July 13, 2026

The Manager, Listing Department, BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400 001	The Manager, Listing Department, National Stock Exchange of India Limited Exchange Plaza, 5th Floor, Plot No. C/1, G Block, Bandra-Kurla Complex, Bandra-East, Mumbai- 400 051
Scrip Code: 532953	Symbol: VGUARD

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for Financial Year 2025-26, which also forms part of the Annual Report for Financial Year 2025-26.

Kindly take the same on record.

Thanking You,

Yours Sincerely,

For V-Guard Industries Limited

Vikas Kumar Tak
Digitally signed by Vikas Kumar Tak
Date: 2026.07.14 17:19:38 +05'30'

V-GUARD INDUSTRIES LTD. * DOOR NO. 42/962, VENNALA HIGH SCHOOL ROAD *
VENNALA
KOCHI-682028

Vikas Kumar Tak
Company Secretary & Compliance Officer
Membership No. FCS 6618

Encl: As above

V-GUARD INDUSTRIES LTD.
Regd. Office: 42/962,
Vennala High School Road,
Vennala, Kochi – 682 028.
CIN: L31200KL1996PLC010010

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Business Responsibility & Sustainability Report (BRSR)

SECTION A:

General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L31200KL1996PLC010010
2.	Name of the Listed Entity	V-Guard Industries Limited
3.	Year of incorporation	February 12, 1996
4.	Registered office address	42/962, Vennala High School Road, Vennala, Kochi, Kerala – 682 028
5.	Corporate address	42/962, Vennala High School Road, Vennala, Kochi, Kerala – 682 028
6.	E-mail	cscompliance@vguard.in
7.	Telephone	0484 433 5000
8.	Website	www.vguard.in
9.	Financial Year for which reporting is being done	2025-2026
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	₹ 43,68,03,816
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ramachandran V Telephone: 0484 433 5000 Email: cscompliance@vguard.in
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14.	Name of assurance provider	Price Waterhouse Chartered Accountants LLP
15.	Type of assurance obtained	Limited assurance on BRSR core and select BRSR indicators

II. Products/services

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Electronics	2710, 2720, 2790	29%
2	Electrical	2710, 2732, 2812	43%
3	Consumer Durables	2599, 2815, 27502, 27503	28%

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Electronics	Stabilizers, Digital UPS and Solar Power Systems	29%
2	Electrical	PVC Insulated Cables, Switch Gears, Pumps and Modular Switches	43%
3	Consumer Durables	Electric Water Heaters, Solar Water Heaters, Fans, and Kitchen appliances.	28%

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	9 manufacturing facilities and 34 warehouses/hubs	1 Corporate office, 1 Regional office, 1 R&D Innovation Centre, 31 Branch offices and 1 lab	78
International	-	-	-

*All physical locations having operational and financial control are considered.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States/UTs)	Pan India
International (No. of Countries)	5 Countries (Nepal, Spain, Bangladesh, Bhutan, and Ghana)

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

Export sales (INR in Crores)	FY 25-26
Sales outside India	2.37
% to sales	0.04%

c. A brief on types of customers

a. Distributive Trade (including Dealers, Distributors and Direct Marketing Associates)

b. Modern Trade and Regional Specialty chains

c. E-commerce/Quick Commerce

d. Central Police Canteens

e. Canteen Stores Department

f. Institutions

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

Sl. No.	Particulars	Total (A)*	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	2,761	2,542	92.07%	219	7.93%
2.	Other than Permanent (E)	1,787	1,549	86.68%	238	13.32%
3.	**Total employees (D + E)**	**4,548**	**4,091**	**89.95%**	**457**	**10.05%**
	WORKERS					
4.	Permanent (F)	458	451	98.47%	7	1.53%
5.	Other than Permanent (G)	2,418	1,615	66.79%	803	33.21%
6.	**Total workers (F + G)**	**2,876**	**2,066**	**71.84%**	**810**	**28.16%**

b. Differently abled Employees and Workers

Sl. No.	Particulars	Total (A)*	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	2	2	100%	0	0%
3.	**Total differently abled employees (D + E)**	**2**	**2**	**100%**	**0**	**0%**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	1	0	0%	1	100%
5.	Other than Permanent (G)	3	3	100%	0	0%
6.	**Total differently abled workers (F + G)**	**4**	**3**	**75%**	**1**	**25%**

*Count does not include apprentices.

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (BOD)	8	2	25%
Key Management Personnel (KMP)	5*	0	0%

*KMP includes 3 executive directors.

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

22. Turnover rate for permanent employees and workers

	FY 2026			FY 2025			FY 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.15%	9.05%	15.60%	14.70%	10.80%	14.40%	16.17%	9.14%	15.65%
Permanent Workers	5.25%	13.33%	5.38%	4.80%	31.60%	5.30%	3.93%	9.09%	4.05%

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

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

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Guts Electro-Mech Limited	Subsidiary	100%	Yes
2.	V-Guard Consumer Products Limited	Subsidiary	100%	Yes
3.	Sunflame Enterprises Private Limited	Subsidiary	100%	Yes
4.	Gegadyne Energy Labs Private Limited	Associate	30.35% *	No

* on fully diluted basis

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover in Rs (in Crores): 5,691.78

(iii) Net worth in Rs (in Crores): 2,224.68

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)	FY 2026			FY 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
Investors (other than shareholders)	Yes, https://www.vguard.in/uploads/policies/Stakeholder-Engagement-Policy.pdf				-	-	
Communities					-	-	
Shareholders*		143	-	-	142	-	
Employees and workers		14	1		14	-	
Customers**		13,31,620	7,281	-	13,35,898	6,409	
Value Chain Partners		-	-	Although no formal grievances were raised, in the ordinary course of business the partners raise issues relating to seasonal business volumes, working capital support, investment requirements etc. which get resolved.	-	-	Although no formal grievances were raised, in the ordinary course of business the partners raise issues relating to seasonal business volumes, working capital support, investment requirements etc. which get resolved.
Others		-	-		-	-	-

*Complaints raised by investors majorly include queries related to unpaid dividends, annual report and dematerialization of shares.

** Customer complaints include product issues reported both within and beyond the warranty period. ~95% of these complaints are resolved within 48 hours. Based on revised categorization of complaints, previous year's figures are restated.

