fit Test for EU 7kVA Genset, 97/68/EC • Europe Noise Directive for EU 7kVA Genset, 2000/14/EC • CPCB Plastic Waste Management Rule • CPCB Battery Waste Management Rule								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.		The Company is working to minimize the impact of its activities on the environment by reducing carbon emission as per the targets below:								
	2025-26		**2026-27**								
	74.75 tons		120.14 tons								
6.	Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.		During the year 2025-26, the company achieved a CO_2 reduction of 74.75 tons against the target of 42.74 Ton.								

<table>
<tr><td colspan="19">Governance, leadership and oversight</td></tr>
<tr><td>7.</td><td colspan="18">Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.
The basic principle of the Company being 'a Company that society wants to exist', guides our operations beyond legal compliance, driving us to produce and sell environment friendly products that meet all regulatory standards.Our production and distribution processes follow strict waste management protocols, minimize natural resource use, and support resource restoration wherever possible, always operating in alignment with our core principle of sustainability and social responsibility.</td></tr>
<tr><td>8.</td><td>Highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</td><td colspan="17" rowspan="2">Yes, the Company has formed a Steering Committee to strategize the business and the way it must be conducted. The Committee consists of Senior Management Team including all the executive Directors of the Company as its Members.</td></tr>
<tr><td>9.</td><td>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</td></tr>
<tr><td>10.</td><td colspan="18">Details of Review of NGRBCs by the Company:</td></tr>
<tr><td rowspan="2"></td><td rowspan="2">Subject for Review
P 1</td><td colspan="8">Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee</td><td colspan="9">Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</td></tr>
<tr><td>P 2</td><td>P 3</td><td>P 4</td><td>P 5</td><td>P 6</td><td>P 7</td><td>P 8</td><td>P 9</td><td>P 1</td><td>P 2</td><td>P 3</td><td>P 4</td><td>P 5</td><td>P 6</td><td>P 7</td><td>P 8</td><td>P 9</td></tr>
<tr><td></td><td>Performance against above policies and follow up action</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td colspan="9">Quarterly Review</td></tr>
<tr><td></td><td>Compliance with statutory requirements of relevance to the principles, and rectification of any non- compliances</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td colspan="9">Quarterly Review</td></tr>
<tr><td rowspan="2">11.</td><td rowspan="2">Has the entity 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.</td><td colspan="2">P 1</td><td colspan="2">P 2</td><td colspan="2">P 3</td><td colspan="2">P 4</td><td colspan="2">P 5</td><td colspan="2">P 6</td><td colspan="2">P 7</td><td>P 8</td><td>P 9</td></tr>
<tr><td colspan="17">No, the Internal Auditors, Secretarial Auditors, and ISO Auditors review the implementation of the policies periodically. However, no dedicated evaluation has been conducted by external agency.</td></tr>
<tr><td>12.</td><td colspan="18">If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: Not applicable</td></tr>
</table>

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 programs on any of the principles during the Financial Year:

Segment	Total number of training and awareness programs held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	5	The board of directors & the KMP's are familiarized inter alia on the following: 1. Business performance updates 2. Business & sustainability strategy 3. Risk Management plan Governance, compliance, and regulatory updates, Those Charged With Governance (TCWG)	100%
Key Managerial Personnel	4	1. Honda Code of Conduct/Prevention of Insider Trading 2. Vigil Mechanism/Business Ethics Proposal Line/Anti-bribery 3. POSH/ Those Charged With Governance (TCWG)	100%
Employees and other than BOD and KMPs	24	Comprehensive training programs are designed to cover all critical competencies outlined in the Company's Competency Framework, ensuring employees are equipped with the necessary skills, knowledge, and behaviours required for excellence in their roles. These programs also encompass in-depth modules on compliance policies, the company's Code of Conduct, and ethical workplace practices.	75%
Workers	4	Behavioural aspects covering open communication, teamwork & change management	70%

2. **Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the Company or by Directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the Financial Year on the basis of materiality as specified in Regulation 30 of SEBI (LODR) Regulations, 2015 and as disclosed on the Company's website:**

   No fines or other kinds of penalties were paid during the reporting period which were material in nature.

