

04th September, 2026

The Manager
Department of Corporate Services
BSE Limited
Jijibhoy Towers,
Dalal Street, Fort,
MUMBAI 400 001

The Manager
Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza,
Bandra-Kurla Complex, Bandra East
MUMBAI 400 051

Script Code: 531147**Script Symbol: ALICON**

Dear Sir,

Sub: Business Responsibility and Sustainability Reporting (BRSR)

As required under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing BRSR Report for the financial year ended 31st March, 2026, which also forms part of the Annual Report.

Thanking you,

Yours faithfully,
For ALICON CASTALLOY LTD.

SNEHA
UPENDRA
SHUKLA
SNEHA SHUKLA
COMPANY SECRETARY

Digitally signed by SNEHA UPENDRA SHUKLA
DN: cn=SNEHA UPENDRA SHUKLA, o=ALICON CASTALLOY LTD., ou=ALICON CASTALLOY LTD., email=SNEHA.UPENDRA@ALICONCASTALLOYLTD.COM, c=IN
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Encl: as above

ANNEXURE III

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity:	L99999PN1990PLC059487
2.	Name of the Listed Entity:	Alicon Castalloy Limited
3.	Year of incorporation:	1990
4.	Registered office address:	Survey No. 1426, Village Shikrapur, Taluka – Shirur, District Pune, PIN: 412 208, Maharashtra, India
5.	Corporate address:	Survey No. 1426, Village Shikrapur, Taluka – Shirur, District Pune, PIN: 412 208, Maharashtra, India
6.	E-mail:	investor.relations@alicongroup.co.in
7.	Telephone:	021-37677100
8.	Website:	https://www.alicongroup.co.in/
9.	Financial year for which reporting is being done:	2025-26
10.	Name of the Stock Exchange(s) where shares are listed:	a. National Stock Exchange of India Limited (NSE) b. Bombay Stock Exchange Limited (BSE)
11.	Paid-up Capital:	₹ 816.84 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Name: Mr. Omprakash Agnihotri Designation: Chief ESG Head Telephone: +91 9860794410 Email address: omprakash.agnihotri@alicongroup.co.in
13.	Reporting boundary –	This report has been prepared on a standalone basis for Alicon Castalloy Limited (Alicon, ACL or the Company). It excludes the Company's subsidiaries, joint ventures and associates and offices located outside India. The scope of this report is limited to Alicon's operations within India, covering 3 manufacturing plants and 3 office locations. The Business Responsibility and Sustainability Report (BRSR) has been prepared in accordance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The information/data measurement techniques used, and the basis of calculations and estimates have been mentioned in the relevant sections of this report.
14.	Name of assurance provider:	The Company was not required to obtain external assurance for BRSR Core disclosures during the reporting period and, accordingly, no assurance provider has been appointed.
15.	Type of assurance obtained:	Not Applicable

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	Manufacturing	Manufacture of Aluminium Castings and Precision Machined Components for Automotive and Industrial Applications.	100%

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	Casting of Non-Ferrous metal	2432	100%

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	3	3	6
International	1	2	3

Note: The BRSR reporting boundary covers only plants and operations located in India. International locations are outside the scope of this report.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	10
International (No. of Countries)	19

b. What is the contribution of exports as a percentage of the total turnover of the entity? 8.04%

c. A brief on types of customers

Alicon Castalloy Ltd. serves a diversified B2B customer base across the automotive and non-automotive sectors in both domestic and international markets. In the automotive segment, the Company supplies aluminium casting and precision-machined components to leading OEMs across two-wheelers, three-wheelers, passenger vehicles, commercial vehicles, and emerging mobility platforms, supporting ICE, EV, hybrid, fuel cell, and CNG technologies. The Company's major customers include Honda Motorcycle and Scooter India (HMSI), Maruti Suzuki, Toyota, Jaguar Land Rover (JLR), and Renault Nissan Mitsubishi Alliance (REML). In the non-automotive segment, the Company caters to industries such as defence, agriculture, infrastructure, medical, energy, and aerospace. This diversified customer portfolio reflects Alicon's strong engineering capabilities and long-standing customer relationships.

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)	485	476	98.10%	9	1.90%
2.	Other than Permanent (E)	101	101	100%	-	0%
3.	Total Employees (D+E)	586	577	98.50%	9	1.50%
WORKERS						
4.	Permanent (F)	268	268	100%	-	0%
5.	Other than Permanent (G)	1992	1959	98.30%	33	1.70%
6.	Total workers (F + G)	2260	2227	98.50%	33	1.50%

b. Differently abled Employees and workers:

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%
2.	Other than Permanent (E)	-	-	0%	-	0%
3.	Total differently abled employees (D + E)	-	-	0%	-	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	0%	-	0%
5.	Other than permanent (G)	9	9	100%	-	0%
6.	Total differently abled workers (F + G)	9	9	100%	-	0%

21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.50%
Key Management Personnel (includes MD, CEO, CFO & CS)	4	1	25.00%

22. Turnover rate for permanent employees and workers

Category	FY 2025 - 2026			FY 2024 - 2025			FY 2023 - 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.28%	22%	1.68%	7.80%	0%	7.80%	9.30%	0%	9.30%
Permanent Workers	3.50%	0%	3.50%	3.00%	0%	3.00%	1.00%	0%	1.00%

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures as on March 31, 2026

S. No.	Name of the holding / subsidiary / associate companies / Joint Venture	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	Alicon Holding - GmbH	Wholly owned Subsidiary	100%	No
2	Illichmann Castalloy - s.r.o.	Step down Subsidiary	100%	No
3	Illichmann Castalloy - GmbH	Step down Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes, CSR is applicable to the Company in accordance with section 135 of the Companies Act, 2013.
- (ii) Turnover (in ₹): ₹ 1,66,939.62 Lakhs
- (iii) Net worth (in ₹): ₹ 57,192.55 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No). If yes, then provide web link for grievance redressal policy	FY 2025 – 2026			FY 2024 – 2025		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	-	-	NA	-	-	NA
Investors (Other than shareholders)	Yes, investors can get in touch with the Company Secretary at investor.relations@alicongroup.co.in	-	-	NA	-	-	NA
Shareholders	Yes, shareholders can get in touch with the Company Secretary at investor.relations@alicongroup.co.in	-	-	NA	3	-	Closed Satisfactory
Employees and workers	Yes, the Company has an Employee Code of Conduct and a Whistle Blower Policy. Employees can report concerns through an internally communicated Whistle Blower Helpline number. www.alicongroup.co.in	-	-	NA	-	-	NA
Customers	Yes, Customer complaints are captured through Alicon's Customer Satisfaction Survey and Customer Rating System and Complaints are addressed through appropriate corrective actions.	131	-	Closed Satisfactory	6	-	Closed Satisfactory
Value Chain Partners	NA	-	-	NA	-	-	NA
Others	NA	-	-	NA	-	-	NA

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, and 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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
1.	Occupational Health, Safety and Industrial Hygiene	Risk	- Alicon's manufacturing operations involve aluminium melting, casting, machining, material handling, heat treatment and other shop-floor activities that expose employees to occupational hazards such as moving machinery, molten metal, high temperatures, noise and dust. Failure to effectively manage these risks may result in workplace injuries and operational disruptions. - Non-compliance with occupational health and safety regulations or inadequate safety controls could lead to legal liabilities, financial penalties, production downtime and reputational risks while affecting employee well-being and business continuity.	- The Company maintains an ISO 45001-certified Occupational Health and Safety Management System, supported by well-defined safety procedures, regular risk assessments and periodic internal safety audits across all manufacturing facilities. - Regular safety training, toolbox talks, emergency mock drills, machine safeguarding, PPE compliance and workplace inspections are conducted to strengthen safety awareness and minimise workplace incidents. - Dedicated safety committees continuously monitor safety performance, investigate incidents and implement corrective and preventive actions to foster a strong safety culture across the organisation.	Negative
		Opportunity	A strong occupational health and safety culture improves employee well-being, enhances workforce engagement and contributes to higher operational efficiency across manufacturing operations.	The Company continues to strengthen its safety culture by integrating health and safety considerations into day-to-day operations and encouraging active employee participation through safety committees and behavioural safety initiatives.	