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

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

V-Guard conducted a structured materiality assessment to identify and prioritize issues most relevant to its business and stakeholders. This process involved evaluating a wide range of factors, including global megatrends, regulatory developments, ESG standards, and stakeholder expectations. Extensive engagement with internal and external stakeholders was carried out to assess the significance of each issue based on its potential impact on stakeholder interests and the Company's strategic objectives and risk profile. The assessment resulted in the identification of 21 material ESG topics, which were reviewed and approved by the Board of Directors. These material topics, along with associated ESG risks, are integrated into V-Guard's Enterprise Risk Management (ERM) framework. During the year, the Company also initiated a double materiality assessment to further enhance its sustainability governance and reporting approach.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk,approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Decarbonization	Risk	Climate change exposes V-Guard to financial risks from regulations, emission targets, energy cost volatility, and investments in cleaner operations, while physical risks like heat, water scarcity, floods, and supply disruptions may affect operations and supply chain resilience.	V-Guard is advancing its decarbonization strategy through renewable energy adoption, energy efficiency, product LCAs, and TCFD-aligned risk assessments. By expanding renewable capacity and assessing climate risks across scenarios, it identifies key value chain impacts, while integrating ESG and climate risks into its ERM framework to strengthen resilience.	Negative: Decarbonization may lead to unplanned cost increases arising from evolving environmental regulations and climate-related operational disruptions.
		Opportunity	Decarbonization offers a strategic path to long-term value and stronger competitiveness. Investing in energy efficiency, renewables, and low-carbon technologies will lower costs and reduce exposure to energy price volatility. Proactive upgrades and retrofits help avoid stranded assets while improving operations. At the same time, a sustainability-focused product portfolio opens new markets and meets evolving customer demand.		Positive: V-Guard's transition towards lower-carbon operations support cost savings through improved energy efficiency and renewable energy adoption, enhance long-term energy cost resilience, and create opportunities in emerging markets through its sustainable product portfolio.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk,approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Water Stewardship	Risk	Inadequate water management and rising water stress can disrupt operations, increase costs, and reduce efficiency. Stricter regulations on water use and discharge may lead to compliance risks and penalties. Additionally, water pollution or community impact could damage reputation and stakeholder trust.	V-Guard is reducing freshwater dependency through conservation, rainwater harvesting, recycling, and reuse initiatives. It has enhanced STP/ETP systems, added ultra-filtration, and adopted IoT-based monitoring to improve compliance and efficiency. Community-driven water conservation efforts further support local resilience and strengthen stakeholder trust.	Negative: Poor water management can raise operating costs due to higher procurement, treatment, and compliance needs. Water scarcity or non-compliance may disrupt operations, lead to penalties, and affect business continuity, while environmental or community impacts can weaken stakeholder trust and brand value.
		Opportunity	IoT-enabled water monitoring can enhance real-time tracking, enabling better data management, quicker corrective actions, and improved compliance. This helps V-Guard strengthen operational control, reduce risks, and improve reporting reliability. Additionally, water efficiency, recycling, and community conservation initiatives can lower costs, reduce freshwater dependency, and build stakeholder trust while supporting long-term water security.		Positive: Improved water stewardship can lower costs through greater recycling and efficiency, while IoT-based monitoring and stronger treatment systems reduce compliance risks and unexpected expenses. Community water initiatives further enhance stakeholder trust, protect brand value, and support long-term resilience.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk,approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Circularity	Risk	Ineffective waste management and reliance on landfills expose the Company to environmental risks, including regulatory non-compliance, penalties, and ecological harm. These risks are further intensified by stricter Extended Producer Responsibility (EPR) regulations, which demand greater accountability, traceability, and responsible product end-of-life management.	In response, the Company has adopted a proactive mitigation approach by initiating a Zero Waste to Landfill (ZWL) program through pilot assessments and waste audits, enabling better segregation, recovery, and reduction of waste streams. Additionally, maintaining 100% EPR compliance through authorised e-waste vendors ensures adherence to regulatory requirements and strengthens oversight across the value chain.	Negative: Poor waste management and non-compliance with EPR regulations can lead to higher disposal costs, regulatory penalties, remediation expenses, and potential revenue loss due to reputational damage.
		Opportunity	By advancing circular economy practices, such as increasing the use of recycled materials, the Company can achieve cost efficiencies and lower its environmental impact. Expanding Zero Waste to Landfill (ZWL) initiatives and leading in sustainable waste management can also strengthen brand value, build stakeholder trust, and position the Company as a responsible, future-ready organization.		Positive: Efficient waste management and circular practices can drive cost savings through reduced material and disposal costs, while enhancing brand value and creating long-term revenue and investor opportunities.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk,approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Sustainable Supply Chain	Risk	Sustainable supply chain challenges expose the Company to risks such as limited visibility, supplier ESG non-compliance, and disruptions from climate events or resource constraints, potentially leading to inefficiencies, regulatory issues, and reputational harm if not effectively managed.	To address these challenges, the Company strengthens supplier governance through defined ESG criteria, regular assessments, and responsible sourcing policies. Digital tools improve traceability and transparency, while supplier engagement and capacity-building initiatives enhance alignment with sustainability goals and overall resilience.	Negative: Supply chain disruptions, non-compliance, and lack of transparency can increase procurement costs, lead to penalties, and result in potential revenue and reputational losses.
		Opportunity	A strong focus on sustainable supply chain practices offers the Company an opportunity to improve efficiency, reduce environmental impact, and build resilience. By optimizing sourcing, engaging responsible suppliers, and enhancing logistics, it can lower costs and emissions while strengthening brand reputation, stakeholder trust, and long-term growth.		Positive : Sustainable sourcing and efficient supply chain practices can drive cost savings, reduce risk exposure, and enhance brand value, leading to improved market positioning and long-term financial performance.
5.	Sustainable Products	Opportunity	Growing customer preference for energy-efficient, low-carbon and environmentally responsible products presents an opportunity for V-Guard to strengthen differentiation, brand trust and market relevance. Evolving regulations on energy efficiency, product responsibility and lifecycle impacts further enhance the strategic importance of sustainable product innovation.	V-Guard integrates sustainability into product design through its Responsible Attribute framework, covering design, raw materials, manufacturing, packaging, and people, with a lifecycle approach. It also conducts Life Cycle Assessments (LCAs) to identify impact hotspots, currently undertaking cradle-to-gate LCAs for selected products and expanding earlier assessments to a cradle-to-grave scope.	Positive: Sustainable product innovation can drive revenue growth through premium offerings and increased market share, while enhancing brand value and reducing long-term compliance and lifecycle costs.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk,approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Sustainable Packaging	Risk	Rising regulatory requirements on packaging materials, especially plastics and recyclability, create compliance risks. Additionally, sustainability-driven changes that affect product aesthetics or premium appeal may impact brand perception and customer experience.	V-Guard utilizes its Sustainable Packaging Scorecard to balance environmental impact with product protection, consumer experience, and brand value, supported by a structured 2030 roadmap to transition all SKUs to sustainable alternatives in a phased manner.	Negative: Increased costs due to redesign of packaging formats, shift to sustainable materials, and compliance with evolving regulations, along with potential impact on premium pricing if aesthetics are affected.
		Opportunity	Adoption of sustainable packaging practices such as lightweighting, improved material efficiency, and circular solutions presents an opportunity for cost optimisation while aligning with evolving regulations and enhancing brand perception.		Positive: Cost optimisation through reduced material usage and logistics efficiencies, along with enhanced brand equity enabling premium positioning and improved customer preference.
7.	Human Rights	Risk	Potential human rights violations across operations and the supply chain may expose the Company to legal liabilities, regulatory scrutiny, and reputational damage, especially with increasing stakeholder focus on ethical sourcing and labour practices.	The Company conducts comprehensive human rights assessments across manufacturing locations and the Head Office to ensure no gaps. This is reinforced by full completion of compliance trainings on Human Rights, POSH, Code of Conduct, and Information Security, along with extending awareness to value chain partners through Human Rights Values Champion sessions.	Negative: Financial exposure from legal liabilities, penalties, supply chain disruptions, and loss of investor confidence impacting valuation.
		Opportunity	A strong human rights framework enables the Company to build resilient supplier relationships and demonstrate ethical business practices, thereby strengthening stakeholder trust and investor confidence.		Positive: Improved access to capital and investor confidence driven by strong ESG performance, along with stable supplier relationships reducing disruption-related costs.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk,approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Employee Training and Development	Risk	Inadequate capability building and skill gaps can limit productivity, innovation, and operational efficiency. This may also impact employee engagement and retention due to limited growth opportunities.	V-Guard addresses capability gaps through an enterprise-wide learning strategy that includes role-based programs, AI skill development, manufacturing training, and technician enablement. Digital platforms like Degreed and Disprz LMS promote continuous learning, while structured pathways and leadership programs support career growth and long-term engagement.	Negative: Lower productivity, increased rework, and higher hiring and attrition costs due to inadequate workforce capability.
		Opportunity	Continuous investment in employee upskilling and capability enhancement enables improved workforce productivity, performance and stronger engagement. This further supports talent retention and creation of a future-ready talent pool aligned with business needs.		Positive: Efficiency gains, reduced hiring costs, and higher employee retention contributing to long-term cost savings and performance improvement.
9.	Diversity, Equity, and Inclusion (DEI)	Risk	Lack of diversity and inclusion may limit innovation, weaken decision-making quality, and organisational effectivenes. This may also lead to reputational or regulatory risks in an increasingly inclusive business environment.	V-Guard is strengthening diversity through inclusive hiring, campus outreach, and initiatives like the V WIN women's network. It has enhanced its DEI framework through a refreshed policy, the EKTA awareness programme, inclusive benefits such as gender-neutral parental leave, and regular sensitisation on unconscious bias and inclusion.	Negative: Lower innovation-led revenue opportunities and potential reputational impact affecting talent acquisition.
		Opportunity	A diverse and inclusive workforce fosters innovation, improves problem-solving capabilities, and enhances employer branding, supporting long-term organizational effectiveness through talent attraction and employee engagement.		Positive: Increased innovation leading to better product outcomes and improved talent attraction reducing recruitment costs.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk,approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Health, Safety, and Wellbeing	Risk	Workplace incidents may lead to operational disruptions, legal liabilities, and loss of productivity, while inadequate safety practices can expose the Workplace incidents may lead to operational disruptions, legal liabilities, and loss of productivity, while inadequate safety practices can expose the Company to increased regulatory scrutiny and reputational risks.	To embed robust safety culture, V-Guard has implemented ISO 45001-certified safety systems across 12 manufacturing facilities, supported by strong EHS governance and plant-level committees. Initiatives such as the Suraksha 360 platform, full OHS training coverage, emergency preparedness systems, and the Suraksha Veer programme further strengthen proactive risk identification and preventive safety management	Negative: Direct costs from incidents (medical, legal), production downtime, and insurance premiums impacting profitability.
		Opportunity	Health and safety management offers the Company an opportunity to improve efficiency and employee well-being. By leveraging ISO 45001 systems, digital tools like Suraksha 360, and training programs, it can proactively manage risks, reduce incidents, and enhance productivity while strengthening compliance, employee engagement, and stakeholder trust.		Positive: Reduced incident-related costs, improved productivity, and lower insurance and compliance-related expenses.
11.	Talent Management	Opportunity	The Company can enhance long-term performance by attracting and retaining high-quality talent, strengthening leadership pipelines, and building organizational resilience. A strong employer brand and compelling employee value proposition also support effective talent acquisition, retention, and sustained growth	V-Guard strengthened culture and employee experience through focused leadership development, skills and capability building, and engagement initiatives. These efforts built a future-ready talent pipeline aligned with evolving business needs.	Positive: Higher productivity and reduced recruitment costs, ensuring sustained business performance and growth.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk,approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12.	Corporate Social Responsibility	Opportunity	The Company has an opportunity to strengthen community relationships and its social license to operate through focused CSR initiatives, enhancing reputation, building stakeholder trust, and supporting long-term sustainable development.	V-Guard delivers focused CSR initiatives across education, healthcare, environmental sustainability, and women's empowerment, supported by partnerships and stakeholder engagement. Aligned with its sustainability priorities, these efforts drive community development, strengthen local relationships, and reinforce its social license to operate.	Positive: Enhanced brand goodwill supporting revenue stability and reduced socio-operational risks.
13.	Corporate Governance	Risk	Poor corporate governance can pose several risks including legal and financial risks, reputational damage, decreased stakeholder trust, and decreased shareholder value	V-Guard has established a robust multi-tier governance framework ensuring oversight, accountability, and transparency across operations.	Negative: Financial losses from regulatory penalties, litigation, and reduced investor confidence affecting company valuation.
		Opportunity	Robust Governance structure is fundamental for the seamless functioning and performance of the organization. It shall result in building a strong market reputation and relationship with investors and other stakeholders.		Positive: Lower cost of capital, improved valuation multiples, and stronger investor participation.
14.	Business Ethics	Risk	Lacking in business ethics poses risks of deteriorating trust among employees and loyalty among customers.	The Company promotes integrity, accountability and ethical conduct through strong governance, internal controls, compliance training, and clear reporting channels.	Negative: Loss of customers, legal penalties, and disruption in business relationships impacting revenues.
		Oppotunity			Positive: Stable long-term partnerships, reduced legal risks, and stronger brand loyalty driving consistent revenue.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk,approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
15.	Compliance Management	Risk	Rapidly evolving regulations across jurisdictions expose the Company to risks such as penalties, legal liabilities, and operational disruptions if not effectively managed. Increasing compliance complexity across geographies and functions may also strain processes and heighten the risk of non-compliance.	Structured compliance monitoring systems and policy frameworks to track and address evolving regulatory requirements.	Negative: Gaps in compliance if any, can lead to penalties, and operational disruptions impacting profitability.
16.	Risk Management	Risk	To better understand business / ESG-related shifts, impacts, and dependencies that may affect a business's ability to achieve its strategy or objectives.	The company's Risk Management framework has been designed to establish a process that addresses the Company's business needs and responsibilities, while being simple and pragmatic. The framework is aligned to leading risk management standards and practices.	Negative: Unexpected losses due to unmitigated risks affecting operations and financial stability.
		Opportunity	A robust risk management framework enables the Company to identify emerging risks early, assess potential business impacts and take timely preventive or corrective actions. This improves business resilience, strengthens decision-making and supports long-term value protection.		Positive: Prevention of losses and improved capital allocation supporting long-term financial stability.
17.	Innovation, R&D	Opportunity	Investment in innovation and R&D supports development of sustainable and differentiated products while improving operational efficiency.	V-Guard drives innovation through structured R&D, responsible product design, and Life Cycle Assessments, enabling the development of sustainable, differentiated products while improving efficiency, speed-to-market, and long-term competitiveness.	Positive: Revenue growth from new products and cost savings through process efficiencies.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk,approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
18.	Data Privacy and Cybersecurity	Risk	Data breaches and cyber threats can lead to financial losses, disruptions, penalties, and reputational damage. The Company mitigates these risks through a robust cybersecurity framework with controls such as data classification, DLP, secure networks, access management, backups, and regular vulnerability assessments to strengthen resilience.	The Company has a robust cybersecurity framework with controls such as data classification, DLP, backup and recovery, endpoint protection, access management, secure networks, firewalls, password management, and regular vulnerability assessments to mitigate cyber risks and strengthen resilience.	Negative: Financial losses from data breaches, regulatory penalties, business disruption, and recovery costs.
		Opportunity	Strong cybersecurity practices offer an opportunity to enhance stakeholder trust, ensure business continuity, and enable secure digital operations, strengthening credibility, supporting compliance, and driving sustained growth in a digital environment.		Positive: Avoidance of breach-related losses and enhanced customer trust supporting sustained business operations.
19.	Digital Transformation	Opportunity	Integration of digital technology throughout all aspects of an organization, resulting in significant changes to how the organization functions and delivering long-term value	V-Guard uses digital technologies across operations, product development, procurement, governance, and stakeholder engagement to improve efficiency and decision-making. Its focus on automation, digital enablement, and strong cybersecurity supports scalability, agility, resilience, and long-term value creation.	Positive: Reduced operational costs, improved productivity, and better decision-making driving profitability.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk,approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
20.	Disclosures	Risk	Inadequate or inaccurate disclosures may expose the Company to regulatory non-compliance, reputational damage, and increased scrutiny from investors and rating agencies.	V-Guard mitigates these risks by aligning its Integrated Report with global frameworks such as IIRC, GRI Standards, UN SDGs, and TCFD, while actively tracking ESG ratings and disclosures to enhance transparency, credibility, and stakeholder confidence.	Negative: Penalties, reduced investor trust, and potential exclusion from ESG-focused investments.
		Opportunity	Strong and transparent disclosure practices provide an opportunity to enhance stakeholder trust and improve ESG ratings. This, in turn, strengthens the Company's credibility in capital markets and enables better access to funding and investment opportunities.		Positive: Better access to capital, improved ESG ratings, and increased investor interest.
21.	Brand and Reputation	Risk	Negative perceptions arising from ESG controversies, product-related issues, or governance failures which may further lead to loss of stakeholder trust and market share.	V-Guard mitigates these risks by strengthening its reputation through responsible business practices, transparent disclosures, robust quality systems, and sustainability-led initiatives.	Negative: Revenue loss, customer attrition, and decline in brand value impacting long-term growth.
		Opportunity	Sustainability leadership and responsible business practices offer a strong opportunity to enhance brand value, build customer loyalty, and create market differentiation, supporting long-term value creation.		Positive: Increased customer loyalty, premium pricing ability, and stronger market positioning.