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

   Not applicable

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

   The Company has anti-corruption and anti-bribery policy, which explains the dos and don'ts with respect to these policies and the laws as applicable. Further, the Company has a process in place to regularly update all concerned with respect to these policies. The policy is available on the intranet/website of the Company and can be assessed at

   https://www.hondaindiapower.com/admin/public/uploads/document/rs4jy6hSkw.pdf

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

   NIL

6. **Details of complaints regarding conflict of interest**

	FY (2025-26)		PY (2024-25)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No such complaint was received during the FY 2025-26	0	No such complaint was received during the FY 2024-25
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	No such complaint was received during the FY 2025-26	0	No such complaint was received during the FY 2024-25

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

   Not applicable

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	59	55

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

Parameter	Metrics		FY (2025-26)	PY (2024-25)
Concentration of Purchases	a. i)	Purchases from trading houses	170,681,140.62	158,417,521.37
	ii)	Total purchases	4,181,654,593.07	3,724,154,053.74
	iii)	Purchases from trading houses as % of total purchases	4.08%	4.25%
	b.	Number of trading houses where purchases are made	14	14
	c. i)	Purchases from top 10 trading houses	170,588,093.34	158,302,183.57
	ii)	Total purchases from trading houses	170,681,140.62	158,417,521.37
	iii)	Purchases from top 10 trading houses as % of total purchases from trading houses	99.95%	99.93%

Parameter	Metrics		FY (2025-26)	PY (2024-25)
Concentration of Sales	a. i)	Sales to dealer / distributors	7,405,661,549.00	695,558,764.00
	ii)	Total Sales	8,654,520,324.00	794,225,700.00
	iii)	Sales to dealer / distributors as % of total sales	85.57%	88%
	b.	Number of dealers / distributors to whom sales are made	522	527
	c. i)	Sales to top 10 dealers / distributors	2,737,123,632.00	2,282,876,782.00
	ii)	Total Sales to dealer / distributors	7,405,661,549.00	695,558,764.00
	iii)	Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	36.96%	33%
Parameter	**Metrics**		**FY (2025-26)**	**PY (2024-25)**
Share of RPTs in	a. i)	Purchases (Purchases with related parties)	1,339,716,372.00	881,714,000
	ii)	Total Purchases	5,417,247,469.00	430,775,600
	iii)	Purchases (Purchases with related parties as % of Total Purchases)	24.73%	20%
	b. i)	Sales (Sales to related parties)	2,168,801,134.00	185,718,700.00
	ii)	Total Sales	8,654,520,324.00	794,225,700.00
	iii)	Sales (Sales to related parties as % of Total Sales)	25.06%	23%
	c. i)	Loans & advances given to related parties	NA	NA
	ii)	Total loans & advances	NA	NA
	iii)	Loans & advances given to related parties as % of Total loans & advances	NA	NA
	d. i)	Investments in related parties	NA	NA
	ii)	Total Investments made	NA	NA
	iii)	Investments in related parties as % of Total Investments made	NA	NA

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
7	• **Sustainability** (ESG, CO2, Cyber Security) • **Risk Management** (Fire Risk, Safety compliance & Risk management) • **Process Capability Enhancement** (PFD, PFMEA, PQCT)	54.48%

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.**

The Code of Conduct for Board and Senior Management Team members has been adopted by the Board. If a Director has or could have such an interest, they must disclose it to the Board and refrain from participating in discussions, casting votes for, or otherwise influencing decisions about such matters. A consolidated certificate is presented to Board duly signed by CMD and President & CEO of the Company.

Each year, the Board members and management certify their compliance with the Code of Conduct. Please refer to the link for the policy https://www.hondaindiapower.com/admin/public/uploads/document/852tcJ8g4n.pdf .

The Company receives declarations from its Directors, disclosing details of related parties/parties in which they have interest, which are placed before the Board of Directors at its meetings. These disclosures help the Company and the Board of Directors in evaluating the possibility of any present or potential conflict of interest.

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

Essential Indicators

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

	FY (2025-26)	PY (2024-25)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	To make the products and processes meet the regulatory requirement and to be environment friendly, the Company has entered into an agreement with the Honda Motor Co. Ltd., Japan (HM) for providing the latest globally recognized technologies to the Company . Additionally, Under the agreement, the Company's workforce gets training in adopting the processes and technologies in the best possible manner. The Company, in lieu thereof, pays a certain percentage of the sales value in the form of royalty to HM. Since the Company pays royalty for products/processes/updated technology and usage of brand name, value of the percentage against the environment and social impact cannot be ascertained.
Capex	0.00%	0.00%	NA

2. a. **Does the entity have procedures in place for sustainable sourcing? :** Yes.

   b. **If yes, what percentage of inputs were sourced sustainably? :** 100% suppliers

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for Plastics (including packaging), E-Waste, Hazardous Waste, Other Waste.**

   The Company is following e-waste management rules (through its distribution channel partners) as well as Plastic Waste Management rules & hazardous waste management rules ensuring compliance with legal requirements which meets all necessary requirement of legal standard for waste management.