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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
			- Maintaining a safe workplace strengthens Alicon's reputation as a responsible manufacturing partner, supports customer confidence and reinforces compliance with global automotive industry expectations. - Continuous improvements in workplace safety can reduce lost-time injuries, minimise operational interruptions and contribute to sustainable business growth.	- Investments in safer equipment, process improvements, automation and ergonomic workplace practices help reduce manual intervention, improve operational efficiency and enhance employee well-being. - The Company regularly reviews health and safety performance indicators and drives continuous improvement through employee awareness programmes, technology adoption and sharing of safety best practices across manufacturing facilities.	
2.	Product Quality, Safety and Reliability	Risk	- As a manufacturer of aluminium casting solutions for the automotive industry, maintaining consistent product quality and safety is essential. Any quality issues may lead to product rejections, warranty claims, recalls and increased manufacturing costs, ultimately impacting profitability. - Failure to meet customer specifications or industry quality standards could affect long-term relationships with OEMs and Tier-1 customers, limiting future business opportunities and impacting the Company's reputation. - Inadequate quality controls or process variations may result in higher scrap and rework, production delays and supply chain disruptions, affecting operational efficiency and customer confidence.	- The Company follows a structured Quality Management System supported by internationally recognised certifications, with clearly defined quality controls at every stage of manufacturing. - Advanced inspection systems, process monitoring and product traceability help ensure that products consistently meet customer specifications and quality requirements. - The Company regularly analyses quality performance, implements corrective and preventive actions, and builds employee capability through continuous training to drive improvements in product quality.	Negative

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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
		Opportunity	- Delivering high-quality and reliable products strengthens customer confidence, encourages repeat business and supports long-term partnerships with leading automotive OEMs. - Consistently meeting customer quality expectations improves manufacturing efficiency, reduces defects and waste, and enhances the Company's competitive position in the automotive components market. - A strong focus on product quality enables the Company to participate in new programmes, expand its customer base and create opportunities in high-value and precision-engineered automotive applications.	- The Company continues to strengthen its manufacturing and quality systems by adopting advanced technologies, automation and process improvements to enhance product consistency and reliability. - Continuous improvement initiatives, supported by regular quality reviews, customer feedback and data-driven process optimisation, help improve product performance and manufacturing efficiency. - By working closely with customers and maintaining high quality standards across its operations, the Company continues to build long-term relationships and strengthen its position as a trusted supplier to the automotive industry.	Positive
3.	Climate Change and GHG Emissions	Risk	Climate-related regulations and customer expectations are increasing, making effective emissions management an important business priority.	The Company focuses on improving energy efficiency, Fuel transition, monitoring emissions, and implementing measures to reduce its environmental footprint.	Negative
4.	Energy Management	Risk	Aluminium casting operations involve energy-intensive processes such as melting, heat treatment and machining, making energy one of the Company's significant operating costs. Fluctuations in electricity and fuel prices can directly impact manufacturing costs and profitability.	- The Company regularly reviews energy performance across its manufacturing facilities to identify opportunities for improving operational efficiency and reducing energy consumption. - During the reporting year, an express feeder was commissioned to ensure a continuous electricity supply from the grid, significantly reducing the reliance on diesel generator sets and lowering diesel consumption.	Negative

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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
			- The transition towards low-carbon manufacturing and increasing customer expectations for sustainable products require continuous improvement in energy performance and gradual adoption of cleaner energy sources. - Any disruption in energy availability or delay in improving energy efficiency could affect production continuity, increase operating costs and reduce the Company's long-term competitiveness.	- The Company is progressively replacing LPG with PNG in applicable operations to improve fuel efficiency and reduce emissions from manufacturing processes. - Renewable energy continues to form part of the Company's energy mix through procurement of green power and electricity generated from rooftop solar installations, supporting its long-term energy transition journey.	
		Opportunity	- Improving energy efficiency across manufacturing operations provides opportunities to optimise production costs while enhancing operational performance. - Increasing the share of cleaner energy sources supports the Company's decarbonisation objectives, strengthens customer confidence and aligns with the automotive industry's growing focus on sustainable supply chains. - Effective energy management enhances business resilience by reducing exposure to energy price volatility and supporting long-term value creation.	- The Company continues to strengthen its energy management practices by integrating energy performance monitoring into day-to-day manufacturing operations through its ISO 14001-certified Environmental Management System (EMS). - Reliable grid connectivity through the newly commissioned express feeder has reduced dependence on diesel-based backup power, improving operational efficiency and reducing fuel consumption. - The gradual transition from LPG to PNG and the use of rooftop solar installations demonstrate the Company's focus on improving its overall energy mix while reducing operational emissions.	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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
				The Company continues to evaluate practical opportunities to increase the use of cleaner energy and improve process efficiency as part of its long-term sustainability strategy.	
5.	Business Ethics	Opportunity	- Possessing a strong business character and upholding transparent practices is instrumental in building trust across the entire stakeholder strata, leading to long-term associations and loyalty. - Demonstrating ethical practices is the doorway for ACL to acquire new business opportunities and preferred supplier status. - Strong organizational behavior makes it easier for ACL to retain talent who value integrity and corporate responsibility. - Business ethics can be a strategic lever for growth, resilience, and competitive advantage for ACL.	ACL prides itself on having a robust and comprehensive internal governance structure. By implementing initiatives such as the Whistleblower Policy, Prevention of Insider Trading, Related Party Transactions, and Grievance Redressal for all stakeholders, ACL ensures a workplace culture that is grounded in ethical principles. The ACL Code of Conduct for employees and board members upholds transparency and ethical standards in all business dealings.	Positive
6.	Labour Practices, Human Rights and Working Conditions	Risk	- A skilled, motivated and engaged workforce is essential for maintaining product quality, operational efficiency and business continuity. - Gaps in labour practices, human rights or working conditions may lead to employee dissatisfaction, higher attrition, regulatory non-compliance and reputational risks. - Providing a safe, fair and inclusive workplace is essential to retain talent and sustain long-term business performance.	- Alicon continues to strengthen its people practices by providing a safe and respectful workplace where employees are treated fairly and with dignity. - The Company regularly reviews its HR policies, employee welfare initiatives and grievance redressal mechanisms to ensure compliance with applicable labour laws and address employee concerns in a timely manner.	Negative

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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
				Continuous investments in employee training, skill development and workplace engagement help build a capable workforce while promoting a positive and inclusive work culture.	
		Opportunity	- Investing in employee well-being, capability development and inclusive workplace practices helps Alicon attract, retain and develop skilled talent. - A motivated workforce contributes to higher productivity, improved product quality and stronger operational performance. - Strong labour and human rights practices enhance the Company's reputation, strengthen customer confidence and support sustainable business growth.	- Alicon continues to invest in employee learning and development through technical, behavioural and leadership training programmes to enhance workforce capability. - The Company promotes employee well-being through health and safety initiatives, engagement programmes and welfare measures that support a positive work environment. - By encouraging open communication, recognising employee contributions and promoting equal opportunities, Alicon aims to build an engaged workforce and create long-term value for its employees and business.	Positive
7.	Data Privacy, Cybersecurity and Digital Risk Management	Risk	- As the Company continues to adopt digital technologies across its business operations, protecting business information, customer data and digital systems has become increasingly important. - Cybersecurity incidents, data breaches or unauthorised access to critical systems may disrupt business operations, affect customer confidence and expose the Company to financial and regulatory risks.	- Alicon has established an ISO/IEC 27001-certified Information Security Management System (ISMS) to strengthen information security practices and protect critical business information. - The Company safeguards its digital infrastructure through access controls, password management, user authentication, firewall protection, antivirus solutions and regular monitoring of IT systems to minimise cybersecurity risks.	Negative

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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
			Effective management of digital risks is essential to ensure business continuity, safeguard information assets and maintain stakeholder trust.	Information security awareness programmes and periodic reviews help reinforce secure digital practices across the organisation while supporting compliance with information security requirements.	
9.	Responsible Sourcing and Supply Chain Sustainability	Opportunity	- Alicon Castalloy recognizes that responsible sourcing is essential to building a resilient supply chain, ensuring the availability of quality raw materials, and minimizing supply disruptions. - Sustainable procurement practices help meet evolving customer expectations, regulatory requirements, and ESG commitments across the automotive value chain. - Strong collaboration with suppliers enhances operational efficiency, improves transparency, and strengthens long-term business resilience and stakeholder confidence.	- Strengthen supplier engagement through Alicon Castalloy's Supplier Code of Conduct and integrate ESG requirements into supplier selection and procurement processes. - Conduct periodic supplier ESG assessments and performance reviews to encourage continuous improvement across the supply chain. - Collaborate with suppliers to promote responsible sourcing, ethical business conduct, safe working conditions, and environmental compliance. - Monitor supplier sustainability performance through defined ESG indicators and build long-term partnerships with suppliers committed to responsible business practices.	Positive
10.	Waste Management and Circularity	Risk	- Ineffective waste management may increase disposal costs, reduce material efficiency, and lead to the loss of recyclable resources. - Improper handling or storage of hazardous waste could result in environmental pollution, regulatory non-compliance, and operational disruptions.	- Implement robust waste segregation, storage, handling, and disposal procedures across all manufacturing facilities. - Strengthen monitoring of hazardous waste management and ensure disposal through authorized recyclers and TSDFs in accordance with regulatory requirements.	Negative