SECTION B:

Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/ No)*	Yes	No	Yes	Yes	Yes	No	No	Yes	No
c. Web Link of the Policies, if available	https://www.vguard.in/home/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
4. Name of the national and international codes/ certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.	Yes. Policies have been developed considering relevant national and international standards and meet national regulatory requirements such as the Factories Act,1948, ISO Standards, BIS, BEE, Companies Act, 2013, the SEBI Regulations, and various other Statutes.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to the Chairperson's and Managing Director's Statement in the Annual Report								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the Chairperson's and Managing Director's Statement in the Annual Report								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Mr. Mithun K Chittilappilly Managing Director								
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. Mr. Mithun K Chittilappilly Managing Director								

10. Details of Review of NGRBCs by the Company:

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes (Secretarial audit by Dedhia Shah and Partners LLP s on board policies)	Yes (BIS and BEE assessments by regulatory agencies)	Yes (ISO audits by Bureau Veritas)	Yes (Secretarial audit by Dedhia Shah and Partners LLP on Board policies)	Yes (ISO audits by Bureau Veritas)	Yes (ISO audits by Bureau Veritas)	NA	No	Yes (Information Technology General Controls assessment under IFC project by EY)

* All policies are approved either by the Board committee or Management committee.

** A, Q and M represent Annually, Quarterly and Monthly respectively.

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

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	Percentages of people in respective categories covered by the awareness programmes
Board of Directors (BoD)	4	Awareness on ESG and material topics, Periodic updates on policy and regulations.	100%
Key Managerial Personnel (KMPs)	7	Insider Trading, Prevention of Sexual Harassment (POSH), Code of Business Conduct, Human Right, Equal Opportunity, Health and Safety and IT Policy training are conducted annually. Awareness on ESG and material topics are created by Brand & Communication team through mailers and videos.	100%
Employees other than BoD and KMPs	7	Insider Trading, Prevention of Sexual Harassment (POSH), Code of Business Conduct, Human Right, Equal Opportunity, Health and Safety and IT Policy training are conducted annually. Regular newsletters and mailers are sent for data awareness and IT security. Awareness on ESG and material topics are created by Brand & Communication team through mailers, videos and also through classroom trainings	100%
Workers	5	Prevention of Sexual Harassment (POSH), Code of Business Conduct, Human Right, Equal Opportunity and Health and Safety trainings are conducted annually to all workers. 100+ trainings were also conducted across different locations for the workers on different health and safety related topics.	100%

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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):

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

	B. Non-monetary			
	NGRBC Principle	Name of the regulatory/Enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

Not Applicable

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

Yes. The Company has implemented a comprehensive Code of Conduct applicable to the Board of Directors, Senior Management, and all employees. It sets out the principles of ethical behavior and professional integrity expected across the organization. The Code is supported by a Whistleblower mechanism that provides confidential channels for reporting concerns. Any violations of the Code may result in disciplinary action, including impacts on performance appraisals, suspension, or termination, as appropriate. The Code of Conduct is publicly available at: https://www.vguard.in/uploads/policies/Code-Conduct-Employees.pdf. The policy is extended to all our wholly owned subsidiaries as well.

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

Note: No other breaches related to corruption, bribery or money laundering were identified during the reporting period, in line with the Company's Code of Conduct and applicable regulations

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

	FY 2026 Current Financial Year		FY 2025 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

Notes:

1. No instances of breaches concerning conflicts of interest were reported or identified in accordance with the Company's Code of Conduct during the reporting period
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

Not Applicable

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Number of days of accounts payables	49	44

Notes:

1. As per the industry standards released by SEBI, Cost of Goods/Services Procured shall include all types of procurement such as raw material, spares, services, capex procurement items.
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

9. **Open-ness of business**

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

Parameter	Metrics	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	0.96%	1.22%
	b. Number of trading houses where purchases are made from	158	157
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	57.98%	65.91%
Concentration of Sales**	a. Sales to dealers / distributors as % of total sales	94.80%	87.36%
	b. Number of dealers/distributors to whom sales are made	9,755	9,338
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributor	7.27%	6.87%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)***	14.88%	15.87%
	b. Sales (Sales to related parties / Total Sales)***	0.41%	0.41%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)****	0%	1.95%
	d. Investments (Investments in related parties / Total Investments made)*****	83.50%	98.89%

*Purchases include material, spares and capex purchases. A “trading house” is a specialized legal entity primarily engaged in the business of export, import, and/or domestic trade of goods and services, facilitating such import, export and/or domestic trade and providing related services to support these transactions.

**A “dealer" or “distributor” means any person who whether for commission, remuneration or otherwise transfer or facilitates such transfer of the right to use any goods or services for any purpose (whether or not for a specified period) for cash, deferred payment or other valuable consideration.

***All related party purchases and sale transactions are with our wholly-owned subsidiary companies.

****Balances at year-end have been considered.

***** Investments include investments in wholly-owned subsidiaries and associate companies. Balances at year-end have been considered.

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the Principles during the Financial Year**

During supplier visits, the Company conducted structured knowledge transfer sessions on Environmental, Social, and Governance (ESG) aspects. These sessions focused on enhancing suppliers’ awareness of ESG expectations, including regulatory requirements, ethical business practices, environmental responsibility, labour standards, health and safety, and governance controls.

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 formulated policies to manage the conflict of interest, applicable to the stakeholders of the Company. V-Guard has a Code of Conduct for Board and Senior Management (https://www.vguard.in/uploads/investor_relations/Code-Conduct-for-Board-Senior-Management.pdf), which requires the Board members and senior management to avoid situations in which their personal interests could conflict with the interests of the Company. There is a declaration from the Board of Directors on an annual basis in relation to their Independence as required under Regulation 25(8) of the Listing Regulations.

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 2026 Current Financial Year	FY 2025 Previous Financial Year	Details of improvements in environmental and social impacts
R&D*	32%	33%	Various R&D and capital expenditure projects were undertaken to improve the safety of consumers, plastic reduction in products, improving energy efficiency, development of solar products etc.
Capex**	4%	4%	

*Employee benefit-related expenses are excluded from R&D.

**As a percentage of total Capex for tangible assets

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

Yes, V-Guard has a Supplier Code of Conduct to encourage sustainable practices across the supply chain. The Company has incorporated the Supplier Code of Conduct as part of agreements with all major suppliers.

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

V-Guard has established a structured Vendor Screening process that covers environmental, social, governance, and business relevance aspects such as energy use, RoHS, REACH, conflict minerals, social responsibility, health and safety, training & development activities, quality management, process control, traceability, non-conformance handling etc. The screening also considers country-specific, sector-specific, and commodity-specific risks. Suppliers are rated based on audit performance, with approval granted only to those meeting the defined thresholds. We also conducted supplier assessments (desk assessments with systematic verification of evidence) during this Financial Year, where all major critical vendors are being assessed under Environment, Social, and Governance parameters, as part of our Sustainability program. We have conducted assessments for external vendors covering 44% of total vendors by value and individually contributing to 2% or more as per SEBI regulation so far.

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.

V-Guard has partnered with MoEFCC (Ministry of Environment, Forest and Climate Change) – CPCB (Central Pollution Control Board) approved authorized recyclers, as a part of plastic waste management, E waste management & battery waste management collection program. In FY2025-26, we reclaimed 1010 MT of plastic waste, 7855 MT of e-waste, and 3425 MT of battery waste through authorized channels.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).**

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to V-Guard under Plastic Waste Management Rules, battery waste management rule and E-waste management rule. The waste collection is as per the action plan submitted to the Central Pollution Control Board (CPCB). The company has contracted with registered vendors to comply with the action plan.

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)?**

As part of its commitment to environmental stewardship and in alignment with ISO 14040 standards, V-Guard completed Life Cycle Assessments (LCA) during FY26 for selected SKUs within the Stabilizer and Wires & Cables categories using a 'Cradle-to-Gate' boundary, covering impacts from raw material extraction to the final stages of manufacturing. The Company is also extending LCA to selected SKUs across 10 other product categories under the same boundary. In addition, V-Guard initiated the expansion of the assessment boundary for the previously assessed Stabilizer and Wires & Cables SKUs to a 'Cradle-to-Grave' approach, which extends the assessment beyond manufacturing to include downstream stages such as product use and end-of-life treatment. Conducted by an independent external agency, the assessments followed the four structured phases of LCA: Goal and Scope Definition, Inventory Analysis, Impact Assessment, and Interpretation. The Environmental Footprint (mid-point indicator) methodology was implemented using open LCA software, with reference data sourced from the Environmental Footprint (EF) 3.1 cut-off database. These efforts support enhanced product sustainability and more informed decision-making across the value chain.

