

18th August, 2026

The Manager,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001

The Manager,
National Stock Exchange of India Limited,
Exchange Plaza, Bandra-Kurla Complex,
Bandra (E),
Mumbai - 400 051

BSE Scrip Code: 544320

NSE Symbol: CARRARO

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

Ref.: Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”).

Dear Sir/Madam,

Pursuant to above-referred Listing Regulations, please find enclosed the Business Responsibility and Sustainability Report (“BRSR”), which also forms part of the Annual Report for the Financial Year 2025-26.

The aforesaid Report has been uploaded on website of the Company at <https://www.carraroindia.com/investors/financial-information/annual-reports>

You are requested to take this intimation on record.

Thanking you,

Yours faithfully,

For Carraro India Limited

**MOHITH
KUMAR
KHANDELWAL**

Mr. Mohith Kumar Khandelwal

Company Secretary and Compliance Officer

Membership No.: F11243

Encl.: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FY 2025-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L52609PN1997PLC132629
2	Name of the Listed Entity	Carraro India Limited (formerly Carraro India Private Limited)
3	Year of incorporation	11 th April, 1997
4	Registered office address	B2/2 MIDC, Ranjangaon, Pune 412 220, Maharashtra, India
5	Corporate address	B2/2 MIDC, Ranjangaon, Pune 412 220, Maharashtra, India
6	E-mail	company_secretary@carraroindia.com
7	Telephone	+91 20 66216700
8	Website	www.carraroindia.com
9	Financial year for which reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited ("BSE") National Stock Exchange of India Limited ("NSE")
11	Paid-up Capital	₹56,85,15,380
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. Mohith Kumar Khandelwal Company Secretary and Compliance Officer Telephone: +91 2138 662666 E-mail: company_secretary@carraroindia.com
13	Reporting boundary	For the current financial year, the Company has reported data on a Standalone Basis for the period, i.e., April 2025 to March 2026.
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of axles, transmission systems, and gears that are custom engineered to meet the demanding requirements of global OEMs primarily in the agriculture and construction sectors	The Company is a technology driven integrated supplier that develops complex engineering products and solutions for its original equipment manufacturer ("OEM") customers. The Company is an independent solution provider of axles, transmission systems and gears for industries.	99.55%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Transmission Axles and Gears	29301	99.55%

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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	02	02*	04
International	0	0	0

*Both our offices are situated within our plant premises at Ranjangaon, Maharashtra.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	07 states and 02 union territories
International (No. of Countries)	14

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

35.11%

c. A brief on type of customers

Carraro India Limited covers a comprehensive range of axles, transmission systems, and gears that are custom engineered to meet the demanding requirements of local & global OEMs in the agriculture and construction sectors. Importantly, our key customers are primarily India-based OEMs, including large domestic OEMs and international OEMs with Indian subsidiaries or operations. We export to our holding company Carraro SPA which exports the products further to international markets. We have long-term relationships with our top 10 customers based on their revenue contribution on consolidated groups basis as of 31st March, 2025, which have continuously engaged us for at least 15 years, a reflection of our commitment, reliability, and shared long-term alignment. We expanded our product footprint across segments and geographies, onboarded six new customers, and extended collaborations with long-standing OEM partners.

The Company primarily manufactures axles and transmission systems for agricultural tractors and construction vehicles such as backhoe loaders, soil compactors, cranes, self-loading concrete mixers, and small motor graders. The Company's products are critical for its customers, as the products constitute important components of its customers' final products. The Company provides a diverse range of products including axles and transmission systems of different HP ranges for off-highway vehicles in the agricultural tractor and construction vehicle sectors, as well as gears, shafts and ring gears for industrial and automotive vehicles.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	289	271	94%	18	6%
2.	Other than Permanent (E)	17	17	100%	0	0
3.	Total employees (D + E)	306	288	94%	18	6%
WORKERS						
4.	Permanent (F)	619	595	96%	24	4%
5.	Other than Permanent (G)	716	716	100%	0	0
6.	Total workers (F + G)	1,335	1,311	98%	24	2%

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b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	09	01	11%
Key Management Personnel	01*	0	0

*The Company's Managing Director, CFO, and COO are KMPs as well as Board of Directors of the Company. We have only considered them in BoDs for disclosure purposes.