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

   Yes, Extended Producer Responsibility (EPR) is applicable to the Company's activities. Plastic waste generated in the market from product packaging is managed in accordance with Plastic Waste Management Rules. The Company is required to collect 100% of the plastic packaging waste as per the EPR plan submitted to the Pollution Control Board.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products:**

   No such assessment was made during the reporting period.

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

   Not applicable

3. **Percentage of recycled or reused input material to total material (by value) used in production:**

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Aluminum	37.5 MT /2232 MT = 1.67%	29.33 MT/1890 MT = 1.55%

4. **Percentage 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:**

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	209 MT	-	-	198 MT	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

   During the period under review, the Company did not directly reclaim any product or its packaging material.

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	355	355	100%	355	100%	-	-	355	100%	-	-
Female	22	22	100%	22	100%	22	100%	-	-	22	100%
Other	0	0	0	0	0	0	0	0	0	0	0
Total	**377**	**377**	**100%**	**377**	**100%**	**22**	**100%**	**355**	**100%**	**22**	**100%**
Other than permanent employees											
Male	108	0	0	0	0	0	0	0	0	0	0
Female	4	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	**112**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

Well-being of employees, not directly hired by the Company, is secured under the clause in the agreement entered between the Company and the agency providing the manpower.

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	317	317	100%	317	100%	--	-	317	100%	-	-
Female	17	17	100%	17	100%	17	100%	-	-	17	100%
Other	0	0	0	0	0	0	0	0	0	0	0
Total	**334**	**334**	**100%**	**334**	**100%**	**17**	**100%**	**317**	**100%**	**17**	**100%**
Other than permanent workers											
Male	295	N/A				N/A				N/A	
Female	0	0	0	0	0	0	0	0	0	0	0
Other	-	-	-	-	-	-	-	-	-	-	-
Total	**295**	**N/A**		**N/A**		**N/A**				**N/A**	

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

	FY 2025-26	PY 2024-25
i) Cost incurred on well-being measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	1,083	918
ii) Total revenue of the company	86,545	79,423
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	1.25%	1.16%

2. **Details of retirement benefits**

Benefits	FY (2025-26)			PY (2024-25)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	N/A	100%	100%	N/A
ESI	-	66%	Yes	-	-	-
Superannuation/ NPS	40%	NA	N/A	43%	NA	N/A

3. **Accessibility of workplaces**

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

Yes, the company premises/offices are fully accessible to differently abled employees and workers as per the requirements of Rights of Persons with Disabilities Act, 2016.

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

YES, HIPP is committed to ensure that existing employees, job applicants and workers are treated fairly in an environment which is free from any form of discrimination. We are an equal opportunity workplace with gender neutral compensation policies and norms. Our diversity and equal opportunity policy can be assessed at https://www.hondaindiapower.com/admin/public/uploads/document/864lgm2233.pdf

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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Other	0	0	0	0
Total	**100%**	**100%**	**100%**	**100%**

6. **Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?**

If yes, details of the mechanism in brief.	Yes/No	(If yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes	The Organization has established a structured and comprehensive grievance redressal mechanism to address concerns raised by employees and workers in a timely and effective manner. This mechanism operates through various duly constituted committees, including the Works Committee, Grievance Redressal Committee, Canteen Committee, Safety Committee, POSH Committee, Transport Committee, Uniform Committee, Welfare Trust Committee, Provident Fund (PF) Trust Committee, and the Industrial Relations (IR) Help Desk. These forums function in accordance with applicable statutory provisions and internal policies, ensuring that grievances are appropriately reviewed, addressed, and resolved in a fair, transparent, and legally compliant manner.

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

The Company does not have any trade union.