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.**

Cradle-to-gate assessment reveals that a major contribution of the environmental (& social) impacts are coming from the upstream pre-processing of raw materials and their transportation while contribution from manufacturing remains modest.

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 2026 Current Financial Year	FY 2025 Previous Financial Year
Lead (for Battery manufacturing)	100%	100%
Castings (for pumps)	34%	36%
Plastic (Switches)	25%	20%

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of.**

	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic waste	-	404.00MT	606.00MT	-	893.00MT	-
E-waste	-	7,855.00MT	-	-	6,022.66MT	-
Battery waste	-	3,425.00MT	-	-	3,200.00MT	-

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent employees*											
Male	2,542	2,542	100%	2,542	100%	NA	NA	2,542	100%	NA	NA
Female	219	219	100%	219	100%	219	100%	NA	NA	149	68.04%
Total	**2,761**	**2,761**	**100%**	**2,761**	**100%**	**219**	**100%**	**2,542**	**100%**	**149**	**68.04%**
Other than Permanent employees											
Male	1,549	1,549	100%	1,549	100%	NA	NA	NA	NA	NA	NA
Female	238	238	100%	238	100%	238	100%	NA	NA	41	17.23%
Total	**1,787**	**1,787**	**100%**	**1,787**	**100%**	**238**	**100%**	**NA**	**NA**	**41**	**17.23%**

*Paternity benefits are applicable for all permanent employees and workers as per Paternity Policy

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent workers											
Male	451	451	100%	451	100%	NA	NA	451	100%	NA	NA
Female	7	7	100%	7	100%	7	100%	NA	NA	6	85.71%
Total	**458**	**458**	**100%**	**458**	**100%**	**7**	**100%**	**451**	**NA**	**6**	**85.71%**
Other than Permanent workers*											
Male	1,615	1,594	98.70%	1,615	100%	NA	NA	NA	NA	NA	NA
Female	803	798	99.38%	801	99.75%	803	100%	NA	NA	770	95.89%
Total	**2,418**	**2,392**	**98.92%**	**2,416**	**99.92%**	**803**	**100%**	**NA**	**NA**	**770**	**95.89%**

*All other than Permanent workers are either covered under Health or Accident insurance

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.20%	0.25%

Notes:

1. For the purpose of calculating the spending on measures towards well being of employees and workers, the Company has only considered the expense incurred towards employees/workers Health Insurance, Accidental Insurance, Life Insurance, Parental Leaves, Creche Facilities and other medical expenses, net of any recoveries made from the employees/workers. The Company included all the staff welfare expenses in FY 2025, basis which has been restated now to ensure comparability.
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

2. Details of retirement benefits.

Benefits	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	No. of employees covered as a % of total Employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total Employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity			NA*			NA*
ESI			Yes			Yes

* Gratuity is a defined benefit obligation and there are no specific deductions made from the employees. Management maintains a gratuity fund with LIC for this purpose.

Notes:

1. All the eligible employees / workers as per the PF and ESI regulations have been covered.
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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.

Wheelchair ramps and accessible restrooms have been provided across all plant locations, company-owned branches, and warehouses to support employees and visitors with physical disabilities. Additionally, dedicated seating arrangements for persons with disabilities have been implemented at all factory locations, with similar facilities currently being developed at our owned branches and warehouses.

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 an equal opportunity and anti-discrimination policy which is available at https://www.vguard.in/uploads/policies/Equal-Oppurtunity-Anti-discrimination-Policy.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	92.31%	100%	100%
Female	100%	77.78%	100%	100%
Total	100%	91.15%	100%	100%

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

Yes. V-Guard has a well-established PoSH and Whistleblower policy and the process to redress grievances registered by all employees and workers is mentioned below. The company has ombudsperson and respective committees to redress grievances as the case may be. Link to the policies are –

POSH: https://www.vguard.in/uploads/policies/PoSH-policy.pdf

Whistleblower policy: https://www.vguard.in/uploads/policies/WHISTLEBLOWER-POLICY.pdf

	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

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

In the current reporting period, no employees are part of any associations/unions. However, we recognize the right of employees and workers to have freedom of association and collective bargaining at the workplace.

8. Details of training given to employees and workers:

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	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	2,542	2,542	100%	2,542	100%	2,460	2,460	100%	2,460	100%
Female	219	219	100%	219	100%	201	201	100%	201	100%
Total	**2,761**	**2,761**	**100%**	**2,761**	**100%**	**2,661**	**2,661**	**100%**	**2,661**	**100%**
Workers										
Male	451	451	100%	451	100%	464	464	100%	420	90.52%
Female	7	7	100%	7	100%	8	8	100%	8	100%
Total	**458**	**458**	**100%**	**458**	**100%**	**472**	**472**	**100%**	**428**	**90.68%**

Notes:

1. The above data represents only permanent employees and workers; however, health and safety training is given to all non-permanent employees and workers as well.
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

Category	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total(C)	No. (D)	% (D/C)
Employees						
Male	2,542	2,441	96.03%	2,460	2,341	95.16%
Female	219	210	95.89%	201	195	97.01%
Total	**2,761**	**2,651**	**96.02%**	**2,661**	**2,536**	**95.30%**
Workers						
Male	451	449	99.56%	464	452	97.41%
Female	7	7	100%	8	8	100%
Total	**458**	**456**	**99.56%**	**472**	**460**	**97.46%**

Notes:

1. The above data represents only permanent employees and workers; all permanent employees and workers are eligible for performance and career development review based on their date of joining. Previous year's figures are also restated basis the date of joining.
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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, what is the coverage of such a system?

Yes, Internal Occupational Health and Safety (OHS) management systems have been implemented across all V-Guard factories, warehouses, and offices. Guided by a robust Environmental, Health and Safety (EHS) policy framework, these systems aim to safeguard employee health, minimize workplace incidents, ensure regulatory compliance, and foster a strong health & safety culture. As on March 31, 2026, all factories are certified under ISO 45001, with two factories certified in the reporting year. To strengthen audit processes, a digital ISO audit management module has been integrated into our EHS platform - Suraksha 360, enabling effective tracking and monitoring of internal and external audits.

Health and safety performance is continually evaluated through a structured maturity model and expert reviews. The Corporate EHS team conducts periodic management reviews, chaired by the Managing Director (MD) and Chief Operating Officer (COO), involving key stakeholders to assess performance and drive improvements. Critical safety issues are escalated to the Management Committee, comprising senior leadership, for immediate resolution.

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

V-Guard has established a comprehensive framework to identify work-related hazards and assess risks across both routine and non-routine activities. A structured Hazard Identification and Risk Assessment (HIRA) system is implemented across all manufacturing sites to systematically identify and evaluate risks associated with routine operations. An online HIRA module integrated within the digital platform (Suraksha 360) supports factory-level risk monitoring, tracking of mitigation actions, and periodic reviews. For non-routine and critical activities, Job Safety Analysis (JSA) is conducted to assess potential hazards and define appropriate control measures. In addition, Management of Change (MOC) processes are followed to evaluate risks arising from any modifications in processes, man, machine and materials. Preventive and control measures are further reinforced through systems such as Work Permit procedures, a comprehensive Machine Safety Program, layered safety audits, and regular internal and external audits.

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

Yes, V-Guard has implemented well-defined procedures supported by the digital platform Suraksha 360 for reporting near misses, unsafe acts, unsafe conditions, statutory violations, and policy or procedure deviations. All employees are trained to identify and promptly report such hazards, fostering a strong culture of safety, compliance, and continuous improvement. The platform enables real-time capture, analysis, and review of leading safety indicators, allowing for early risk identification and timely corrective actions.

In addition, employees are empowered and encouraged to refrain from or stop work in situations where they perceive imminent risk to their health or safety. Such concerns can be immediately reported through established channels, ensuring that appropriate actions are taken before work is resumed. This approach reinforces proactive risk management and prioritizes employee safety at all times.

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

Yes, permanent employees, permanent workers and non-permanent employees including their dependent family members are covered under group Mediclaim policies, which gives them access to cashless claims across 10200+ network hospitals. Further, permanent employees and permanent workers have access to the Company provided free annual health checkups, their family members can access this facility at company-negotiated rates at empanelled diagnostic centres.

Non-permanent workers have access to medical/maternity benefits under ESIC.
Many of our facilities are equipped with gyms and wellness centres to support our employees' physical health, and many programs both in person and on digital platform, towards improving mental well-being. Qualified medical practitioners also address the workforce and ensure awareness of non-occupational and lifestyle diseases / disorders. Additionally, employees are encouraged to participate in regular fitness programs, such as Zumba and Yoga.

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

Safety Incident/Number	Category	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.16	0
	Workers	0	0
Total recordable work-related injuries	Employees	1	0
	Workers	1	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Notes:

1. Rates have been calculated basis 10,00,000 hours worked
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

Safety at V-Guard is deeply embedded into the organizational culture through structured and continuous engagement across the employee lifecycle. Comprehensive safety training programs—including mandatory induction, role-specific, and periodic refresher training—are implemented consistently across all sites. Training effectiveness and adherence are systematically tracked. An EHS National Training Calendar, developed annually based on site-specific training needs, ensures uniform awareness, capability building, and competency enhancement across locations.

Emergency preparedness is reinforced through comprehensive fire detection and firefighting systems, complemented by periodic mock drills and emergency response training. A formally constituted Safety Committee, with equal representation from workers and management, reviews safety performance on a regular basis and drives corrective and preventive actions. V-Guard places a strong emphasis on holistic employee health and well-being. Several facilities are equipped with gyms and wellness centers to encourage physical fitness, while a range of wellness initiatives—delivered through both in-person and digital platforms—support mental well-being. Qualified medical professionals are engaged, and health talk / awareness programs aligned with the WHO health calendar are conducted with support from external experts. All employees undergo mandatory medical examinations in line with statutory requirements, with appropriate follow-up and interventions as needed. In addition, awareness programs addressing lifestyle-related and non-occupational health risks are conducted, and employees are encouraged to participate in fitness initiatives such as Yoga and Zumba.

A safety maturity assessment framework is implemented across factories to evaluate and continuously improve safety performance. Workplace hygiene is maintained by monitoring lux levels, noise levels, and air quality. All EHS guidelines, Standard Operating Procedures (SOP), and internal standards are accessible through the VG Portal to ensure uniform and compliant implementation across the organization. A customized preventive maintenance system ensures the reliability of critical safety equipment.

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

	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	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	6	0	-	6	0	-
Health & Safety	4	0	-	2	0	-

14. Assessments for the year

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

Notes:

1. All the factories and warehouses have been assessed by the internal EHS functions to ensure Health and safety practices, and work conditions. In addition, nine factories, nine warehouses and nineteen branch offices have also undergone third-party assessments to ensure compliance with statutory requirements and occupational health and safety management system. V-Guard has also completed EHS maturity assessments at eight factories.
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

During the Financial Year 25-26, two safety-related recordable incidents were reported. The first incident occurred due to inadequate guarding, which has been addressed by installing appropriate mechanical guards to restrict access to moving parts of the machinery.