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	2025-26			2024-25			2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11%	11%	11%	7%	12%	7%	9%	25%	10%
Permanent Workers	1%	15%	2%	1%	0	1%	6%	18%	6%

Note: Turnover Rate is calculated basis no. of persons who have left the employment of the entity in the FY *100 / Average no. of persons employed in the category (as per guidance from SEBI)

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

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

Sr. 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	Carraro Technologies India Private Limited	Subsidiary	99%	No
2	Carraro International S.E Italy	Holding	68.77%	No
3	Carraro SpA Italy	Ultimate Parent*	68.77%	No

*Carraro SpA Italy holds 100% stake in Carraro international S.E. Italy

VI. CSR Details

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

Yes

(ii) Turnover (in ₹ Million)*

22,674.31

(iii) Net worth (in ₹ Million)

5,754.08

*The Turnover is provided as the sum of "Revenue from Operations" and "Other Income" of the Company in alignment with the Company's disclosures in the Annual Report. The Revenue from Operations stands at ₹ 22,388.94 Million.

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)	Current Financial Year (2025-26)			Previous Financial Year (2024-25)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, Carraro India Limited has a Stakeholder Engagement and Grievance Redressal Policy to record grievances.	0	0	NIL	0	0	NIL
Investors (other than shareholders)		0	0	NIL	0	0	NIL
Shareholders		0	0	NIL	5	0	Grievances were related to non-allotment during IPO, all of which were resolved through the corrective actions and recourse channels
Employees and workers		0	0	NIL	0	0	NIL
Customers		0	0	NIL	0	0	NIL
Suppliers, Vendors and other business partners		0	0	NIL	0	0	NIL
Regulatory Bodies		0	0	NIL	0	0	NIL