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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
			Inadequate waste segregation and disposal practices may expose employees and contractors to health and safety risks while affecting the Company's environmental performance and reputation.	- Conduct regular employee awareness programmes, internal audits, and inspections to improve compliance and promote responsible waste management practices. - Track waste reduction initiatives and continuously improve recycling and resource recovery across operations.	
		Opportunity	- Effective waste management enables Alicon Castalloy to optimize resource utilization, reduce waste generation, and improve material recovery, contributing to operational efficiency and cost savings. - Recycling aluminium scrap, foundry sand, and other recoverable materials supports circular economy principles while reducing the consumption of virgin raw materials. - Responsible waste management strengthens environmental compliance, enhances stakeholder confidence, and supports the Company's sustainability commitments.	- Follow the waste management hierarchy by prioritizing waste prevention, reduction, reuse, recycling, and recovery before disposal. - Maximize the reuse and recycling of aluminium scrap, foundry sand, and other process by-products while ensuring proper segregation at source. - Dispose of hazardous waste only through CPCB/SPCB-authorized recyclers and treatment, storage, and disposal facilities (TSDFs) in compliance with applicable regulations - Continuously monitor waste generation, set waste reduction targets, and identify opportunities to improve material efficiency across manufacturing operations.	Positive
11.	Water Stewardship and Efficiency	Opportunity	Alicon Castalloy recognizes that efficient water management is essential for conserving water resources while supporting sustainable manufacturing operations.	- Monitor water consumption across operations and identify opportunities to improve water efficiency. - Reuse treated water from the ETP and STP for gardening and other non-potable applications, wherever feasible, to reduce freshwater consumption.	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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
			- The Company's investment in ETP, STP, and Zero Liquid Discharge (ZLD) enables effective treatment and reuse of wastewater, reducing dependence on freshwater resources. - By continuously improving water efficiency, the Company strengthens operational resilience, supports regulatory compliance, and contributes to its long-term sustainability goals.	- Maintain and optimize the Zero Liquid Discharge (ZLD) system to maximize water recovery and ensure responsible wastewater management. - Promote a culture of water conservation through process improvements, regular monitoring, and employee awareness initiatives.	
12	Employee Development, Engagement and Well-being	Risk	- Limited investment in employee development may result in skill gaps, lower productivity, and reduced operational efficiency. - Low employee engagement and inadequate well-being initiatives can increase employee turnover, absenteeism, and difficulties in attracting skilled talent. - In a manufacturing environment, insufficient training may increase the likelihood of operational errors, quality issues, and workplace incidents.	- Regularly assess training needs and implement structured learning and development programmes across all functions. - Strengthen employee engagement through transparent communication, recognition, career progression, and performance feedback. - Promote employee health, safety, and well-being through awareness programmes, wellness initiatives, and continuous improvement of workplace conditions. - Track key workforce indicators such as training hours, employee satisfaction, retention, and turnover to identify improvement opportunities.	Negative

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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
		Opportunity	- Alicon Castalloy recognizes that investing in employee development enhances workforce capability, operational excellence, and long-term business growth. - Continuous learning, technical skill development, and employee engagement improve productivity, innovation, and the Company's ability to meet evolving customer and industry requirements. - A strong focus on employee well-being and career development helps attract, retain, and motivate a skilled workforce while fostering a positive workplace culture.	- Provide regular technical, behavioural, leadership, health and safety, and sustainability training to enhance employee competencies. - Strengthen employee engagement through performance management, recognition programmes, career development initiatives, and continuous feedback. - Promote employee well-being by providing a safe, healthy, and inclusive workplace supported by wellness initiatives and open communication. - Monitor training effectiveness, employee satisfaction, and development programmes to drive continuous improvement.	Positive
14	Community Engagement and Social Impact	Risk	- Limited engagement with local communities may lead to reduced stakeholder trust and affect the Company's social licence to operate. - Ineffective planning or implementation of CSR initiatives may reduce their long-term social impact and stakeholder confidence. - Failure to address community expectations could result in reputational challenges and affect relationships with local stakeholders.	- Maintain regular dialogue with local communities to understand their needs and address concerns proactively. - Periodically review the effectiveness of CSR programmes and align initiatives with community priorities and business objectives. - Establish transparent grievance and feedback mechanisms to strengthen stakeholder engagement and continuous improvement.	Negative

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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
		Opportunity	- Alicon Castalloy recognizes that meaningful engagement with local communities helps build trust, strengthen its social licence to operate, and create long-term shared value. - Community development initiatives contribute to improving education, healthcare, environmental conservation, and livelihoods, while reinforcing the Company's commitment to responsible business practices. - Strong community partnerships enhance stakeholder relationships, strengthen corporate reputation, and support sustainable business growth.	- Continue implementing CSR initiatives that address local community needs in areas such as education, healthcare, skill development, environmental sustainability, and community well-being. - Engage regularly with local communities and other stakeholders to understand their expectations and incorporate their feedback into community development programmes. - Monitor the impact of CSR initiatives through defined social performance indicators and continuously improve programme effectiveness.	Positive
15	Diversity, Equity and Inclusion (DEI)	Risk	- A lack of diversity and inclusion may limit innovation, reduce employee engagement, and affect workforce collaboration. - Workplace discrimination or unequal opportunities can impact employee morale, increase attrition, and expose the Company to legal and reputational risks. - An exclusive work culture may make it difficult to attract and retain a diverse and skilled workforce in the long term.	- Strengthen policies that promote equal opportunity, diversity, and non-discrimination across the employee lifecycle. - Conduct regular awareness and sensitization programmes on diversity, inclusion, and respectful workplace behaviour. - Monitor workforce diversity, employee feedback, and grievance mechanisms to identify improvement opportunities and foster an inclusive workplace culture.	Negative

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 / Approach to capture the opportunity	Financial implication of the risk or opportunity (indicate positive or negative implications)
		Opportunity	- Alicon Castalloy believes that a diverse and inclusive workplace brings together different perspectives, strengthens collaboration, and supports innovation. - Equal employment opportunities and a culture of respect help attract, develop, and retain talented employees while enhancing employee engagement. - An inclusive work environment contributes to better decision-making, improved organizational performance, and long-term business success.	- Promote equal opportunity, merit-based recruitment, and fair employment practices across all levels of the organization. - Foster an inclusive workplace through awareness programmes, employee engagement initiatives, and policies that promote diversity and prevent discrimination. - Strengthen leadership commitment towards creating a respectful, safe, and inclusive work environment where every employee can contribute and grow.	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
c. Web Link of the Policies, if available	1. Code of Ethics and Integrity Policy 2. Anti-Bribery and Anti-Corruption Policy 3. Whistle Blower Policy 4. Grievance Redressal Mechanism Policy 5. Information Security Policy 6. Environmental Policy 7. Water Stewardship Policy 8. Waste Management Policy 9. Air Emissions Management Policy 10. GHG Reduction Action Plan 11. Health and Safety Policy 12. Labour and Human Rights Policy 13. Non-Discrimination and Equal Opportunity Policy 14. Prevention of Sexual Harassment (POSH) Policy 15. Working Conditions Policy 16. Career Management and Training Policy 17. Supplier Code of Conduct (ACL_Supplier Code of Conduct.docx) 18. CSR Policy All the above policies are publicly disclosed on the Company’s website and can be accessed at: https://www.alicongroup.co.in/ https://www.alicongroup.co.in/who-we-are/expertise/certifications/								
Policy and management processes									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	We are committed to operational excellence by implementing the following national and international certifications and management system standards across our three sites. ISO 9001:2015 – Quality Management System (QMS) IATF 16949:2016 – Automotive Quality Management System ISO 14001:2015 – Environmental Management System (EMS) ISO 45001:2018 – Occupational Health and Safety Management System (OHSMS)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to enhancing its environmental, social, and governance (ESG) performance through defined policies and continuous improvement initiatives. Key commitments include improving energy efficiency, reducing greenhouse gas emissions, conserving water, minimizing waste generation, ensuring occupational health and safety, promoting ethical business practices, and strengthening employee well-being. These initiatives are implemented in line with applicable regulatory requirements and the Company's sustainability objectives.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company periodically reviews its performance against the commitments outlined in its policies and management systems through internal monitoring, management reviews, and statutory compliance assessments. During the reporting period, the Company continued to implement initiatives related to environmental management, occupational health and safety, ethical business practices, and employee well-being. As the Company is strengthening its ESG performance monitoring framework and implementing measurable sustainability targets, performance against specific quantitative targets will be reported in subsequent reporting periods.								

Disclosure Questions

Governance, leadership and oversight

7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.** At Alicon Castalloy Limited, we believe that sustainable growth goes hand in hand with responsible business practices. We are committed to manufacturing high-quality aluminium casting solutions while using resources efficiently, ensuring a safe and healthy workplace, minimizing our environmental impact, and upholding the highest standards of ethics and governance. As we navigate evolving sustainability challenges and stakeholder expectations, we remain focused on continuous improvement, innovation, and creating long-term value for our customers, employees, communities, and shareholders.
8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).** Chief Executive Officer
9. **Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.** Yes. The company has set up an ESG Committee, which continuously evaluates the Company's social, environmental, governance, and economic obligations.
Further details regarding the ESG Committee are provided in the Corporate Governance section in the Annual Report.