The second incident was attributed to improper use of personal protective equipment (PPE) during a cutting activity. In response, focused training on PPE compliance and reinforcement of work instructions have been conducted to prevent recurrence. All incidents are reported through the digitized EHS platform (Suraksha 360), followed by thorough investigations to identify root causes and determine appropriate corrective actions. These actions are reviewed by management, and their implementation and effectiveness are tracked within the system. To address significant risks, suitable poka-yoke controls such as machine interlocks, safety light curtains, and two-hand controls are implemented. Additionally, best practices like theme-based safety audits, machine safety assessments, fire safety audits and the Management of Change (MOC) process are adopted to ensure proactive risk control and enhance workplace safety.

Leadership Indicators

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

A) Yes, and B) Yes. The company has life insurance policies for both permanent and non-permanent employees and permanent workers. Non-permanent workers are covered under ESIC and Employees' Deposit Linked Insurance Scheme provided by the Employees' Provident Fund Organization (EPFO).

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 obtains all necessary documents as per contract labor regulations from its service providers to ensure statutory dues such as PF, ESI etc., are deducted and deposited in a timely manner.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2026 Current Financial Year	FY 2025 Previous Financial Year	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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/NA)

Yes. The company has a Transition Assistance policy that helps employees navigate the transition from their current role to retirement or a new phase of life outside of the organization

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	We have identified our critical vendors and developed a supplier assessment protocol covering ESG aspects, and initiated assessments based on the same. We have conducted assessments for external vendors covering 44% of total vendors by value and individually contributing to 2% or more as per SEBI regulation so far.
Working Conditions	

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.

Based on assessment scores, we have categorized suppliers and developed corrective action plans, which will be communicated to our value chain partners.

Principle 4

Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

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

   V-Guard identifies individuals or groups of individuals as their stakeholders, both external and internal, who are impacted by V-Guard's products, services, and business operations.

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 & 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
Shareholders and Investors	No	• Annual shareholder meeting • Investor presentations and conference calls • Press releases and newsletters • Annual Report • Intimation to Stock exchanges and website of the Company	Annually- AGM, Annual report Quarterly- Investor presentation and conference calls. As per requirement – Others	• Disclose significant information • Avoid conflict of interest • Transparency • Complaints and grievances • Governance • Internal control, internal audit and risk management
Vendors/ Suppliers and Consultants/ Agency Partners	No	• Regular interaction through online and offline meetings, phone calls, e-mails • Conferences and workshops • Training and awareness programmes • Supplier Audits • Consultative engagements for defined objectives basis business priorities • Marketing communication/ Market research/Media Planning execution	As per requirement	• Well-defined and detailed procurement procedures • Sustainable and transparent business operations • Procurement of environmentally and socially sustainable products • Timely and complete payment to suppliers • Complaints and grievances • Understanding consumer pain points and gaps • Improve brand perception
Customers	No	• Customer satisfaction surveys • Marketing and advertising • Customer service centers • Complaint handling and feedback • Electronic Communication - Social media, WhatsApp, Calls and SMS • Company website	As per requirement	• Safe, reliable and environmentally friendly products • Meet quality requirements • Dedicated customer support • Innovation, research and development • Complaints and grievances • Avoid misleading communication

Stakeholder Group	Whether identified as Vulnerable & 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
Employees and workers	No	• Intranet portal • Trainings and development programmes • Performance management system • Emails, written communication • Newsletters, circulars and internal publications • Employee engagement initiatives • Functional and cross-functional committees	As per requirement	• Professional training and development • Performance evaluation • Equal opportunities • Work ethics and discipline • Occupational health and safety matters • Complaints and grievances • Adherence to laws and regulations
Government and Regulatory authorities	No	• Meetings and formal dialogue • Representation through various trade bodies Workshops • Written communications • Periodic Reporting	As per requirement	• Adherence to laws and regulations • NGRBC Principles • Insights on Policy improvements
Industry associations	No	• Meetings and formal dialogue • Written communications	As per requirement	• Environment-Friendly Business Practices • Skill development • NGRBC Principles
Media	No	• Written Communications • Interviews and Forums • Press Conferences • Publications and Announcements • Media releases	As per requirement	• Clarity and transparency • NGRBC Principles
NGOs and communities	No	• Conferences and workshops • Communication via telephone, email, etc. • Community-participation events • CSR partnerships - Contribution towards various causes	As per requirement	• Assistance to society and communities • Waste management • Disaster-relief initiatives • Skill development • Medical and public welfare activities • Opportunities for the vulnerable and marginalized in society

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.**

   V-Guard engages with internal and external stakeholders and receives feedback periodically on the economic, environmental, and social aspects. We have a Risk and ESG Committee of the board to oversee the Company's ESG framework, policies, practices, performance, and reporting. The Committee reviews and monitors the operational, regulatory, and reputational risks and impacts of ESG on the Company and provides insight and guidance on the Company's management of the same.

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

   Yes. V-Guard conducted stakeholder engagement and materiality assessment (SEMA) to identify and prioritize sustainability issues that are relevant and significant to both the business and its stakeholders. Based on the outcome of these exercises, the company identifies and defines the material topics that need actions on priority. These material topics assist the development of strategies, policies, objectives, and goals necessary to cascade sustainability commitment across the operations. The company also implements a comprehensive monitoring mechanism to track progress and ensure that the strategies and policies effectively address the material topics of concern.

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

   V-Guard identifies underprivileged communities around its business locations that are disadvantaged, vulnerable, and marginalized stakeholders and continuously engages with all such stakeholders in identifying their needs and priorities. As part of V Guard's Corporate Social Responsibility (CSR) initiatives, the organization invests in strengthening community outreach, catering to the needs of the community around it. The organization remains steadfastly committed to creating an enabling environment for the inclusive growth of the communities around it.

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 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total(C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	2,761	2,761	100%	2,661	2,661	100%
Other than permanent	1,787	1,787	100%	1,767	1,767	100%
Total employees	**4,548**	**4,548**	**100%**	**4,428**	**4,428**	**100%**
Workers						
Permanent	458	458	100%	472	472	100%
Other than permanent	2,418	2,418	100%	2,281	2,281	100%
Total workers	**2,876**	**2,876**	**100%**	**2,753**	**2,753**	**100%**

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	2,542	0	0%	2,542	100%	2,460	0	0%	2,460	100%
Female	219	0	0%	219	100%	201	0	0%	201	100%
Other than Permanent										
Male	1,549	0	0%	1,549	100%	1,556	0	0%	1,556	100%
Female	238	0	0%	238	100%	211	0	0%	211	100%
Workers										
Permanent										
Male	451	0	0%	451	100%	464	0	0%	464	100%
Female	7	0	0%	7	100%	8	0	0%	8	100%
Other than Permanent										
Male	1,615	678	41.98%	937	58.02%	1,596	903	56.58%	693	43.42%
Female	803	621	77.33%	182	22.67%	685	615	89.78%	70	10.22%

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

a. Median remuneration / wages:

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	3	10,71,18,447	-	-
Key Managerial Personnel**	2	3,03,47,398	-	-
Employees other than BoD and KMP	2,537	10,43,618	219	9,53,301
Workers	451	4,61,884	7	4,48,331

* Out of 8 directors, we have 3 executive directors who are paid remuneration, and the rest are independent directors to whom the company pays sitting fees and commission.
** We have 5 KMPs in FY 2026, out of which 3 are directors hence have included their median remuneration along with BOD.

Notes:
1. Above numbers are based on actual payouts.
2. Median remunerations has been computed and reported only for permanent employees and permanent workers. The total remuneration considered for computing the median remuneration includes gross wages, retirement benefits, ESOPs, and other perquisites.
3. The above is computed based on the count of permanent employees and workers as at March 31, 2026
4. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Gross wages paid to females as % of total wages	8.48%	7.92%

Notes:
1. For the purpose of calculation of gross wages paid to females, expenses such as NPS contribution, performance incentive, LTRI, EOP expenses, recruitment/training expenses, provision for bonus have been distributed in the ratio of salary as per the pay register between male and female employees/workers.
2. Gross wages reported is considered from the Salaries, wages and bonus numbers reported in the Statement of Profit and Loss for permanent employees and permanent workers. For other than permanent employees/workers, actual wages paid has been considered.
3. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

Yes, the company has ombudsperson and respective committees to address human rights impacts or issues.

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

We have a grievance redressal mechanism for monitoring and redressing all the grievances. The human resource team reviews and redresses the grievances of the employees. The Company has established a Whistle Blower mechanism for employees to raise concerns about unethical behavior or violation of the Companies' Code of Conduct. Such issues can be reported to the ombudsman through the dedicated email id- whistle.blower@vguard.in. Also, any incidents of sexual harassment can be reported through dedicated email id - posh@vguard.in.

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

	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	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	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

Note: Other than the complaints disclosed, no breaches pertaining to discrimination or harassment were reported under the Company's Code of Conduct or related workplace policies during the reporting period.

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	1*

*Complaint received during FY 24 and resolved in FY25.

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

Confidentiality and non-retaliation aspects are covered as part of Prevention of Sexual Harassment (POSH) policy and Whistleblower policy.

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

V-Guard has a Supplier Code of Conduct to encourage sustainable practices across the supply chain. The Company is incorporating the Supplier Code of Conduct as part of agreements with all major suppliers.

10. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	53.85%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

Notes:

1. During FY 2026, the Company conducted third-party assessments covering the parameters as mentioned above. The assessment covered all 9 factories and 18 branches, and 1 warehouse with branch assessments conducted over a 3-year cycle. The above percentage coverage is derived based on total factories, branches, and owned / rented warehouse where we have operating control.
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

Not Applicable

Leadership Indicators

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

No complaints were received in relation to human rights.

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

We have conducted human rights due-diligence across all our 9 factories and the Head Office.

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?

Wheelchair ramps and accessible restrooms have been provided across all plant locations, company-owned branches, and warehouses to support employees and visitors with physical disabilities. Additionally, dedicated seating arrangements for persons with disabilities have been implemented at all factory locations, with similar facilities currently being developed at our owned branches and warehouses.

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	We have identified our critical vendors and developed a supplier assessment protocol covering ESG aspects, and initiated assessments based on the same. We have conducted assessments for external vendors covering 44% of total vendors by value and individually contributing to 2% or more as per SEBI regulation so far.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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

Based on the assessment scores, we are categorizing suppliers and developing corrective action plans, which will be communicated to our value chain partners.