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

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Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk and Opportunity	Risk: Heat treatment of gears and shafts is the most energy intensive stage in driveline, axle, and transmission manufacturing due to continuous high temperature operations and repeated thermal cycles. Energy costs therefore constitute a significant portion of Carraro India Limited operating expenditure. The Company remains largely dependent on non renewable fuels such as PNG and diesel, exposing it to energy price volatility, carbon related regulations, and rising customer and investor expectations on emissions reduction and energy efficiency. Opportunity: Effective energy management reduces the energy and carbon footprint of products. As supplier emissions face increasing regulatory and customer scrutiny, improved energy efficiency enhances competitiveness, supports preferential contracting, and strengthens cost positioning.	Carraro India Limited is increasing the share of renewable energy, including solar and wind, to reduce dependence on fossil fuels and lower greenhouse gas emissions. During 2025-26, the Company consumed 40.67 Lakh kWh of renewable electricity across Plant 1 and Plant 2 through onsite captive solar. Additionally, Carraro India Limited is progressing towards phasing out propane through planned fuel switch initiatives. These measures are expected to mitigate long term energy cost volatility, regulatory exposure, and deliver operational efficiencies alongside reputational benefits.	Positive and Negative
2	Climate Change & GHG Emissions	Risk and Opportunity	Risk: Global and domestic regulatory developments including India's Net Zero 2070 commitment, the Carbon Credit Trading Scheme, and the EU Carbon Border Adjustment Mechanism (CBAM) are increasing climate related compliance requirements for automotive OEMs and component manufacturers. Physical climate risks also pose challenges to manufacturing continuity and resilience. Opportunity: Strong climate governance improves risk management and positions the Company to benefit from a lower carbon footprint, preferential contracting, and sustained market access through enhanced stakeholder trust.	Carraro India Limited monitors Scope 1 and Scope 2 emissions and is strengthening its climate management framework. The Company has initiated its transition through investments in renewable and cleaner energy sources, reducing regulatory, market, and energy price risks. Ongoing efforts focus on improving emissions data quality, visibility, and organisational preparedness for evolving climate related regulatory requirements.	Positive and Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Waste Management	Risk and Opportunity	Risk: While most waste generated is non hazardous, improper handling or disposal of hazardous and industrial waste could lead to regulatory non compliance, environmental damage, operational disruption, and reputational impact, particularly amid tightening regulations and heightened OEM supply chain scrutiny. Opportunity: Increased focus on material efficiency, circularity, and compliance requirements such as Extended Producer Responsibility (EPR) presents opportunities to strengthen waste reduction, recycling, and recovery practices. These initiatives enhance reputational value, stakeholder confidence, and can deliver cost savings through reduced disposal and improved material recovery.	Carraro India Limited ensures regulatory compliance through waste segregation at source, authorised handling and disposal, and continuous monitoring of waste recovery. These processes are reinforced through third party audits and partnerships with authorised recyclers. To reduce single use plastic, the Company has implemented returnable supplier packaging and reuse of polypropylene sheets, supporting both compliance and material efficiency. In the reporting period, 94% of waste was recycled through authorised waste vendors.	Positive and Negative
4	Water Management	Risk	Carraro India Limited relies on third party freshwater sources for domestic and industrial use. Maharashtra is classified as a water stressed state, with declining groundwater availability reported by the Central Ground Water Board, including in Pune district where Carraro India Limited operates. Increased scrutiny by pollution control authorities also heightens compliance and operational risks.	Carraro India Limited has installed advanced effluent treatment systems, implemented closed loop recycling with zero liquid discharge, and adopted real time water quality monitoring. These measures, supported by regulatory compliance and employee training, reduce freshwater dependence. The Company is also exploring groundwater recharge initiatives to strengthen long term water stewardship.	Negative
5	Human Capital Management	Opportunity	Human capital represents a material opportunity due to the skill intensive and precision driven nature of automotive component manufacturing. A skilled, engaged, and stable workforce supports product quality and operational excellence. Focused workforce planning, skill development, safety management, and employee engagement improve productivity, reduce defects and attrition, and enable new product development. Strong human capital practices also enhance supplier credibility, support long term OEM relationships, and improve organisational resilience amid technological and industry shifts.	Not applicable	Positive

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Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Occupational Health & Safety	Risk	Manufacturing operations involving machining, forging, cutting, and heat treatment present inherent occupational health and safety risks. Inadequate risk identification or control may result in accidents, injuries, downtime, and regulatory non compliance. Lapses in safety performance can also increase insurance costs, damage reputation, reduce morale, and increase attrition, adversely affecting productivity and business continuity.	Carraro India Limited has established structured health and safety management systems, including defined safety procedures, machine safeguarding, regular risk assessments, and preventive maintenance. Employees receive periodic safety training, induction programmes, and awareness sessions. Compliance is reinforced through inspections, incident monitoring, and corrective actions. Periodic audits and reviews support continuous improvement, reduce incidents, and strengthen a culture of safety.	Negative
7	Corporate Governance & Business Ethics	Risk and Opportunity	Risk: Following the Company's listing, corporate governance and business ethics have become increasingly material due to enhanced regulatory scrutiny and disclosure requirements. Gaps in governance processes or ethical conduct could expose the Company to regulatory, legal, financial, and reputational risks. Opportunity: Strong governance enhances transparency, accountability, and risk management, supporting investor confidence, access to capital, and long term value creation. Governance maturity also strengthens trust with OEM customers and business partners, positively influencing supplier relationships, ratings, and cost of capital.	Carraro India Limited operates under a structured governance framework supported by an experienced Board, defined policies, internal controls, and regulatory compliance systems. Governance practices are periodically reviewed and strengthened to align with evolving requirements and reinforce ethical conduct across the organisation.	Positive and Negative