10. Details of Review of NGRBCs by the Company

Subject for Review		Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency of Review (Annually / Half-Yearly / Quarterly / Any other - please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action		The implementation and effectiveness of the Company's policies are regularly reviewed by the respective functional heads and senior management, including the Chief Human Resource officer, Sustainability Officer and Safety Officer. Based on these reviews, any necessary updates or improvements are recommended and presented to the Board of Directors and the relevant Board Committees for their review and approval.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances		At Alicon Castalloy Limited, compliance with applicable legal and regulatory requirements is monitored by the respective functional departments under the oversight of senior management. Any instances of non-compliance, if identified, are promptly addressed through appropriate corrective and preventive actions and reported to the Board, wherever applicable.																	

11. **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.**
No
12. **If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**
Not Applicable. Alicon Castalloy Limited has adopted policies covering all nine NGRBC Principles.

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:

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	Corporate Directors Forum – ESG, Corporate Governance and Sustainability	100%
Key Managerial Personnel	9	• Energy Conservation and Climate Action • Water Management and Conservation • Waste Management and Segregation • Automation • Productivity Improvement • Project Management • Code of Conduct and Business Ethics • Anti-Corruption and Anti-Bribery • Information Security and Data Protection	100%
Employees other than BoD and KMPs	48	• Environmental Management (Energy, Water and Waste) • Occupational Health, Safety and Environment (EHS) • Emergency Preparedness and Response (including Fire Safety and Chemical Spill Response) • Child Labour and Forced Labour Prevention • Diversity and Anti-Discrimination • Code of Conduct and Business Ethics Anti-Corruption and Anti-Bribery Information Security and Data Protection • Sustainable Procurement • Productivity Improvement • Quality Management • Cost Management, and Upskilling.	100%
Workers	51	• Environmental Awareness (Water Conservation and Waste Segregation) • Occupational Health, Safety and Environment (EHS) • Hazardous Substances Handling • Fire Safety and Evacuation • Emergency Response • Mock Drills • Child Labour and Forced Labour Prevention • Diversity and Anti-Discrimination • Employee Rights • Kaizen • Employee-ship • Upskilling	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					
Parameter	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty/ Fine	Principle 3	Employees Provident Fund Authority of India	₹ 3,895	Penalty for late PF Payment	No
Penalty	Principle 1	Central Board of Indirect Taxes and Customs	₹ 16,503	Penalty on Demurrage Charges	No
Settlement	Principle 1	Central Board of Indirect Taxes and Customs	₹ 9,05,566	GST as per Audit for FY 2018-19 to FY 2023-24	No
Interest	Principle 1	Central Board of Indirect Taxes and Customs	₹ 3,52,363	Interest on Non-re-exported pallets	No
Interest	Principle 1	Central Board of Indirect Taxes and Customs	₹ 2,40,959	Interest / Demurrage Charges	No
Interest	Principle 1	Central Board of Direct Taxes	₹ 42,331	Interest on TDS	No
Interest	Principle 1	Central Board of Indirect Taxes and Customs	₹ 12,885	Interest on excess ITC Reversal	No

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

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

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes. The Company maintains a strict zero-tolerance approach towards all forms of bribery and corruption and has implemented a comprehensive Anti-Bribery and Anti-Corruption Policy to promote integrity, transparency, and ethical business conduct across its operations. The policy applies to all employees, directors, officers, contractors, suppliers, consultants, agents, distributors, and other business partners associated with the Company.

The Company requires all employees and business partners to comply with applicable anti-bribery and anti-corruption laws and prohibits the offering, giving, soliciting, or accepting of any improper advantage. The policy is communicated to employees and relevant stakeholders, supported through regular awareness and training programmes, third-party due diligence, internal audits, periodic compliance reviews, and a confidential Whistleblower Mechanism for reporting suspected violations without fear of retaliation. The Company also conducts periodic reviews of the policy to ensure continued alignment with regulatory requirements and industry best practices. <https://www.alicongroup.co.in/who-we-are/expertise/certifications/>

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

Particulars	FY 2025 – 2026	FY 2024 - 2025
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

Particulars	FY 2025 – 2026		FY 2024 – 2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	NA	-	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	NA	-	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.

No such cases were registered during the Reporting Year.

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

Parameter	FY 2025 - 2026	FY 2024 - 2025
Number of days of accounts payables	115.8	100.71

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 and investments, with related parties, in the following format:

Parameter	Metrics	FY 2025 - 2026	FY 2024 - 2025
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	a. Number of dealers / distributors to whom sales are made	Nil	Nil
	b. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	0.38 %	0.61 %
	b. Sales (Sales to related parties /Total Sales)*	0%	0%
	c. Loans and advances (Loans and advances given to related parties /Total loans and advances)	Nil	Nil
	d. Investments (Investments in related parties /Total Investments made)	7.75%	7.88%

B2B Sales only. Major customers are: HMSI, Maruti Suzuki, Toyota, JLR, REML

*Share of RPTs in Sales for FY 2025-26 is 0.003%

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
8	- Supplier Code of Conduct Sustainable Procurement - Business Ethics and Anti-Bribery Environmental Management (Energy, Water and Waste) - Occupational Health and Safety (EHS) - Human Rights and Labour Practices - Information Security and Data Protection - Quality, Cost and Delivery (QCD) and Continuous Improvement (Kaizen)	61%

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 Code of Conduct for Board Members and Senior Management Personnel that establishes processes to identify, disclose, and manage actual or potential conflicts of interest. Board members are required to act in the best interests of the Company, promptly disclose any conflict of interest, and refrain from participating in discussions or decisions where such conflicts exist. The Code promotes ethical conduct, transparency, accountability, and compliance with applicable laws and governance standards.

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.

Parameter	FY 2025 – 2026	FY 2024 - 2025	Details of improvements in environmental and social impacts
R&D	0%	0%	NA
Capex	16.90 %	14.12%	Invested in the development of aluminium components for electric vehicles (EVs) to support low-carbon mobility and transitioned from LPG and LSHS to Piped Natural Gas (PNG) by modifying existing Furnace , enabling cleaner fuel utilization and improving energy efficiency in manufacturing operations.

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

Yes. The Company has established procedures for sustainable sourcing through its Sustainable Procurement Framework, Supplier Code of Conduct, Ethical Audit Addendum, and Supplier Risk Assessment Framework. These procedures integrate environmental, social, ethical, and governance (ESG) considerations into supplier selection, evaluation, and engagement, promoting responsible and sustainable sourcing practices across the value chain.

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

Approximately 40% of the Company's raw material inputs are sourced sustainably through four major suppliers. These suppliers are evaluated against the Company's sustainable sourcing requirements, including compliance with the Sustainable Procurement Framework, Supplier Code of Conduct, Ethical Audit Addendum, and Supplier Risk Assessment Framework.

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

Not Applicable

4. **Whether Extended Producer Responsibility (EPR) is applicable to the 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.**

No. Extended Producer Responsibility (EPR) is not applicable to the Company's activities during the reporting period. The Company manufactures aluminium casting and precision-machined components for OEMs and complies with all applicable waste management regulations. As the Company does not fall under the EPR categories applicable for the reporting period, submission of an EPR waste collection plan is not applicable.

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?**

No. The Company has not conducted a full Life Cycle Assessment (LCA) for its products. However, it has carried out an internal Gate-to-Gate greenhouse gas (GHG) emissions assessment, covering emissions arising from its manufacturing operations. The assessment includes operational emissions within the Company's manufacturing boundary and is used to identify emission hotspots, improve operational efficiency, and support the Company's decarbonization initiatives.

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.**

Through its materiality assessment and internal operational risk assessment processes, the Company has identified key environmental and social concerns associated with its manufacturing operations, including greenhouse gas emissions, energy consumption, water use, waste generation, and occupational health and safety. To mitigate these impacts, the Company has implemented energy and resource efficiency initiatives, waste reduction and recycling practices, water conservation measures, environmental pollution control systems, and robust occupational health and safety management practices. The Company also undertakes periodic monitoring and continuous improvement initiatives to minimize the environmental and social impacts of its operations.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Aluminum Alloy	33%	25%
Sand	2%	5%

Note: The methodology has been revised in the current reporting year. In the previous year, the overall percentage was calculated by combining aluminium alloy and sand. This year, the materials have been reported separately for aluminium alloy and sand to improve the accuracy and transparency of the disclosure.

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:**

	FY 2025-26			FY 2024-25		
	Re-used (tons)	Re-cycled (tons)	Safely disposed (tons)	Re-used (tons)	Re-cycled (tons)	Safely disposed (tons)
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

Not Applicable. Aicon Castalloy Limited is a B2B manufacturer of aluminium castings and precision-machined components and does not operate an end-of-life product or packaging take-back or reclamation programme. The Company uses returnable plastic crates/boxes for transporting products to customers, which are collected back and

reused multiple times as part of a closed-loop logistics system. Since these packaging materials have not reached the end of their useful life, they are not considered «products or packaging reclaimed at end of life» for the purpose of this disclosure. Any packaging or other waste generated after reaching the end of its useful life is managed through authorised recyclers or waste management agencies in accordance with applicable environmental regulations.