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

Category	FY (2025-26)					PY (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	355	260	73%	151	43%	372	292	78%	143	38%
Female	22	16	73%	15	68%	25	20	80%	15	60%
Other	0	-	-	-	-	0	0	0%	0	0%
Total	**377**	**276**	**73%**	**166**	**44%**	**397**	**312**	**76%**	**158**	**40%**
Workers										
Male	317	261	82%	242	76%	321	300	94%	123	38%
Female	17	10	59%	5	29%	17	17	100%	12	70%
Other	0	-	-	-	-	0	0	0	0	0
Total	**334**	**271**	**81%**	**247**	**74%**	**338**	**317**	**94%**	**135**	**40%**

All the employees have access to relevant learning and development opportunities. The Company has a robust e-learning platform which is coupled with other online and offline interventions. The learning needs are identified by a combination of self, manager and department head and classified under functional, behavioral and organizational needs.

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

Category	FY (2025-26)			PY (2024-25)		
	Total (A)	No.(B)	% (B/ A)	Total (D)	No.(E)	% (E / D)
Employees						
Male	355	342	96%	372	351	94%
Female	22	22	100%	25	22	88%
Other	0	0	0%	0	0	0%
Total	**377**	**364**	**96%**	**397**	**373**	**94%**
Workers						
Male	317	317	100%	321	321	100%
Female	17	17	100%	17	17	100%
Other	0	0	0%	0	0	0%
Total	**334**	**334**	**100%**	**338**	**338**	**100%**

10. **Health and safety management system:**

- **Implementation of occupational health and safety management system by the Company along with the coverage.**

  Yes, occupational health and safety management system has been implemented by the entity. It covers the entire operations including manufacturing facilities and offices. Systems have been implemented in accordance with the applicable standards.

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

  The Company has in place systematic risk management process to identify and control all the hazards in manufacturing and offices. Moreover, it has a well-defined Risk Management framework that is designed to enable risks identification, assessment, mitigation, monitoring and reporting and is the key driver for controlling the risk of EHS in business. The risk management process encompasses a spectrum of strategic, operational, financial and compliance risks that your Company is exposed to.

- **Whether the entity have processes for workers to report the work-related hazards and to remove themselves from such risk**s?

  The Company has placed suggestion boxes at various places in the factory for workers to report any issue including work related hazard. An Occupational Safety & Health Committee has also been set up which takes care of any type of hazard by way of conducting audits at specified intervals and to take counter measures against any observation in this regard.

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

Yes, medical Center and first aid facilities are available for both employees and workers with a qualified medical professional and the nursing staff.

Besides this all the employees are covered under Group Accident Policy taken by the Company with a well-recognized insurer.

The Company conducts annual health Check-up of employees and workers. To promote health and well-being of its workers and employees, provide access to various wellness workshops in addition to annual medical check-ups.

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

Safety Incident/Number	Category	FY (2025-26)	PY (2023-24)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence works related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

Occupational health and safety are a priority for the Company and everyone at the Company is responsible for it. As a responsible employer, organization- wide Health and safety policies and procedures are in place.

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

Your Company firmly believes in providing a safe, supportive and friendly workplace environment – a workplace where our values come to life through supporting behaviours. As a first barrier against any unsafe situation, all the employees are given training at regular intervals, this is further strengthened by providing safety gears to the workers working on the shop floors. The Company has in place a full-fledged nursing Center in case of any untoward incident, on site ambulance and a contract for providing emergency medical services, if required, with a nearby reputed Hospital. The Company regularly provides annual preventive health checks for all its employees.

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

	FY (2025-26)			PY (2024-25)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

No action was required to be taken as the Company did not have any Loss Time Injuries during the reporting period. Effectiveness of Corrective actions deployment is being checked during safety Audits.

Leadership Indicators

1. Details of life insurance or any compensatory package extended by the Company in the event of death of employees and workers:

The Company provides life insurance benefit to its employees/workers wherein in case of death, life insurance benefit is provided to the family/nominee.

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

Adherence to the applicable statutory provisions including payment and deduction of statutory dues is incorporated in the contract entered with the value chain partners. The Company makes sure that all the relevant clauses dealing with statutory compliance are validated as one of the terms and conditions validated and honored by both sides Like Agreements, order documents etc.

3. **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	
	FY (2025-26)	PY (2024-25)	FY (2025-26)	PY (2024-25)
Employees	0	0	0	0
Workers	0	0	0	0

4. **The Company's transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?**

No. Currently, the Company does not provide any transition assistance program.