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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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Carraro India Limited has developed policies in line with requirements of 09 NGRBCs, BRSR requirements and its overall commitments to sustainability. The policies can be found at Carraro India Policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	- ISO 9001:2015 - ISO 14001:2015 - ISO 45001: 2018 - IATF 16949:2016								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Targets: - Increase the use of recycled water and reduce the use of raw water in gardening by 5% in 2025-26. - Reduce the consumption of domestic water usage by 10% in 2025-26. - Commitment to a Zero Accident Workplace Commitments: - Investments in renewable energy to reduce dependence on fossil fuels or non-renewable sources of electricity. - Increase energy efficiency through upgradation of technology. - Reduce plastic waste from packaging. - Adopt resource efficient practices to reduce waste generation								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	In the reporting period 2025-26: 13% energy consumption from renewable electricity consumption - Reduced use of raw water in gardening by 5% in line with target set for 2025-26. 94% generated waste recycled, recovered and/ or reclaimed 6% of permanent workforce comprises female employees - Recorded an LTIFR of zero for employees and 0.32 for workers								

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)									

A Balanced Growth Model with Responsibility at the Core

Sustainability and governance are embedded in our operating model. During 2025-26, we continued to strengthen our environmental management practices across our Ranjangaon operations, supported by ISO-aligned systems, environmental stewardship, social initiatives, and strengthening governance. Our governance structure ensures rigorous oversight, board level engagement, and a clear focus on ethical conduct. The successful listing of Carraro India Limited. in December 2024 is a validation of our institutional readiness and commitment to shareholder value.

This year marked significant in our sustainability journey with a materiality assessment that helped us identify and prioritize seven material topics to strategically align and guide our sustainability initiatives. These topics will help us prioritize sustainability action plans, strengthen disclosure readiness, and align cross-functional ownership for measurable performance improvement based on our impacts and risks. Our focus in the period has been on three priorities- energy transition and efficiency, water stewardship, and responsible waste management. We continued progress on increasing renewable electricity within our energy mix, with an achieved share of 13% renewable electricity and we remain steadfast on increasing the ratio in future. Water stewardship remains a core strength of our operations. We continue to operate with a Zero Liquid Discharge mechanism supported by our effluent and sewage treatment systems, ensuring no discharge outside plant premises. Our total water withdrawal and consumption for 2025-26 is 76,639 KL, with continued emphasis on reducing freshwater dependence and improving reuse and monitoring. On waste management, we sustained compliance through segregation at source and disposal through authorised partners, while progressing initiatives to reduce single-use plastics through returnable packaging and reuse practices. Waste generated in 2025-26 stands at 5,316 MT, of which waste recycled/recovered/reclaimed is 94%, a notable achievement in our sustainability journey.

We also recognise that energy and greenhouse gas (GHG) emissions management remain a material challenge for a manufacturing-intensive business. We are monitoring our Scope 1 and Scope 2 emissions, strengthening data quality and readiness for evolving regulatory expectations and customer requirements. Our direct GHG emissions only constitute 12% of our total emissions while the rest is through indirect sources of electricity procured from the grid. We will be undertaking initiatives to study pathways for further efficiency and optimisation in future.

The year also marked several developments in the governance front with revision and strengthening of policies and governance structures to align with our sustainability agenda. With a focus on nurturing our human capital, we also undertook several employee wellbeing sessions such as stroke awareness, breast cancer awareness and other wellness programmes across our operations, in addition to the trainings on health and safety and skill upgradation. We continue to support social programs in health, education, and employability through our CSR initiatives.

Additionally, both the Ranjangaon plants were operated at strong capacity utilisation levels throughout the year, supporting consistent and efficient delivery. We expanded our product footprint across segments and geographies, onboarded six new customers, and extended collaborations with long-standing OEM partners. Importantly, our key customers are primarily India-based OEMs, including large domestic OEMs and international OEMs with Indian subsidiaries or operations. Carraro India's role as a preferred supplier within the global Carraro Group and our deep engineering integration with Italy-based platforms position us well for the medium term. We are focussed on sustaining export contributions at around 35% of overall revenues over the long term, supported by recovery in key customer programmes and alignment with global sourcing trends.