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	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
From renewable sources (In GJ)		
Total electricity consumption (A)	19,584.05	17,441.88
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**19,584.05**	**17,441.88**
Total electricity consumption (D)	59,575.46	62,927.64
Total fuel consumption (E)	33,742.82	34,124.91
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F) (In GJ)	**93,318.28**	**97,052.55**
Total energy consumed (A+B+C+D+E+F) (In GJ)	**1,12,902.33**	**1,14,494.43**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)*	19.84	21.57
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)**	403.46	445.57
Energy intensity in terms of physical output***	40,009.91	45,126.39

* Energy intensity per Crore rupee of turnover

** For calculating revenue-adjusted Purchasing Power Parity (PPP), the conversion factor of @20.34 INR / USD as per IMF website (Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/SAU/IND) has been considered. The PPP for FY 2025 was considered @20.66 INR / USD.

*** Energy intensity per Crore units. For physical output, we have considered the units of different products produced across our manufacturing facilities. For the purpose of computing units for wires and cables, a standardized conversion factor has been applied, wherein each 90-metre coil is considered one unit.

Notes:

1. We have included all our factories, registered office, corporate offices, lab, branches and warehouse/hub locations having operational control for reporting purposes.
2. Percentage of energy consumed through renewable sources with respect to the total energy consumed is 17% in FY 2026 as compared to 15% in FY 2025.
3. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

   Yes, an independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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.

V-Guard does not have sites/facilities identified as designated consumer under PAT.

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

Parameter	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water	2,254.46	1,868.80
(ii) Groundwater	79,348.60	80,552.18
(iii) Third party water (Municipal water supplies)	19,104.97	13,693.48
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**1,00,708.03**	**96,114.46**
Total volume of water consumption (in kiloliters)*	**85,588.37**	**79,912.08**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)**	15.04	15.05
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)***	305.86	310.99
Water intensity in terms of physical output****	30,330.49	31,496.24

*Water consumption is calculated as the difference between water withdrawal and water discharge. It includes water consumed for domestic, gardening, process, and fire water. Water consumption for branches and warehouses is estimated by multiplying the average seated headcount by the stipulated per head per working day consumption in liters based on Central Ground water Authority guidelines (https://cgwa-noc.gov.in/landingpage/Guidlines/NBC2016WatRequirement.pdf).

**Water intensity per Crore rupee of turnover.

*** For calculating revenue-adjusted Purchasing Power Parity (PPP), conversion factor of @20.34 INR / USD as per IMF website (Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/SAU/IND) has been considered. The PPP for FY 2025 was considered @20.66 INR / USD.

**** Water intensity per Crore units. For physical output, we have considered the units of different products produced across our manufacturing facilities For the purpose of computing units for wires and cables, a standardized conversion factor has been applied, wherein each 90-metre coil is considered one unit.

Notes:

1. We have included all our factories, registered office, corporate offices, lab, branches and warehouse/hub locations having operational control for reporting purposes.
2. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

   Yes, an independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

4. Provide the following details related to water discharged:

Parameter	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	12,600.25	10,950.80
- With treatment –Tertiary treatment	1,262.00	2,782.91
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment (Water sent for treatment to Central Effluent Treatment Plant)	1,257.40	2,468.68
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – Tertiary treatment	-	-
Total water discharged (in kilo liters)	**15,119.65**	**16,202.39**

Notes:

1. We have included all our factories, registered office, corporate offices, lab, branches and warehouse/hub locations having operational control for reporting purposes. The water discharged in 1 factory (EMW), branches and warehouse locations are considered as 80% of the water withdrawal from source based on CPCB database report dated 24th December 2009.
2. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

   Yes, an independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

At present we don't have Zero Liquid Discharge mechanism, however as per the pollution control board consent conditions, we responsibly reuse the treated water. Our 9 manufacturing locations and corporate office are well equipped with water management systems with the aim of reducing freshwater withdrawal. We are using treated wastewater for domestic (26516.55 kl) and process (2033.83 kl) purposes. Across our facilities, we have established robust operational efficiency measures, rainwater harvesting systems, recycle and reuse measures ensuring effective usage and lawful disposal of water. Water consumption is also tracked through installed meters across factories, with a transition underway to smart metering.

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

Parameter	Please specify unit	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
NOx	MT	3.04	2.41
SOx	MT	0.41	0.32
Particulate matter (PM2.5)	MT	9.27	7.72
Persistent organic pollutants (POP)	MT	0	0
Hazardous air pollutants (HAP)	MT	0	0
Volatile organic compounds (VOC)	MT	5.75	3.72
Others – HC	MT	0.01	0.02
Others - CO	MT	0.95	0.63

Notes:

1. We have included all our factories, registered office, corporate offices, branches and warehouse/hub locations having operational control for reporting purposes.
2. Air emissions have been restated for FY 2025 to report emissions from all the stacks within the reporting boundary.
3. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

Parameter	Unit	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tons of CO_2 equivalent	2,436.79	2,433.60
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tons of CO_2 equivalent	11,749.61	12,707.89
Total Scope 1 and Scope 2 emissions	Metric tons of CO_2 equivalent	14,186.39	15,141.49
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)*	Metric tons of CO_2 equivalent/ turnover in crores	2.49	2.85
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)**	Metric tons of CO_2 equivalent/ turnover adjusted for PPP in crores	50.70	58.92
Total Scope 1 and Scope 2 emission intensity in terms of physical output* **	Metric tons of CO_2 equivalent/ units produced in crores	**5,027.32**	**5,967.81**

* Scope 1 and 2 emission intensity per Crore rupee of turnover

** For calculating revenue adjusted Purchasing Power Parity (PPP), conversion factor @20.34 INR/USD as per IMF website (Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/SAU/IND) has been considered. The PPP for FY 2025 was considered @20.66 INR / USD.

*** Scope 1 and 2 Emission Intensity per Crore units. For physical output, we have considered the units of different products produced across our manufacturing facilities. For the purpose of computing units for wires and cables, a standardized conversion factor has been applied, wherein each 90-metre coil is considered one unit.

Notes:

1. We have included all our factories, registered office, corporate offices, lab, branches and warehouse/hub locations having operational control for reporting purposes.
2. Intergovernmental Panel on Climate Change (IPCC) emission factors have been used for fuel consumption (scope 1 emissions), CEA baseline emission factors have been used for grid emission factor (scope 2 emissions) and GHG Protocol IPCC Global Warming Potential values have been used for refrigerants.
3. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

   Yes, an independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

Through onsite solar, wind turbines, and IEX green power, we are cutting carbon emissions while optimizing operations with VFDs and energy-efficient HVAC systems. Actions are being undertaken to reduce greenhouse gas emissions by investing in renewable energy projects such as solar panels and wind turbines. 17% of energy consumed during the current year is from these renewable sources which offsets about 3862.41 tons of CO2 during FY 2025-26 and 3522 tons during FY 2024-25. ISO 50001 certification is obtained for wires and cables manufacturing units at Chavadi and Kashipur locations and PVC compounding manufacturing unit at Chavadi location.

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

Parameter	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Total Waste generated (in metric tons)		
Plastic waste **(A)**	484.27	561.95
E-waste **(B)**	21.42	28.99
Bio-medical waste **(C)**	0.12	0.01
Construction and demolition waste **(D)**	20.02	-
Battery waste **(E)**	356.27	323.58
Radioactive waste **(F)**	-	-
Other Hazardous waste. Haz. Waste from process + Haz. Waste from pollution control equipment's, + Filter bed sand+ Filter bags etc. **(G)**	215.65 ((Used oil, ETP sludge, Paint Sludge, Empty Chemical container, Oil-soaked cotton, oil filters, Contaminated rags, Process Waste, Residues & Sludges)	220.94 (Used oil, ETP sludge, Paint Sludge, Empty Chemical container, Oil-soaked cotton, oil filters, Contaminated rags, Process Waste, Residues & Sludges)
Other Non-hazardous waste generated **(H)**. MS Scrap + Aluminum scrap (Break-up by composition i.e., by materials relevant to the sector)*	2,922.51	2,729.18
Total (A+B + C + D + E + F + G + H)	**4,020.26**	3,864.65
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)**	0.71	0.73
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)***	14.37	15.04
Waste intensity in terms of physical output****	1,424.69	1,523.22
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	3,765.44	1,279.87
(ii) Re-used	261.01	0.41
(iii) Other recovery operations	-	2,250.75
Total	**4,026.45**	**3,531.03**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	11.58	132.80
(ii) Landfilling	-	-
(iii) Other disposal operations *****	42.73	90.06
Total	**54.31**	**222.86**

*General waste generation and disposal for warehouses and branch offices is calculated based on seated headcount with the daily average generation of 123.45 gm/head/day as per guidelines provided by the Annual report of Solid Waste Management Rule 2021-22 by CPCB.

**Waste intensity per Crore rupee of turnover

*** For calculating revenue adjusted Purchasing power parity (PPP), the conversion factor @20.34 INR/USD as per IMF website (Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/SAU/IND) has been considered. The PPP for FY 2025 was considered @20.66 INR / USD.

**** Waste intensity per Crore units. For physical output, we have considered the units of different products produced across our manufacturing facilities. For the purpose of computing units for wires and cables, a standardized conversion factor has been applied, wherein each 90-metre coil is considered one unit.

***** Other disposals include hazardous waste and biomedical waste given to PCB authorized third parties as per regulatory requirements.

Notes:

1. We have included all our factories, registered office, corporate offices, lab, branches and warehouse/hub locations having operational control for reporting purposes.
2. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

   Yes, an independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above other than waste intensity per Crore of rupees. The assurance statement is provided at the end of BRSR section in this report.

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 waste.

Hazardous waste, E-Waste, battery waste and Plastic Waste are disposed of through CPCB authorized vendors and non-hazardous waste is disposed of through V-Guard approved vendors. V-Guard monitors waste generation and waste disposal across its unit and monitors hazardous chemicals for reducing its usage. The company has adopted measures across its units for waste segregation at the source.

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:

V-Guard has no operations in eco-sensitive areas.

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

Environment impact assessment is not applicable in projects as per the Environment (Protection) Rules, 1986, hence it is not conducted.

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

Yes

Leadership Indicators

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

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

(i) Name of the area: Chavadi, Perundurai, EMW

(ii) Nature of operations: Manufacturing Locations

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

Parameter	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water	460.90	743.80
(ii) Groundwater	24,044.12	27,560.89
(iii) Third party water	12,539.99	7,919.64
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	**37,045.01**	**36,224.34**
Total volume of water consumption (in kiloliters)	**35,966.52**	**35,125.89**
Water intensity per rupee of turnover (Water consumed / turnover)*	6.32	6.62
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	1,078.49	1,098.45
- With treatment – Tertiary treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment		-
- With treatment – please specify level of treatment		-
(v) Others		-
- No treatment		-
- With treatment – Tertiary treatment		-
Total water discharged (in kiloliters)	**1,078.49**	**1,098.45**

* Water intensity per Crore rupee of turnover.