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	100%
Working Conditions	

The Company is dedicated to developing the supply chain that co-exists and co-prosper with local society by actively promoting sustainable initiatives.

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

Not Applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders.

Essential Indicators

1. **The processes followed for identifying key stakeholder groups of the Company**.

Key Stakeholders are identified based on the influence they have on the Company and its strategic decision making. Subsequent to this, the identified lot is grouped based on the needs, the nature of influence, the role in the overall corporate structure. Thus, the Company engages with them to develop strategies to manage and mitigate any potential risks or negative impacts.

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

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, others)	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	1. Business plan communication 2. Senior leadership engagements 3. Wellness sessions 4. Training programs and onboarding sessions 5. Internal communication 6. Engagement Survey	Quarterly Need Based Regularly Regularly Regularly Annually	Business and performance updates Developing high level of management competence. Physical and mental wellbeing sessions New skills, learning and development. Exchange of Information and Activities undertaken Belongingness to the Company

Shareholders	No	- Annual General Meeting - E-Mail - Newspaper publications	Quarterly/ Annual	Company's financial performance and Corporate Governance etc.
Suppliers/ Service Provider	No	- E-mail - Supplier convention - Meeting with concerned functions	As and when required/ Annual	Process refresh, engagement
Government Agencies/ Tax Authorities	No	- Press Releases, - Quarterly Results, - Annual Reports, - Sustainability Reports, - Stock Exchange filings	As stipulated	Reporting requirements, Statutory Compliances and resolution of issues
Dealers/ Distributors	No	- Email, sms, advertisement, website, social media, physical meetings, dealer convention	Regular	Customer satisfaction
Communities	Yes	Community interactions	Regular	CSR interventions

Leadership Indicators

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

   The Company has set up various committees on economic and ESG governance and performance monitoring. These committees are the CSR Committee, Risk Management Committee comprising of Independent Director as a member of the Committee, Stakeholder's Relationship Committee chaired by the Independent Director, Investor cell etc.

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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes. Based on the discussion with local Communities and local Administration, the Company plans CSR interventions. A periodic inspection/ progress vis-à- vis the plan is conducted to undertake further activities. Based on periodic communication with the Works Committee, comprising of Members from Shop Floor area, the Company devise the procedures and policies for upkeeping of facilities meant for them.

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

   The Company did not identify any stakeholders group as vulnerable/marginalized.

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):**

Category	FY (2025-26)			PY (2024-25)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	377	377	100%	397	397	100%
Other than permanent	112	112	100%	104	104	100%
Total Employees	489	489	100%	501	501	100%
Workers						
Permanent	334	334	100%	338	338	100%
Other than permanent	295	295	100%	264	264	100%
Total Workers	629	629	100%	602	602	100%

2. **Details of minimum wages paid to employees and workers:**

Category	FY (2025-26)					PY (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										
Male	355	-	-	355	100%	372	-	-	372	100%
Female	22	-	-	22	100%	25	-	-	25	100%
Other	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	108	-	-	108	100%	172	-	-	172	100%
Female	4	-	-	4	100%	0	0	0	0	0
Other	0	-	-	0	-	0	0	0	0	0
Workers										
Permanent										
Male	317	-	-	317	100%	321	-	-	321	100%
Female	17	-	-	17	100%	17	-	-	17	100%
Other	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	295	-	-	295	100%	263	-	-	-	-
Female	0	-	-	0	-	1	-	-	-	-
Other	0	-	-	0	-	0	-	-	-	-

3. **Details of remuneration/salary/wages**

   a. **Median remuneration/wages (Rs.)**

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category (monthly)	Number	Median remuneration/ salary/ wages of respective category (monthly)	Number	Median remuneration/ salary/ wages of respective category (monthly)
Board of Directors (BOD)*	3	19,66,082	-	-	-	-
Key Managerial Personnel	3	19,66,082	1	2,95,375	-	-
Employees other than Bod and KMP#	342	1,08,883.5	22	88,729.5	-	-
Workers##	317	56,560	17	47,569	195	17,440

* Includes Managing Director and Whole-time Directors.

\# Includes employees who have served for the full year, for median remuneration and excludes workers.

\## Includes workers who have served for the full year, for median remuneration.