*The previous year's value has been restated following a review of the underlying data. The previously reported quantity of plastic waste reused has been corrected to zero tonnes.

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	476	476	100%	476	100%	-	0%	-	0%	-	0%
Female	9	9	100%	9	100%	9	100%	-	0%	-	0%
Total	485	485	100%	485	100%	9	100%	-	0%	-	0%
Other than Permanent employees											
Male	101	-	100%	101	100%	-	0%	-	0%	-	0%
Female	-	-	0%	-	0%	-	0%	-	0%	-	0%
Total	101	-	100%	-	0%	-	0%	-	0%	-	0%

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	268	268	100%	268	100%	-	0%	-	0%	-	0%
Female	-	-	0%	-	0%	-	0%	-	0%	-	0%
Total	268	268	100%	268	100%	-	0%	-	0%	-	0%
Other than Permanent Workers											
Male	1959	-	0%	1959	100%	-	0%	-	0%	-	0%
Female	33	-	0%	33	100%	33	100%	-	0%	-	0%
Total	1992	-	0%	1992	100%	33	100%	-	0%	-	0%

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

Parameter	FY 2025 - 2026	FY 2024 - 2025
Cost incurred on well-being measures as a % of total revenue of the Company	0.79 %	0.69%

Note: Methodology has been revised and restated the cost incurred on well being % values

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2025 – 2026			FY 2024 - 2025		
	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	1%	88%	Y	1%	90 %	Y
Others			NA			

Note: The total employee count includes both permanent and non-permanent employees, while the total worker count includes both permanent workers and non-permanent workers (contract workers).

The previous year's data has been revised due to changes in the ESIC methodology. Accordingly, the reported values have been updated.

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. Alicon Castalloy is committed to providing an inclusive and non-discriminatory workplace. The Company does not discriminate against employees or workers on the basis of disability and provides equal opportunities in employment. Differently abled employees and workers are permitted access to the Company's premises and offices. Where required and reasonably practicable, appropriate accommodations and support are provided to facilitate safe and accessible movement and participation in the workplace.

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. The Company has a Non-Discrimination and Equal Opportunity Policy in place, in line with the principles of the Rights of Persons with Disabilities Act, 2016. The policy reinforces the Company's commitment to providing equal employment opportunities, promoting a workplace free from discrimination, and ensuring fair and equitable treatment of all employees and job applicants, irrespective of disability. The Company is committed to fostering an inclusive work environment and providing reasonable accommodation, wherever required and reasonably practicable.

<https://www.alicongroup.co.in/who-we-are/expertise/certifications/>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil

*No women employees availed maternity leave during the reporting year.

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.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. We have implemented a robust system for addressing variances and grievances. Employees can report issues directly to HR representatives, utilize the Grievance Redressal Register for formal tracking, or submit complaints through the Complaints suggestion box / a dedicated email ID, which also handles POSH-related concerns. Our strong whistleblower mechanism ensures that all complaints are addressed effectively, confidentially, and without fear of reprisal.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025 – 2026			FY 2024 – 2025		
	Total employees/ workers in respective category (A)	No. of employee/ 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	485	-	0%	479	-	0%
- Male	476	-	0%	470	-	0%
- Female	9	-	0%	9	-	0%
Total Permanent Workers	268	238	89%	266	93	15%
- Male	268	238	89%	266	266	100%
- Female	-	-	0%	-	-	0%

8. Details of training given to employees and workers:

Category	FY 2025 – 2026					FY 2024- 2025				
	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	577	577	100%	577	100%	568	568	100%	568	100%
Female	9	9	100%	9	100%	9	9	100%	9	100%
Total	586	586	100%	586	100%	577	577	100%	577	100%
Workers										
Male	2227	2227	100%	2227	100%	2321	2321	100%	2321	100%
Female	33	33	100%	33	100%	75	75	100%	75	100%
Total	2260	2260	100%	2260	100%	2396	2396	100%	2396	100%

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

Category	FY 2025 – 2026			FY 2024 - 2025		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	577	577	100%	568	568	100%
Female	9	9	100%	9	9	100%
Total	586	586	100%	577	577	100%
Workers						
Male	2227	2227	100%	2321	2321	100%
Female	33	33	100%	75	75	100%
Total	2260	2260	100%	2396	2396	100%

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 of such a system?

Yes. The Company has implemented an Occupational Health and Safety Management System aligned with ISO 45001 requirements. The system covers hazard identification and risk assessment, operational controls, incident reporting and investigation, emergency preparedness, health surveillance, safety training, and regular audits. Continuous monitoring and employee participation support the effective management of occupational health and safety risks across all operations.

- 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 follows a systematic approach to identify and assess work-related hazards and risks associated with both routine and non-routine activities. This includes Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), Permit-to-Work (PTW) systems, Lockout/Tagout (LOTO) procedures, Hazard and Operability Studies (HAZOP), Pre-Start-up Safety Reviews (PSSR), and Major Credible Loss Scenario (MCLS) assessments. These processes help identify potential hazards, implement appropriate risk controls, and ensure the safe execution of operations, with periodic reviews to drive 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. The Company has established multiple channels for workers to report work-related hazards and unsafe conditions. These include regular safety meetings, daily Tool Box Talks, a safety suggestion scheme, dedicated safety drop boxes, worker committee meetings, and a formal grievance redressal mechanism. Employees and workers are encouraged to report hazards, near misses, and unsafe acts without fear of retaliation and are empowered to stop work or remove themselves from situations that pose an imminent risk to their health and safety until appropriate corrective actions are taken.

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

Yes. The Company provides employees and workers with access to non-occupational medical and healthcare services through periodic health check-ups, on-site first aid facilities, medical consultations, health insurance coverage, and access to nearby hospitals and healthcare providers. Employee well-being is further supported through health awareness programmes, preventive healthcare initiatives, and medical assistance as required.

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

Safety Incident / Number	Category*	FY 2025 - 2026	FY 2024 - 2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

Note: During the reporting period, the Company recorded only first-aid cases. No incidents were reported under any of the above-mentioned categories.

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

The Company is committed to providing a safe, healthy, and environmentally responsible workplace. Safety is a shared responsibility, supported by strong policies, preventive measures, and active participation from employees and management. Regular safety training, awareness programmes, mock drills, workplace inspections, and audits are conducted to strengthen safety practices and reduce workplace risks. Through continuous learning and awareness, the Company promotes a culture where safety remains a core value both at work and beyond.

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

Parameters	FY 2025 – 2026			FY 2024 - 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	Nil	-	-	Nil
Health and Safety	-	-	Nil	-	-	Nil

Note: No complaints relating to working conditions or health and safety were received from employees or workers during the reporting period. However, observations identified during routine inspections and audits by the Company's safety officers were addressed through appropriate corrective and preventive actions.

14. Assessments for the year:

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

*Every month, an internal safety audit is undertaken in every plant of Alicon Castalloy Ltd.

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

Alicon Group considers Safety, Health, and Environment (SHE) as paramount and monitors accident rates across all its locations. Any safety-related incident is promptly investigated to determine root causes, followed by the implementation of corrective and preventive measures such as enhanced safety training, process improvements, and stricter compliance checks. The overall reduction in health and safety incidents reflects the strong commitment of both management and workers to maintaining a safe workplace, achieved through adherence to the Company's established management approach and a health-and-safety-first mindset in daily operations.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

Yes. The Company extends life insurance coverage and provides a compensatory benefit in the event of the death of employees and workers, in accordance with its applicable policies. These benefits are intended to provide financial support to the families of the deceased employees and workers during such unforeseen circumstances.

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 its value chain partners to comply with all applicable statutory and regulatory requirements, including the timely deduction and deposit of statutory dues, through its Supplier Code of Conduct, Sustainable Procurement Framework, and contractual agreements. Supplier compliance is periodically reviewed through risk assessments and ongoing engagement to promote transparency, accountability, and responsible business practices across the value chain.

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:

Category	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 - 2026	FY 2024 - 2025	FY 2025 - 2026	FY 2024 - 2025
Employees	-	-	-	-
Workers	-	-	-	-

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

Yes. The company provides transition assistance programmes to support employees in managing career endings due to retirement or termination. These include skill development opportunities, career counselling, and guidance to facilitate continued employability, along with creating an enabling environment for their overall growth and development.

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	100%

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.