Notes:

1. We have included all factory locations for reporting purposes.
2. Coverage of factories in areas of water stress are updated based on National Compilation on Dynamic Ground Water Resources of India 2025 issued by the Central Ground Water Board. The coverage has been restated for FY 2025 to report only 'Critical' and 'Over-Exploited' category based on National Compilation on Dynamic Ground Water Resources of India 2024 issued by the Central Ground Water Board.
3. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

We have initiated the inventorization of Scope 3 emissions. Please refer 'Natural Capital' section in the annual report for more details.

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

Not present in ecologically sensitive areas.

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:**

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action, if any
1	Increase the Energy Efficiency of Products	• Introduced India's first induction cooktop model registered with a 5 Star energy efficiency rating. • Launched highly energy efficient BLDC fans integrated with IoT technology, enabling optimized power utilization and enhanced energy efficiency. • Launched BIS and BEE (3 Star) certified Solar Water Heaters, promoting the adoption of renewable energy solutions. • Introduced LFP battery based Digital Home UPS solutions, offering improved safety, longer lifecycle, and enhanced energy efficiency. • Implemented wide voltage pump technology, ensuring efficient operation across a wide voltage range and reducing energy losses.	Reduction in energy consumption	NA
2.	Renewable Energy Projects	• Launched solar grid tie inverters integrated with IoT technology. • Introduced 18 new products in the solar water heater segment, expanding the renewable energy product portfolio and supporting wider adoption of solar thermal solutions. • Launched new solar panel variants, designed to enhance energy generation efficiency and support clean energy adoption.	Increase the utilization of Renewable Energy/ Green Energy	NA
3.	Eco-friendly Packaging/ Packaging Material Reduction	• Removed UV lamination from the packaging carton of Switchgear to enhance recyclability and reduce the use of non-biodegradable materials. • Implemented 100% EPR registered polybags in packaging for Fan categories, ensuring compliance with Extended Producer Responsibility requirements and supporting responsible plastic waste management.	Use of biodegradable packing material to avoid environmental impact	NA
4.	IOT Based Projects	• Introduced V Guard Smart App 2.0 with an advanced user interface and newly added features. Multiple enhancements were implemented during FY 2025–26 to improve functionality and user experience across various smart product categories, including DUPS, Stabilizers, Water Heaters, Pumps, and Smart Sockets.	IOT technology integrated across solar and other electrical products enables optimal power utilization through mobile-based mode selection, thereby reducing overall energy consumption and enhancing energy efficiency.	NA

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action, if any
5.	Material conservation	• Implemented digitization of user manuals and eliminated/reduced paper warranty cards by providing QR codes for downloading user manuals and warranty details, thereby reducing paper consumption. • Promoted circularity and waste reduction by recycling plastic and reusing plastic waste generated during the moulding process (such as runners and gates) in the manufacture of modular switches. • Major material optimizations include reduction in lead weight in batteries, PCB size reduction in BLDC fan models, development of slim motor designs in the fan category, reduction in thickness of MS inner tanks from 1.8 mm to 1.6 mm in the solar water heater segment.	Raw material reduction and e-waste minimization.	NA
6.	Product Life Enhancement	• Developed 13 SKUs of Solar Water Heaters with vitreous enamel coated MS inner tanks, enhancing durability, corrosion resistance, and product life while supporting efficient resource utilization. • Launched 13 models under the “MiLi” series of Digital Home UPS in the UPS segment, expanding the product portfolio with improved performance and energy efficient power backup solutions.	Extended product life and improved durability.	NA

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action, if any
7.	Energy Conservation	• Standardization of process to reduce machine idle time. • Installation of PLC-based system to provide advance intimation of scheduled power failures, enabling timely machine preparation and controlled shutdown. • Automatic Power Factor Correction system implemented to maintain power factor close to unity • Installation of Motion-sensor-based lighting system • Replacement of conventional fan with BLDC fans • Installation of VFD panels in different machineries cooling tower, air compressors, pre-treatment line • Replacing the existing pumps with 5-star rated pumps • Optimization of chiller operating parameters such as load management, temperature set-points, and scheduling to ensure efficient cooling performance. • Conversion of induction motors to high-efficiency servo motors.	Savings of 600 GJ	NA
8.	Green Energy Mix	• Addition of 394 kWP solar power plant capacity. • Deployed solar-powered streetlights for outdoor illumination. • Utilized solar energy for indoor lighting.	Reduced Non-renewable energy consumption by 1,252 GJ	NA
9.	Water Conservation	• Installation of float switches in all water tanks to control and prevent overflow, ensuring better water management and avoiding unnecessary water wastage. • Utilization of the wastewater generated from the RO system for floor cleaning and solar panel cleaning • Water reduction by process optimization and continuous monitoring • Rainwater harvesting to utilize for process and fire water	Savings of 1,141 kl water	NA

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

   To establish business contingency of operations of critical IT applications and to handle the disaster recovery scenarios, V-Guard has a defined Disaster Recovery plan. We also have Security Management System (ISMS) policy for ensuring confidentiality, integrity and availability of critical information.

   We also conduct regular trainings and circulate newsletters for creating awareness on Information security to our employees. The Disaster Management Plan has been implemented as a pilot initiative at two of our manufacturing facilities, including subsidiaries, and we plan to extend its development and implementation to all other locations.

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?**

   Nil

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

   We have identified our critical vendors and developed a supplier assessment protocol covering ESG aspects, and initiated assessments based on the same. We have conducted assessments for external vendors covering 44% of total vendors by value and individually contributing to 2% or more as per SEBI regulation so far.

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 and industry chambers/ associations.**

   V-Guard is a member of 14 trade associations during FY 25-26

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Associated Chambers of Commerce and Industry of India	National
2	Indian Chamber of Commerce	National
3	Indian Electrical & Electronics Manufacturers' Association	National
4	Indian Wind Power Association / Indian Wind Energy Association	National
5	Water Quality India Association	National
6	Solar Thermal Federation of India	National
7	Kerala Management Association	State
8	Kerala Electrical Trade Associations	State
9	Kumaun Garhwal Chamber of Commerce	State
10	Kala Amb Chamber of Commerce & Industry	State

Notes:

1. We have not made any payments, contributions, or donations to these associations beyond the standard membership fees.
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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.**

   Not Applicable since there were no cases of anti-competitive conduct by V-Guard in FY 2025-26.

Leadership Indicators

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

   Nil

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:**

   We do not have any project for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by V-Guard.

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

   Communities and NGOs can reach us through email at csr@vguard.in for any grievances as defined in CSR Policy available on our website (https://www.vguard.in/uploads/policies/CSR-Policy.pdf).

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

Parameter	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Directly sourced from MSMEs/ small producers	20.20%	22.81%
Directly from within India	93.12%	94.47%

Notes:

1. Purchases include material, spares, services and capex purchases.
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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 2026 Current Financial Year	FY 2025 Previous Financial Year
Rural	18.85%	19.78%
Semi-urban	10.32%	10.41%
Urban	46.92%	46.26%
Metropolitan	23.91%	23.56%

Notes:

1. For the purpose of categorization of people employed at locations into Rural / Semi-Urban / Urban / Metropolitan, all locations are mapped basis their respective actual addresses.
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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:**

S. No.	State	Aspirational District	Amount Spent in INR
1	Odisha	Koraput	10,00,000
2.	Uttarakhand	Haridwar	56,07,886
3.	Uttarakhand	Udham Singh Nagar	20,77,460
4.	Sikkim	West Sikkim	4,05,000

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

3. **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

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

   We did not have any cases of intellectual property related disputes in FY 2024-25

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	V-Guard Edu care & Skill Development	13,754	85%
2.	V-Guard Health	27,295	82%
3.	V-Guard Build India & Relief	16,081	16%
4.	V Guard Women Empowerment	155	100%

Principle 9

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

Essential Indicators

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**
   a. We have a WhatsApp Chat Messenger where a consumer can drop a message 9633503333,
   b. Website: www.vguard.in Toll Free: 1800 103 1300: Toll No: 1860 3000 email: customercare@vguard.in
   c. Customers can drop their complaint products at our ASP Points and Dealer shops/ counter.
   d. Buddy and smart App at Dealer Points

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	48%
Safe and responsible usage	100%
Recycling and/or safe disposal	37%

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

	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential Services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	13,31,620	7,281	Refer Note-1	13,35,898	6,409	Refer Note-1

Notes:

1. For the purpose of reporting the customer complaints, management has considered all substantiated product related consumer complaints, basis which FY 2025 figures have been restated. The complaints reported in the previous year represented only consumer escalated service calls related to products.
2. An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP for FY 2026 in the table above. The assurance statement is provided at the end of BRSR section in this report.

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. **Does the 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, ISMS Policy and Procedures are in place in line with ISO 27001:2022 and are available on the website (https://www.vguard.in/uploads/policies/Information-Security-Policy.pdf). Further refer to management discussion and analysis section for details on the mitigation for cyber security risk.

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 data breaches are found.

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

a. Number of instances of data breaches: Nil

b. Percentage of data breaches involving personally identifiable information of customers: Not Applicable

c. Impact, if any, of the data breaches: Not Applicable

Note: An independent limited assurance has been carried out by Price Waterhouse Chartered Accountants LLP. The assurance statement is provided at the end of BRSR section in this report.

Leadership Indicators

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

Information pertaining to all our products is routinely updated on V-Guard's official website and can be found via other channels.

- Website: www.vguard.in
- Product Brochure/ Catalogues
- Retail Collaterals
- Product Packaging
- Social Media Platforms
- E-commerce marketplaces
- PR during launch
- OOH
- Print Ads
- Influencers

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

- Do it yourself videos on YouTube and our website (https://www.vguard.in/thoughtful/)
- Product Usage Manual / Product Warranty Cards
- Service personal for select product categories helping consumers get attuned to the product

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

- Website Banner
- Call Centre
- WhatsApp messages
- Social Media Platforms

4. **Does the entity display product information on the product over & 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, V-Guard provides safety and product usage manuals to our consumers with detailed information on a product's installation, operation, maintenance, and safe disposal.

Our customer service team reaches out to 5 to 6 Lakh consumers annually and successfully records their responses. This exercise is carried out for major categories that involve service and installation.

Independent Practitioner's Limited Assurance Report on Identified Sustainability Information in V-Guard Industries Limited's Business Responsibility and Sustainability Report pursuant to the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

To the Board of Directors of V-Guard Industries Limited

We have undertaken to perform a limited assurance engagement for V-Guard Industries Limited (the "Company") vide our Engagement Letter dated March 11, 2026, in respect of the agreed Sustainability Information referred in "Identified Sustainability Information" paragraph below (the "Identified Sustainability Information") in accordance with the Criteria stated in the "Criteria" paragraph below. The Identified Sustainability Information are included in the Business Responsibility and Sustainability Report ("BRSR") section in the Integrated Annual Report of the Company for the financial year ended March 31, 2026, pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations").

This engagement was conducted by a team comprising assurance practitioners and engineer/ environment expert.