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

	FY (2025-26)	PY (2024-25)
Gross wages paid to females	3,64,91,813.83.00	3,52,58,821.00
Total wages	1,17,06,00,000.00	1,11,07,00,000.00
Gross wages paid to females (Gross wages paid to females as % of total wages)	3.12%	3.17%

5. **Focal point (Individual/ Committee) responsible for addressing Human Rights impacts or issues caused or contributed to by the business?**

   Business Ethics Proposal Line overseen by Business Ethics Committee and POSH Committee.

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

Individuals can raise the Human Rights concerns to Business Ethics Proposal line and POSH committee, these two committees investigates the matter and provides resolution in line with Honda's Business ethics driven by Honda Philosophy. To ensure the adherence of all human rights, annual Honda Corporate Governance audit is conducted at Entity level and Division level to identify risks and action plans are made to mitigate the identified risk, if any.

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

	FY (2025-26)			PY (2024-25)		
	Filed during the year	Pending resolution at theend of year	Remarks	Filed during the year	Pending resolution at theend of year	Remarks
Sexual Harassment	NIL	NIL	-	NIL	NIL	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labour	NIL	NIL	-	NIL	NIL	-
Forced Labour/Involuntary Labour	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	NIL	NIL	-	NIL	NIL	-

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention,Prohibition and Redressal) Act, 2013 (POSH)	0	0
iii) Complaints on POSH as a % of female employees / workers	0%	0%
iv) Complaints on POSH upheld	0	0

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

The BEPL policy expressly provides that no discrimination or harassment shall take place against the complainant.

10. **Do Human Rights requirements form part of your business agreements and contracts?**

Yes. The Company includes human rights requirements as a part of its business agreements and contracts.

11. **Assessments for the year:**

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others	100%

12. **Details of corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 11 above.**

Not applicable

Leadership Indicators

1. **Details of a business process being modified / introduced as a result of addressing Human Rights grievances/complaints.**

Not applicable as no grievances / complaints were received on Human Rights. No major risks were identified w.r.t to human rights/complaints, however as a proactive approach the business processes are timely reviewed and updated with respect to best human rights practices.

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

The scope and coverage of Human Rights due diligence encompass the Honda processes, conduct of individuals.

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, the Company has the necessary infrastructure in place to make the workplaces accessible to differently abled employees and visitors.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100% (Part Suppliers)
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others	

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

   Not applicable

<u>PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.</u>

<u>Essential Indicators</u>

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

Parameter	FY 2025-2026 (*Current Financial Year*)	FY 2024-2025 (*Previous Financial Year*)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	17,286 GJ	9,322 GJ
Total fuel consumption (E)	22,348 GJ	35,507 GJ
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	39,634 GJ	44,829 GJ
Total energy consumed (A+B+C+D+E+F)	39,634 GJ	44,829 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.46	0.56
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.46	0.56
Energy intensity in terms of physical output	0.16 GJ/Unit Production	0.20 GJ/Unit Production

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

   No

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

   The Company does not have any facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. **Details of the following disclosures related to water:**

Parameter	**FY (2025-26)**	**PY (2024-25)**
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	44,028	55,464
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	44,028	55,464
Total volume of water consumption (in kiloliters)	44,028	55,464
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.51	0.70
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.51	0.70
Water intensity in terms of physical output	0.18 KL/Unit Production	0.25 KL/Unit Production

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: Water audit done by Accredited Water Auditing Agency; M/s Laghu Udyog Bharati, New Delhi.

4. **Details related to water discharged:**

Parameter	**FY 2025-26** *(Current Financial Year)*	**FY 2024-25** *(Previous Financial Year)*
Water discharge by destination and level of treatment (in kiloliters)		
(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) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Not Applicable

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

The Company has installed highly efficient wastewater treatment systems (STP and ETPs) in its manufacturing facility. In line with Zero Liquid Discharge (ZLD) principle, the Company's manufacturing facility is recycling treated wastewater for Industrial Cooling, gardening as well as flushing purposes thus moving towards ZLD.

6. **Details of air emissions (other than GHG emissions):**

Parameter	Please specify unit	FY (2025-26)	PY (2024-25)
NOx	mg/NM3 (max)	1281	1094
SOx	mg/NM3 (max)	334	275
Particulate matter (PM)	mg/NM3 (max)	323	340
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others (Quantity of Emission)	Tonnes/year	84199.99	69859.38

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, regular testing is being carried out through M/S Enviro International (MoEF approved lab) for environment parameters.