During FY 2025–26, Alicon Castalloy Ltd. conducted periodic assessments of health and safety practices and working conditions at value chain partner facilities. Based on the findings, corrective actions were initiated, including: Communication of identified gaps in safety compliance and guidance on remedial measures. Implementation and regular inspection of personal protective equipment (PPE) usage. Enhancement of workplace ergonomics and safe material-handling processes. Refresher training programs on occupational health, fire safety, and emergency preparedness. Continuous monitoring to ensure compliance with statutory norms and Alicon's internal safety standards. Medical fitness certificate verification for contract employees done before awarding work. These measures are aimed at mitigating risks, strengthening safety culture, and ensuring the well-being of all stakeholders in the value chain.

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.

Alicon identifies and prioritizes its key stakeholders based on their influence on the business and the impact of its operations on them through a structured stakeholder and materiality assessment process. Key stakeholder groups include OEM customers, employees, top management, regulators, the EHS and Sustainability team, suppliers, investors and financial institutions, local communities, and logistics partners. Regular engagement and feedback help the Company understand stakeholder expectations, address material issues, and support responsible and sustainable business practices.

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

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
OEM Customers	No	- Interviews, personal visits, publications, mass media and digital communications, plant visits - Support programmes, social media, - Conferences and events	- Weekly and Quarterly, - Annually - Monthly	To understand evolving customer requirements, strengthen product quality and delivery performance, develop innovative and lightweight solutions, enhance sustainability performance, and ensure compliance with customer-specific and regulatory requirements.
Employees	No	- Conferences, Workshops, Publications, newsletters and reports, online portals, employee surveys, internal media - One-on-one interactions - Employee involvement in CSR activities.	- Periodically - Half-yearly - Quarterly	To foster a safe, inclusive, and engaging workplace by understanding employee expectations related to health and safety, skill development, working conditions, career growth, employee well-being, and workplace culture, while promoting continuous learning and engagement.
Top Management	No	- Management reviews, Strategic meetings, - Board and ESG Committee meetings	- Monthly - Quarterly	To review business strategy, operational performance, ESG priorities, enterprise risks, regulatory developments, and progress against sustainability objectives to support informed decision-making and long-term value creation.
Regulators	No	- Official communication channels - Regulatory audits/ inspections - Environmental compliance - Policy intervention	- Monthly - Annually - Annually - Periodically	To ensure compliance with applicable laws and regulations, facilitate statutory reporting, address regulatory developments, and strengthen environmental, occupational health and safety, and governance practices.

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
EHS and Sustainability Team	No	1. Internal meetings, Audits, Training programmes 2. Inspections	1. Monthly 2. Quarterly	To review environmental and occupational health and safety performance, monitor compliance, assess sustainability initiatives, identify improvement opportunities, and drive continuous enhancement of ESG performance across operations.
Suppliers	No	1. Supplier meetings, Training programmes 2. Audits, Assessments workshops	1. Periodically 2. Annually	To strengthen responsible sourcing practices, improve supplier performance, encourage compliance with ethical, environmental, and social requirements, manage supply chain risks, and build long-term collaborative partnerships.
Investors and Financial Institutions	No	1. Annual Report, Sustainability Report, press releases 2. Investor presentations, ESG interactions, Quarterly and Annual results 3. Corporate website	1. Annually 2. Quarterly 3. Periodically	To provide transparent information on financial and ESG performance, corporate governance, risk management, and business strategy, while understanding investor expectations for sustainable long-term value creation.
Local Communities	No	1. CSR programmes through Bansuri Foundation, . 2. Community outreach initiatives 3. Field visits 4. Stakeholder consultations 5. Grievance mechanisms 6. Awareness programmes, and local engagement activities	1. Annually 2. Monthly 3. Annually 4. Periodically 5. Annually (or Ongoing, if stakeholders can raise grievances anytime) 6. Monthly	To understand community needs and expectations, address environmental and social concerns, support local development initiatives, enhance community well-being, and maintain a positive and trusted relationship with neighbouring communities.
Logistics and Transport Partners	No	1. Logistics coordination meetings 2. Delivery planning and review discussions 3. Transporter performance reviews 4. Health, safety and compliance assessments 5. E-mail, telephone and digital communications 6. Contract and service review meetings	1. Periodically 2. Periodically 3. Quarterly 4. Annually 5. Ongoing 6. Annually	To improve transportation safety, delivery reliability, operational efficiency, regulatory compliance, and collaboration in reducing environmental impacts associated with logistics operations.

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.**

Alicon Group has established a dedicated ESG Committee at the management level to oversee the Company's environmental, social, and governance (ESG) initiatives and facilitate meaningful stakeholder engagement. The Committee serves as the primary platform for reviewing stakeholder feedback, discussing key economic, environmental, and social issues, and identifying emerging risks and opportunities. It regularly updates the Board of Directors on significant ESG developments, presents stakeholder concerns and expectations, and seeks strategic guidance where required. Insights gathered through ongoing stakeholder engagement are evaluated and integrated into business decision-making, helping ensure that the Company's strategies, policies, and actions remain aligned with stakeholder expectations and long-term sustainability objectives.

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

Yes. Alicon Group engages regularly with its key stakeholders to understand their expectations and strengthen its ESG approach. Feedback received on environmental, social, and governance matters is reviewed and considered while updating policies, improving operational practices, and planning sustainability initiatives. Regular reviews help ensure that the Company's policies remain relevant, compliant, and aligned with stakeholder expectations.

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

The Company engages with vulnerable and marginalized communities through its CSR initiatives by identifying community needs through surveys, site visits, and stakeholder consultations. Based on the needs assessment, projects are planned and implemented in collaboration with local communities and implementing partners to ensure they address priority social issues. Regular stakeholder engagement and community participation help ensure that concerns are addressed effectively while promoting inclusive and sustainable development.

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	FY 2025 – 2026			FY 2024- 2025		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	485	485	100%	479	479	100%
Other than permanent	101	101	100%	98	98	100%
Total Employees	586	586	100%	577	577	100%
Workers						
Permanent	268	268	100%	278	278	100%
Other than permanent	1992	1992	100%	2118	2118	100%
Total Workers	2260	2260	100%	2396	2396	100%

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

Category	FY 2025 – 2026					FY 2024 - 2025				
	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	485	-	0%	485	100%	479	-	0%	479	100%
Male	476	-	0%	476	100%	470	-	0%	470	100%
Female	9	-	0%	9	100%	9	-	0%	9	100%
Other than Permanent	101	-	0%	101	100%	98	-	0%	98	100%
Male	101	-	0%	101	100%	98	-	0%	98	100%
Female	-	-	0%	-	0%	-	-	0%	-	0%

Category	FY 2025 – 2026					FY 2024 - 2025				
	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)
Workers										
Permanent	268	-	0%	268	100%	278	-	0%	278	100%
Male	268	-	0%	268	100%	278	-	0%	278	100%
Female	-	-	0%	-	0%	-	-	0%	-	0%
Other than Permanent	1992	-	0%	1992	100%	2118	-	0%	2118	100%
Male	1959	-	0%	1959	100%	2043	-	0%	2043	100%
Female	33	-	0%	33	100%	75	-	0%	75	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	₹ 8.30 Lakhs	3	₹ 7.38 Lakhs
Key Managerial Personnel (Other than Directors)	3	₹ 366.91 Lakhs	1	₹ 6.74 Lakhs
Employees other than BoD and KMP	472	₹ 5.40 Lakhs	8	₹ 4.40 Lakhs
Workers	268	₹ 9.46 Lakhs	-	NA

*Only Wholtime Directors and Permanent employees and workers are taken into consideration

*The female KMP joined in November 2025. Accordingly, only the remuneration paid during the financial year 2025-26 has been considered.

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

Category	FY 2025 - 2026	FY 2024 - 2025
Gross wages paid to females as % of total wages.	0.70%	1.76 %

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. Alicon Group has established a Human Rights Policy that provides employees with a clear and confidential mechanism to report human rights concerns or grievances to the Human Resources Department or Senior Management. Reported concerns are reviewed by a designated committee or authorized representatives, who investigate the matter, recommend appropriate corrective actions, and ensure timely resolution. The Company also maintains a zero-tolerance approach to retaliation, ensuring that individuals can raise concerns without fear of adverse consequences.

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

Alicon Group has established a grievance redressal mechanism to address human rights-related concerns in a fair, confidential, and timely manner. Employees can report concerns through the Human Resources Department, reporting managers, the Whistle Blower mechanism, or Senior Management. Reported grievances are reviewed, investigated by the designated committee or authorized personnel, and resolved through appropriate corrective actions. The Company also ensures protection against retaliation and monitors the implementation of corrective measures.

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

Category	FY 2025 – 2026			FY 2024 - 2025		
	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	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labour	-	-	NA	-	-	NA
Forced Labour/ Involuntary Labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issues	-	-	NA	-	-	NA

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

Particulars	FY 2025 - 2026	FY 2024 - 2025
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees/ workers	0.00%	0.00%
Complaints on POSH upheld	-	-

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

Alicon Group has robust mechanisms in place to protect complainants in cases of discrimination and harassment.