Identified Sustainability Information

The Identified Sustainability Information for the financial year ended March 31, 2026, are summarised in Appendix 1 as 'Identified Sustainability Information 1' or 'BRSR core indicators' and in Appendix 2 as 'Identified Sustainability Information 2' (together referred as the "Identified Sustainability Information") to this report.

Our limited assurance engagement was only with respect to the Identified Sustainability Information included in the BRSR of the Company for the financial year ended March 31, 2026.

We have not performed any procedures with respect to prior periods for the Identified Sustainability Information as listed in Appendix 2 to this report or any other elements included in the BRSR, and therefore, do not express any conclusion thereon.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information are as follows:

(a) for the information summarised in Appendix 1 - Identified Sustainability Information 1 to this report, the criteria used is the "BRSR Core", which is a subset of the BRSR, consisting of a set of Key Performance Indicators ("KPIs")/ metrics under nine Environmental, Social and Governance ("ESG") attributes, as per the format of BRSR Core specified in Annexure 17A read with the format of BRSR and the guidance note given in Annexure 16 and 17, respectively, of the Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, and the 'Industry Standards on Reporting of BRSR Core' issued by the Securities and Exchange Board of India ("SEBI") vide circular SEBI/HO/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024 (collectively referred to as the "SEBI Circulars"); and

(b) for the information summarised in in Appendix 2 - Identified Sustainability Information 2 to this report, the criteria used is the format of BRSR and the guidance note given in Annexure 16 and 17, respectively, of the SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024.

Management's Responsibilities

The Company's Management is responsible for determining the Reporting Boundary of the Identified Sustainability Information, and for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations including the SEBI Circulars, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, and content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation, and maintenance of internal control relevant to the preparation of the BRSR, and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and the SEBI Circulars in relation to the BRSR including BRSR Core.

Inherent Limitations in preparing the Identified Sustainability Information

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, Greenhouse Gas ("GHG") quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India ("ICAI") and the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standard Board for Accountants ("IESBA

Code"), which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Price Waterhouse Chartered Accountants LLP (the "Firm") applies Standard on Quality Control 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", the International Standard on Quality Management ("ISQM") 1 "Quality Management for Firms that perform Audits or Reviews of Financials Statements, or Other Assurance or Related Services Engagements" and ISQM 2 "Engagement Quality reviews", and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Practitioner's Responsibilities

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

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements ("SSAE") 3000, "Assurance Engagements on Sustainability Information" and the Standard on Assurance Engagements ("SAE") 3410, "Assurance Engagements on Greenhouse Gas Statements", both issued by the Sustainability Reporting Standards Board of the ICAI, and the International Standard on Assurance Engagement ("ISAE") 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and the ISAE 3410 "Assurance Engagements on Greenhouse Gas Statements", both issued by the International Auditing and Assurance Standards Board (collectively referred to as "the Standards").

These Standards require that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement. A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Sustainability Information.

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

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

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

- Obtained an understanding of the Identified Sustainability Information and related disclosures,
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and /or measurements of the selected information,
- Made enquiries of Company's management, including the various teams such as Sustainability team, EHS Team, HR team, etc., and those with responsibility for managing Company's BRSR,
- Obtained an understanding and evaluated the design of the key structures, systems, processes and controls for managing, recording and reporting on the Identified Sustainability Information including at the sites and corporate office visited,
- Based on the above understanding and the risks that the selected information may be materially misstated, determined the nature, timing and extent of further procedures,
- Performed limited substantive testing on a selective basis of the Identified Sustainability Information at corporate head office, and in relation to sample of sites, checked that data had been appropriately measured, recorded, collated and reported;
- Reviewed the records and performed testing including recalculation of sample data and established an assurance trail,
- Reviewed the level of adherence to the reporting criteria, the reporting framework followed by the Company in preparing the BRSR.
- Reviewed the BRSR for detecting, on a test basis, any major anomalies between the information reported in the Statement on performance with respect to Identified Sustainability Information and relevant source data/information.
- Relied on the audited financial statements and the trial balance for the financial year ended March 31, 2026, for the data points which will flow from the audited financial statements and/ or the trial balance; and
- Obtained written representations from Company's Management.

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

Information have been prepared, in all material respects, in accordance with the Criteria.

Exclusions

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

- the operating effectiveness of management systems and controls,
- Operations of the Company other than the Identified Sustainability Information 1 listed in Appendix 1 and Identified Sustainability Information 2 listed in Appendix 2 to this report.
- Aspects of the BRSR and data/ information (qualitative or quantitative) included in the BRSR other than the Identified Sustainability Information.
- Data and information outside the defined reporting period, i.e., the financial year ended March 31, 2026.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company and testing or assessing any forward-looking assertions and/ or data.

Limited Assurance Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Company's Identified Sustainability Information 1 summarised in Appendix 1 and Identified Sustainability Information 2 summarised in Appendix 2 to this report and included in the BRSR, for the financial year ended March 31, 2026, are not prepared, in all material respects, in accordance with the Criteria specified in the "Criteria" section of our report.

Other Matter

The BRSR of the Company includes corresponding information pertaining to the prior financial year ended March 31, 2025, for Identified Sustainability Information 2 listed in Appendix 2 to this report, which was not subject to assurance and is as furnished by the Management of the Company.

Restriction on Use

Our obligations in respect of this report are entirely separate from, and our responsibility and liability is in no way changed by, any other role we may have (or may have had) as auditors of the Company or otherwise. Nothing in this report, nor anything said or done in the course of or in connection with the services that are the subject of this report, will extend any duty of care we may have in our capacity as auditors of the Company.

This report has been issued at the request of the Board of Directors of the Company to whom it is addressed, solely to enable them to comply with the requirements of the Circular and LODR Regulations, on reporting Company's sustainability performance and activities, and for publishing the same as a part of the BRSR Report forming part of Company's Integrated Annual Report which will be published on the Company's website. Our report should not be used for any other purpose or by any person other than the addressee of our report. Price Waterhouse Chartered Accountants LLP does not accept or assume any liability or any duty of care for any other purpose or to any person other than the Company.

For **Price Waterhouse Chartered Accountants LLP**

Firm Registration Number: FRN012754N/N500016

Sd/-

Pranav Kumar Evani

Partner

Place: Hyderabad

Membership Number: 515171

Date: 12-May-2026

UDIN: 26515171TXDVXO6813

Appendix 1

Identified Sustainability Information 1

BRSR Core Indicators

Sr. No.	Principle and indicator reference*	Attribute	Parameters (key performance indicators) assured
1.	Principle 6 – E7	Green-house gas (GHG) footprint	1. Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) 2. Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) 3. GHG Emission Intensity (Scope 1+2)
2.	Principle 6 – E3 and E4	Water footprint	1. Total water consumption 2. Water consumption intensity 3. Water Discharge by destination and levels of Treatment
3.	Principle 6 – E1	Energy footprint	1. Total Energy Consumed 2. % of energy consumed from renewable sources 3. Energy intensity
4.	Principle 6 – E9	Embracing circularity- details related to waste management by the entity	1. Total waste generated a) Plastic waste (A) b) E-waste (B) c) Bio-medical waste (C) d) Construction and demolition waste (D) e) Battery waste (E) f) Radioactive waste (F) g) Other Hazardous waste. Please specify, if any. (G) h) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) i) Total waste generated ((A+B + C + D + E + F + G + H) 2. Waste intensity 3. Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 4. For each category of waste generated, total waste disposed by nature of disposal method
5.	Principle 3 – E1(C) Principle 3 – E11	Enhancing employee wellbeing and Safety	1. Spending on measures towards well-being of employees and workers- cost incurred as a % of total revenue of the company 2. Details of safety-related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)

Sr. No.	Principle and indicator reference*	Attribute	Parameters (key performance indicators) assured
6.	Principle 5 – E3(b) Principle 5 – E7	Enabling Gender Diversity in Business	1. Gross wages paid to females as a % of wages paid 2. Complaints on POSH
7.	Principle 8 – E4 Principle 8 – E5	Enabling Inclusive Development	1. Input material sourced from following sources as % of total purchases –Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns- wages paid to people employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost
8.	Principle 9 – E7 Principle 1 – E8	Fairness in Engaging with Customers and Suppliers	1. Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9.	Principle 1 – E9	Open-ness of business	1. Concentration of purchases & sales done with trading houses, dealers, and related parties 2. Loans and advances & investments with related parties

* E refers to Essential indicators, and L refers to Leadership indicators.

Appendix 2

Identified Sustainability Information 2

Sr. No.	Principle and indicator reference*	Parameters (key performance indicators) assured
1.	Section-A, Question 20	Details of employees and workers at the end of Financial Year
2	Section-A, Question 21	Participation / Inclusion / Representation of women in Board of Directors (BOD) and Key Management Personnel (KMP)
3	Section-A, Question 22	Turnover rate for permanent employees and workers
4	Principle 1 – E1	Percentage coverage by training and awareness programmes on any of the principles during the financial year for Board of Directors, Key Management Personnel, Employees other than BoD and KMPs, and Workers
5	Principle 1 – E2	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
6	Principle 1 – E6	Details of complaints received with regard to conflict of interest of the Directors and KMPs
7	Principle 2 – L4	Products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of
8	Principle 3 – E2	Details of retirement benefits
9	Principle 3 – E5	Return to work and Retention rates of permanent employees and workers that took parental leave
10	Principle 3 – E8	Details of training given to employees and workers on health and safety measures and skill upgradation
11	Principle 3 – E9	Details of performance and career development reviews of employees and workers
12	Principle 3 – E14	% of your plants and offices that were assessed on Health and safety practices and Working Conditions
13	Principle 3 – L3	Number of employees / workers having suffered high consequence work related injury / ill-health / fatalities, who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment
14	Principle 5 – E1	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity
15	Principle 5 – E2	Details of minimum wages paid to employees and workers
16	Principle 5 – E3(a)	Details of median remuneration / salary / wages to Board of Directors (BoD), Key management Personnel (KMP), Employees other than BoD and KMP, Workers
17	Principle 5 – E10	% of your plants and offices that were assessed on child labour, forced / involuntary labour, sexual harassment, discrimination at workplace, wages (by entity or statutory authorities or third parties)
18	Principle 6 – E6	Details of air emissions (other than GHG emissions) by the entity
19	Principle 6 – L1	Water withdrawal, consumption including intensity and discharge in areas of water stress
20	Principle 7 – E1	Number of affiliations with trade and industry chambers / associations and list of top 10 trade and industry chambers / associations the entity is a member of / affiliated to.
21	Principle 8 – L2	Information on CSR projects undertaken by your entity in designated aspirational districts as identified by Government bodies
22	Principle 9 – E3	Number of consumer complaints in respect of data privacy, advertising, cyber security, delivery of essential services, restrictive trade practices, unfair trade practices, and others

* E refers to Essential indicators, and L refers to Leadership indicators.