7. **Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity**

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 w(Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1272	2009
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	Metric tonnes of CO2 equivalent	3232	1846
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations in Lakh)		0.05	0.05
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)		0.05	0.05
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.018	0.018

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.

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

Yes, in the year 2025-2026, the theme is being implemented to reduce the scope 1 & Scope 2 emissions by reduction in power & fuel Consumption as per following details:

A. Reduction in energy consumption by :

1. Installation of Mist collection system on micrometric grinding machine.
2. By optimization of Coolant motor Running frequency In CNC Machine.
3. By Installation of low wattage LED Light in assemble area.
4. By Dust collector frequency optimization.
5. By replacement of contactor-based switching to IGBT switching of heaters of varnish machine.
6. By blower motor frequency optimization of Dry off oven and Bake oven at paint shop

B. Reduction in Fuel consumption by implementing thermal paint on PDC furnaces

9. **Details related to waste management.**

Parameter	**FY 2025-26 (Current Financial Year)**	**FY 2024-25 (Previous Financial Year)**
Total Waste generated (in metric tonnes)		
Plastic waste (A)	209.00	191.00
E-waste (B)	7.37	6.35
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	--	--
Battery waste (E)	0.26	4.36
Radioactive waste (F)	--	--
Other Hazardous waste. Please specify, if any. (G)	48.54	34.72
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	435.72	494.80
Total (A+B + C + D + E + F + G + H)	700.89	731.24
Parameter	**FY 2025-26 (Current Financial Year)**	**FY 2024-25 (Current Financial Year)**
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations in Lakhs)	0.008	0.009
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.008	0.009
Waste intensity in terms of physical output	0.0028 MT/Unit Production	0.0033 MT/Unit Production
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	694.00	727.00
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**694.00**	**727.00**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	31.16	20.11
(ii) Landfilling	16.40	11.51
(iii) Other disposal operations	-	--
Total	**47.56**	**31.62**

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, Regular testing is being carried out through M/s Enviro Internal (MoFF approved lab) for hazardous waste.

10. **Strategy to reduce and manage hazardous and toxic chemicals.**

The Company maintains a record of all potential environmental, safety, health, and business threats in a risk register. These risks are evaluated and measures are defined to eliminate, reduce, and mitigate risk to a level that is “as low as reasonably possible,” which is continuously monitored. Each year, the Risk Management Officer reviews and approves the register. Hazardous waste produced by the manufacturing facility is sent to the entities approved by the State Pollution Control Board or Central Pollution Control Board for disposal.

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, specify details:**

No.

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

No projects were implemented in FY 2025-26 which required environmental impact assessment to be undertaken.

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.

The Company is compliant with all applicable environmental laws / regulations / guidelines in India.

Leadership Indicators

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

We are in the critical water zone area .

For each facility / plant located in areas of water stress, information is as under:

(i) Name of the area: Gautam Budh Nagar

(ii) Nature of operations: Manufacturing of internal combustion engine-based Power Products

(iii) Water withdrawal, consumption and discharge :

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	44,028	55,464
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	44,028	55,464
Total volume of water consumption (in kiloliters)	44,028	55,464
Water intensity per rupee of turnover (Water consumed / turnover Rs. In Lakh)	0.51	0.70
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	-	-

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.

Water audit done by Accredited Water Auditing Agency; M/s Laghu Udyog Bharati, New Delhi.

2. **Details of total Scope 3 emissions and its intensity is given below:**

Parameter	Unit	F.Y. 2025-26	F.Y. 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4302.34	5037.00
Total Scope 3 emissions per rupee of turnover	Tons/Rs	0.000000497	0.00000193
Total Scope 3 emission intensity (optional) –		-	-

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

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

   Not applicable

4. **Details of the specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, as well as outcome of such initiatives, are as under:**

   Details of various initiatives for reducing CO_2 emissions, conserving water, and minimizing waste are outlined below:-

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Reduction in CO2 emission	Installation of Mist collection system on micrometric grinding machine	15.47 Ton
2		Thermal painting on PDC furnace	11.10 Ton
3		Optimization of Coolant motor Running frequency In CNC Machine	12.58 Ton
4		Installation of Low wattage LED Light in Assemble area	9.50 Ton
5		Dust collector frequency optimization	2.65 Ton
6		Replacement of contactor-based switching to IGBT switching of heaters of varnish machine.	7.33 Ton
7		Paint shop Dry off oven and Bake oven blower motor frequency optimization	2.79 Ton
8	Water Saving	Installation of drip Irrigation System	236.00 KL
9	Waste Reduction	Reduce Production waste by Reuse of broken pallet wheel through subcomponent sorting	0.14 Ton

5. **Does the entity have a business continuity and disaster management plan?**

   The Company has a robust Business Continuity Plan, Business risk templates which are reviewed by Management as per set frequency. Appropriate actions are taken for all the identified risk within the set time frame.