While handling complaints under the grievance redressal mechanism, every effort is made to ensure that the inquiry is conducted in a calm and respectful manner to prevent any undue stress for those involved. The entire process is strictly confidential.

The Company's Grievance Policy outlines that all members of the Grievance Committee, individuals responsible for maintaining records, and any staff member involved in or questioned during the proceedings are obligated to always maintain confidentiality. All documents and information shared during the process must be kept private.

Any form of harsh, disrespectful, or insulting behavior by anyone involved in or conducting the grievance proceedings is strictly prohibited. Such conduct will be treated as misconduct under the Company's disciplinary policies and will result in appropriate and firm disciplinary action.

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

Yes, Alicon incorporates human rights expectations into its business agreements and contracts, where applicable. These include compliance with applicable labour laws, ethical business practices, non-discrimination, prohibition of child and forced labour, and safe working conditions. Business partners are expected to adhere to these requirements while conducting business with the Company.

10. Assessments for the year:

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

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

Not Applicable

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

Nil

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

Human rights due diligence is currently included within other ongoing audits. However, a dedicated and separate human rights due diligence has not yet been conducted. We plan to initiate a focused human rights due diligence process in the coming years.

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 is committed to fostering an inclusive and welcoming environment for all stakeholders. Differently abled visitors are provided access to the Company's premises without discrimination. Where reasonably practicable, the Company facilitates safe and convenient access and extends appropriate support or assistance, as required, to ensure a comfortable visit.

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%
Discrimination at workplace	100%
Child labor	100%
Forced/involuntary labor	100%
Wages	100%
Others – please specify	NA

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

No significant risks or concerns were identified during the assessments conducted in FY 2025–26 hence, no corrective actions were required.

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	Units	FY 2025 - 2026	FY 2024 - 2025
From Renewable Sources			
Total electricity consumption (A)	GJ	80944.38	83705.97
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed Renewable Sources (A+B+C)		80944.38	83705.97
From Non - Renewable Sources			
Total electricity consumption (A)	GJ	166071.56	1,41,931.89
Total fuel consumption (B)	GJ	175489.80	2,10,989.21
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed (A+B+C)	GJ	341561.36	3,52,921.10
Total Energy Consumption (Renewable and Non renewable sources)	GJ	422505.74	4,36,627.07
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/₹	0.0000254	0.00003
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/₹	-	0.00059
Parameter	Units	FY 2025 - 2026	FY 2024 - 2025
Energy intensity in terms of physical output	GJ/₹	12.68	14.10
Energy intensity / Head count	GJ/ Head count	148.50	146.86

*During the reporting year, diesel fuel consumption decreased because the company established an express feeder that provides a continuous electricity supply from the main grid. This reduced the need to use diesel generator (DG) sets, resulting in lower fuel consumption.

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

None

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, this is not applicable for the Company

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

Parameter	Unit	FY 2025 - 2026	FY 2024 - 2025
Water withdrawal by source (in kilolitres)			
(i) Surface water	KL	-	-
(ii) Groundwater	KL	4227	4270
(iii) Third party water	KL	40565	42700
(iv) Seawater / desalinated water	KL	-	-
(v) Others (Maharashtra Industrial Development Corporation, MIDC)	KL	10870	10980
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	55662	57950

Parameter	Unit	FY 2025 - 2026	FY 2024 - 2025
Total volume of water consumption (in kilolitres)	KL	55662	57950
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	KL/₹	0.000000034	0.000000038
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	NA	-	-
Water intensity in terms of physical output	KL/MT	1.67	1.87
Water intensity / Head count	KL / Head count	19.50	19.50

*The previous year's (FY 2024-25) figures have been restated based on a review of the underlying data and methodology to improve accuracy and ensure comparability with the current reporting period.

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

None

4. Provide the following details related to water discharged:

Parameter	FY 2025 - 2026	FY 2024 - 2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties (CETP and MIDC/BMC sewer)		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others - Land application (Gardening)		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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.

None

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

Yes, the Company has successfully implemented a Zero Liquid Discharge (ZLD) system and does not discharge any wastewater outside its premises. Domestic wastewater is treated through a Sewage Treatment Plant (STP), and the treated water is reused for gardening, toilet flushing, and wet scrubbers. Process wastewater is treated through a multi-stage Effluent Treatment Plant (ETP) comprising primary, secondary, and tertiary treatment processes. The remaining high Total Dissolved Solids (TDS) wastewater is further treated through evaporators, ensuring maximum water recovery and eliminating liquid discharge from the Company's operations.

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

Parameter	Please specify unit	FY 2025- 26	FY 2024- 25
NOx (Concentration)	µg/M3	32.17	29.18
SOx	µg/M3	28.35	5.76
Particulate matter (PM 10)	µg/M3	53.40	49.2
Particulate matter (PM 2.5)	µg/M3	23.10	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others-please specify	-	-	-

*Note: The reported values (FY 25-26) are based on the latest ambient air quality monitoring report available for the reporting period. All parameters were found to be within the permissible limits prescribed by the State Pollution Control Board (SPCB).

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

Yes, external assessment has been conducted for the DG (Diesel Generator), compressors sets used at the office and plant locations.

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

Parameter	Unit	FY 2025 - 2026	FY 2024 - 2025
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	13086.06	14,258.71
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	32753.00	28,662.36
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO ₂ e/ ₹	0.0000028	0.0000028
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)	tCO ₂ e/ ₹	-	0.000058
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/ MT	1.38	1.39
Total Scope 1 and Scope 2 emission intensity - (Metric tonnes of CO ₂ equivalent / Headcount)	tCO ₂ e/ Headcount	16.00	*14.40

*The previous year's methodology for calculating total Scope 1 and Scope 2 emissions intensity per headcount has been revised. Accordingly, the reported value has been restated per headcount.

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

None

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

Yes, our organization drives impactful initiatives focused on reducing Greenhouse Gas (GHG) emissions by targeting key areas of energy efficiency and conservation. We have implemented several projects aimed at optimizing energy use and lowering emissions. Key focus areas include:

- Utilization of solar power through a group captive project, thereby replacing a portion of conventional grid electricity with renewable energy.
- Procurement of wind energy through access, contributing to a lower carbon footprint by shifting towards cleaner energy sources.
- Reduction of energy losses by minimizing product-related rejections, by minimizing product-related rejections, we reduce unnecessary energy consumption, enhance resource efficiency, and limit indirect greenhouse gas emissions associated with energy-intensive manufacturing operations.

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

Parameter	Unit	FY 2025 - 2026	FY 2024 - 2025
Total Waste generated (in metric tonnes)			
Plastic waste (A)	MT	-	-
E-waste (B)	MT	0.08	1.31
Bio-medical waste (C)	N.A.	-	-
Construction and demolition waste (D)	N.A.	-	-
Battery waste (E)	MT	-	-
Radioactive waste (F)	N.A.	-	-
Other Hazardous Waste.	MT	107.70	99.51
Other Non-hazardous waste generated (H).	MT	14,568.13	14,762.90
Total (A + B + C + D + E + F + G + H)	MT	14,675.91	14,869.00
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	MT/₹	0.00000088	0.0000010
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	NA	-	0.0000201
Waste intensity in terms of physical output	MT	0.44	0.48
Waste intensity (optional) – head count	MT/ Head Count	5.20	5.00
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
Recycled	MT	14,583.70	4,429
Re-used	MT	-	1,300
Other recovery operations	-	-	-
Total (MT)		14,583.70	5,729
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Incineration	MT	86.20	*135.36
Landfilling	MT	5.90	6.11
Other disposal operations	MT	-	-
Total (MT)		92.10	141.47

*The amount of Plastic waste and waste incinerated has been restated following a revision in the calculation methodology.

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.

None

- 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 Company is committed to responsible waste management by recycling waste materials through authorized recycling partners. At all key plant locations, the Company has implemented advanced wastewater treatment systems, including Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs), to ensure the effective treatment and management of wastewater.

The Company places strong emphasis on adopting efficient processes, innovative methods, and advanced technologies to minimize waste generation across its operations. These initiatives support environmental conservation, promote sustainable development, and advance the principles of a circular economy by optimizing resource utilization and reducing waste throughout its manufacturing processes.

- 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:**

Not Applicable

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

Not Applicable for any of our manufacturing facilities

- 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:**

No non-compliance has been noted

Leadership Indicators

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

Not applicable, as none of the Company's sites are located in water-stressed areas.

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

Parameter	Unit	FY 2025 - 2026	FY 2024 - 2025
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e per year	11299.75	-
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/₹	0.00000068	-
Total Scope 3 emission intensity / Head count	tCO ₂ e/Head count	3.80	-

*At present, the Company has assessed and reported emissions for four Scope 3 categories: BusinessTravel, Employee Commuting, Upstream Transportation, and Downstream Transportation.

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.

None

- 3. With respect to the ecologically sensitive areas reported at Question 11 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. 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 of melting furnace fuel from Oil to Natural Gas (Shikrapur Plant)	Transitioned the melting furnaces from LPG to PNG fuel to improve combustion efficiency, optimize energy consumption, reduce greenhouse gas and air pollutant emissions, and support cleaner aluminium melting operations.	Reduced greenhouse gas and air pollutant emissions (SO _x , NO _x and particulate matter), improved energy efficiency, lowered fuel consumption, and supported the Company's decarbonization and cleaner manufacturing objectives.
2	Rainwater Harvesting System (Binola Plant)	Implemented a rainwater harvesting system to capture and store rainwater for groundwater recharge and non-potable plant applications, reducing dependence on freshwater sources and improving water resource management.	Enhanced water conservation, increased groundwater recharge, reduced freshwater withdrawal, improved water availability during dry periods, and strengthened the plant's long-term water resilience and sustainability performance.

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

Alicon Castalloy Ltd's management framework includes a comprehensive emergency procedure aimed at effectively handling and mitigating emergencies, thereby minimizing risks to both the environment and human health. The organization has proactively identified potential emergency situations and assigned clear roles and responsibilities to ensure prompt and efficient incident management. This commitment to preparedness is demonstrated through regular mock drills and continuous assessments conducted by internal teams. Furthermore, Alicon engages external experts for audits and on-the-job training, enhancing its ability to respond quickly and recover effectively during crises.

Alicon also prioritizes the continuity of its core operations and supporting functions, including resilient systems and IT infrastructure, as part of its business continuity management strategy. This approach underscores the organization's dedication to sustaining operational stability even under adverse conditions.

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

No areas or materials within the entity's value chain have been identified as causing significant adverse environmental impacts

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

S. No.	No. of value chain partners assessed	% of value chain partners (by the value of businesses done with such partners) that were assessed	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
1	15	2%	Nil

Note : As part of its value chain sustainability journey, the Company has identified 15 key suppliers from its active supplier base based on their significance to the business. Going forward, the Company will progressively expand the assessment to include additional value chain partners each year.

Number of Green Credits that have been generated or procured:

- By the company: Nil
- By their top 10 value chain partners (in terms of value of purchases and sales, respectively): 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.

Alicon Group is affiliated with four recognized trade and industry associations. These memberships enable the Company to stay connected with industry developments, collaborate with peers, contribute to policy discussions, and adopt leading practices that support sustainable business growth.

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	Maratha Chamber of Commerce	State (Maharashtra)
2	Confederation of Indian Industry (CII)	National
3	Automotive Component Mfg. Association (ACMA)	National
4	Deccan Chamber of Commerce, Industry and Agriculture (DCCIA)	State (Maharashtra)

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

The Company has recorded zero instances of involvement in anti-competitive behavior. Alicon Group remains committed to conducting its business in full compliance with applicable competition laws and upholding the highest standards of ethical and fair trade practices

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

Not Applicable

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.

Not Applicable

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

Nil

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

Alicon Group receives community feedback and grievances through regular stakeholder engagement, local interactions, and CSR implementation partners. Reported concerns are reviewed by the CSR and management teams, addressed through appropriate corrective actions, and monitored to ensure timely resolution and continuous improvement of community initiatives.

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

Category	FY 2025 - 2026	FY 2024 - 2025
Directly sourced from MSMEs/ small producers	13.43%	16.34%
Directly from within India	94.25%	97.97%

Note: The reported figures have been restated following a review of the methodology this year.

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

Location	FY 2025 – 2026	FY 2024 – 2025
Rural	72.00%	72.91%
Semi-urban	0.00%	0.00%
Urban	28.00%	27.70%
Metropolitan	0.00%	0.00%

Leadership Indicators

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

Not Applicable

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

Not Applicable

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

No

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:**

Nil

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.**

Nil

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

S. No.	Details on the CSR Project	No. of persons benefited from CSR Projects	Percentage of beneficiaries from vulnerable and marginalised groups
1	Reap Benefit Foundation JAL DOOTS project in Assam and Solve Ninjas in Punjab, aimed at empowering youth to become responsible and active citizens engaged in community development.	1549	100%
2	Sai Krushna Charitable Trust Establishment of 3H Skill Development Centres in rural Karnataka to equip students with future-ready skills and enhance employability.	225	100%
3	Jagritresearch Foundation MakerGhat Initiative in Nashik, Maharashtra, integrating experiential learning through Maker Spaces within the Zilla Parishad (ZP) school ecosystem.	1751	100%
4	Edliv Samanta Foundation Project SEEDS in Uttarakhand, focused on strengthening the ECCD programme through capacity building of Anganwadi workers and development of model Anganwadi Centres.	4890	100%
5	Kshitij Palak Samvad Programme in rural Maharashtra, providing training to Anganwadi workers to enable parents and caregivers to support holistic early childhood development.	9207	100%

S. No.	Details on the CSR Project	No. of persons benefited from CSR Projects	Percentage of beneficiaries from vulnerable and marginalised groups
6	Bala Mandir Kamaraj Trust Community awareness and Information, Education and Communication (IEC) Programme to promote ownership and engagement in Early Childhood Care and Development (ECCD) in rural Tamil Nadu.	924	100%
7	Aseema Charitable Trust Montessori-based Pre-Primary Education Programme in municipal schools across Mumbai to provide structured early learning opportunities for children.	36	100%
8	Earth Focus Implementation of a Biodiversity Curriculum for school children in the tribal villages surrounding Kanha, Madhya Pradesh, to foster environmental awareness and conservation.	3303	100%
9	Wildlife SOS Support for wildlife conservation, with a focus on the rescue, rehabilitation, and protection of wildlife through the Wildlife SOS initiative.	-	-

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

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**
Alicon has a well-defined customer complaint and feedback management system to ensure timely and effective resolution of concerns raised by its clients. The process is structured to address inputs received through multiple channels, including direct communication with the assigned Key Account Manager, or via email and telephonic interactions with representatives from Quality, Operations, or Design teams. Each customer is assigned a dedicated Key Account Manager, who acts as a single point of contact to ensure that complaints are acknowledged upon receipt and addressed as per the defined organizational hierarchy and timelines. To streamline the resolution process, Alicon places strong emphasis on proactive engagement, transparency, and traceability. All feedback and complaints are recorded, tracked, and escalated within an internal system to ensure that no issue goes unresolved. The company's focus on continuous improvement and customer satisfaction is reflected in its structured approach to managing concerns, which helps strengthen long-term partnerships with major OEMs and reinforces Alicon's reputation as a reliable and responsive B2B enterprise.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and / or safe disposal:**

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

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

Category	FY 2025 – 2026			FY 2024 - 2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential Services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	131	Nil	NA	6	Nil	NA

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

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

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. The Company has a dedicated Information Security, Cybersecurity, and Privacy Policy supported by robust processes and controls to safeguard information assets and manage cybersecurity and data privacy risks. The policy is accessible through the Company's intranet portal. The Company has successfully implemented an Information Security Management System (ISMS) in accordance with ISO/IEC 27001 and has also established a Privacy Information Management System (PIMS) aligned with the Digital Personal Data Protection (DPDP) Act and the General Data Protection Regulation (GDPR), reinforcing its commitment to protecting information and personal data.

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.

No issues have been reported on Cybersecurity and Data Privacy of Customers during FY2025-26

The Company ensures robust protection of customer information through multiple layers of controls, including:

- Strict Non-disclosure Agreements
- Role-based Access on strictly Need-to-Know basis
- Technology controls such as Firewall policy, Anti-virus, Encryption of data etc.

No corrective actions were required in relation to advertising, delivery of essential services, product recalls, or penalties/actions by regulatory authorities on product/service safety during the reporting period.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - Nil
- Percentage of data breaches involving personally identifiable information of customers – Nil
- Impact, if any, of the data breaches - Not Applicable

Leadership Indicators

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

As a B2B organisation, the Company manufactures products strictly in accordance with customer-supplied designs and specifications. Consequently, standard consumer-facing product information channels are not applicable to its operations. Product-related details are shared directly with customers through secure communication channels as part of the business engagement process.

All information can be accessed on the company's website <https://www.alicongroup.co.in/what-we-do/>

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

Given the nature of the Company's B2B operations, end-use specifications and applications of products are determined by the customer, who holds the primary responsibility for providing product usage guidance. As such, direct consumer education on safe and responsible usage is not applicable to the Company's business model. However, the Company ensures that all products meet agreed technical and quality specifications, thereby supporting their safe and intended use.

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

The Company operates on a customer-specific, project-based business model, where products are manufactured based on customer requirements. In the event of any potential supply disruption or service-related issue, the Company communicates directly and promptly with the concerned customer to ensure timely information sharing and appropriate action. As the Company does not provide essential consumer services to the general public, a generic consumer notification mechanism is not applicable.

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. Consumer satisfaction surveys are conducted regularly as part of the International Automotive Task Force (IATF) process.