6. **Disclose Significant adverse impact to the environment, arising from the value chain of the entity and mitigation or adaptation measures taken by the entity in this regard.**

   No significant impact was noted during the year under review.

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

   Suppliers contributing to our 70% purchasing amount (parts), are accessed on yearly basis for environmental impact, specifically for reduction of CO2.

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. :** None

   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:** Not applicable.

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

   There were no cases of anti-competitive conduct during the reporting period.

Leadership Indicators

1. **Details of public policy positions advocated by the entity:** None

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.**

   Since the CSR obligation of the Company is less than the prescribed limit, no assessments were necessitated during the reporting period.

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

   No rehabilitation and resettlement were undertaken by the entity during reporting period.

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

   Any community member can raise complaints on Company's designated E-mail address at Company's website, which is monitored by the Senior Authority of the Company.

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

	FY (2025-26)	PY (2024-25)
Directly sourced from MSMEs/ small producers	35.59%	34.32%
Sourced directly from within the district and neighboring districts	80.42%	79.66%

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

Leadership Indicators

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

   Not applicable

2. **Information on CSR projects undertaken by the Company in designated aspirational districts as identified by government bodies:**

   No CSR project has been undertaken by the Company in designated aspirational districts.

3. **Details of Preferential Procurement Policy where the Company gives preference to purchase from suppliers comprising marginalized/ vulnerable groups**:

   The Company does not have a preferential procurement policy.

   (a) From which marginalized /vulnerable groups do you procure? NA

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

4. **Details of the benefits derived from and shared from the intellectual properties owned or acquired by the Company (in the Financial Year 2025- 26), based on traditional knowledge**:

   The Company does not own any intellectual property apart from the trademark 'HI+', which was registered in its name during FY 2024-25. In FY 2025-26, the Company generated a turnover of Rs. 250 million attributable to the use of this trademark.

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

   Not applicable

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

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Medical Health Camp	7847	100%
Beach Cleanup Drive in Andaman	100	100%
Infrastructure development	250 (under process)	100%

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

Essential Indicators

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

   The organization uses a structured, multi-channel system to handle customer complaints and feedback, including toll-free numbers, email, phone, social media, mobile apps, and website. All complaints are logged in a CRM portal, where service tickets are generated and shared with relevant stakeholders such as customers, dealers, and service teams. A standard turnaround time of 5 days is set for resolution, with escalations to higher authorities like Area Managers if delays occur. The process is monitored daily by the Head Office to ensure timely action and transparency. Additional tools such as escalation boards, mobile apps, and customer information in manuals further support awareness, engagement, and effective grievance redressal.

2. **Turnover of products and / services as a percentage of turnover from all products/services 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**

	FY (2025-26)		Remark	PY (2024-25)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other (through consumer courts)	2	8	-	0	7	-

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. **Framework/ policy on cyber security and risks related to data privacy and web-link of the policy :**

   The Company has a range of measures to manage this risk, including the use of IT Security Policy and procedures, security protection tools, continuous threat monitoring and incident response plans. The framework/policy is available on the Company's intranet and is accessible to all its employees.

6. **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.**

   The Company did not face any instances of breach of cyber security or data of its customers during the reporting period.

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

   a. Number of instances of data breaches along-with impact: NIL

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

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 products and services is available on the Company's website under www.hondaindiapower.com

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

   The Company adheres to the relevant regulatory requirements by disclosing information on the safe and responsible usage of products in the user manual and warranty booklet. The customer is also educated on the safe and responsible usage of the product at the time of pre-delivery inspection.

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

   The Company is not providing any Essential Services directly.

4. **Brief Details of display of product information on the product over and above what is mandated as per local laws:**

   The products displays the do's and don'ts while operating the same.

5. **Details of survey with regard to consumer satisfaction relating to the major products / services of the Company, significant locations of operation of the Company or the Company as a whole:**

   The Company periodically conducts customer satisfaction survey in different parts of the country.