As this is our first Business Responsibility and Sustainability Report (BRSR), we view 2025-26 as a foundational phase strengthening systems, improving measurement discipline, and embedding sustainability considerations into operational decision-making and governance.

- Dr. Balaji Gopalan, Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Dr. Balaji Gopalan Managing Director, Carraro India Limited
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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.									

While the Company is still in the process of formulating a committee responsible for decision making on sustainability related issues, the Managing Director oversees the sustainability activities and reporting as on date.

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	Yes	Yes	Yes	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually								
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.										P1	P2	P3	P4	P5	P6	P7	P8	P9
										No	No	No	No	No	No	No	No	No

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not applicable

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SECTION C: PRINCIPLE WISE PERFORMANCE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	All 09 NGRBC principles: Awareness Session on 9 NGRBC Principles, Topics including Material topics, sustainability risks and opportunities, human rights and grievance redressal	33%
Key Management Personnel	1	All 09 NGRBC principles: Awareness Session on 9 NGRBC Principles, Topics including Material topics, sustainability risks and opportunities, human rights and grievance redressal	100%
Employees other than BoD and KMPs	34	All 09 NGRBC principles: Awareness Session on 9 NGRBC Principles Principle 3 - Health & Wellbeing: Protect Your Kidneys, Be Stroke Aware, Nutrition and Healthy Living, Eye Care, Workplace Ergonomics, Diabetes Awareness, Protein Intake, Breast Cancer Awareness Session Safety Trainings: Accident Prevention and Control, Training on Rescue Operation, Training on First Aid, Fire Fighting and Mock Drill – Refresher Principle 5 - Prevention of Sexual Harassment (POSH) Training	85%
Workers	252	All 09 NGRBC principles: Awareness Session on 9 NGRBC Principles Principle 3 - Health & Wellbeing: Protect Your Kidneys, Be Stroke Aware, Nutrition and Healthy Living, Eye Care, Workplace Ergonomics, Diabetes Awareness, Protein Intake, Breast Cancer Awareness Session Safety Trainings: Accident Prevention and Control, Training on Rescue Operation, Training on First Aid, Fire Fighting and Mock Drill – Refresher Principle 5- Prevention of Sexual Harassment (POSH) Training	97%

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2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL
Non-Monetary					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
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. Carraro India Limited implements the Carraro Group's [Anti-Corruption and Anti-Bribery Policy](#) to promote ethical behavior, compliance with laws and regulations, and effective risk management. Our commitment to corporate governance extends to fostering a culture of openness and responsibility throughout the organisation. Carraro India Limited also follows the [Group Code of Ethics](#) as well as its own [Code of Ethics for Directors and Senior Management](#) to ensure ethical practices and transparency. The Company's whistleblowing and vigil mechanism policy further iterates the organisation's commitment to having a robust mechanism to record and redress complaints pertaining to ethics, bribery and corruption.

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

	2025-26	2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	2025-26		2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NIL	0	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NIL	0	NIL

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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 as no fines, penalties or actions taken by regulators, law enforcement agencies or judicial institutions on cases of corruption and conflicts of interest.

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

	2025-26	2024-25
Number of days of accounts payable	82.21	96.82

9. Openness of business.

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

Parameter	Metrics	2025-26	2024-25
Concentration of purchases	a. Purchases from trading houses as a % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of sales	a. Sales to dealers/ distributors as % of total sales	0.31%	0.21%
	b. Number of dealers / distributors to whom sales are made	12	13
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	97.5%	99.4%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	7.55%	6.58%
	b. Sales (Sales to related parties/ Total Sales)	35.01%	31.88%
	c. Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances)*	0	0
	d. Investments	100%	100%

Leadership Indicators
1. 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 Board and Senior Management of Carraro India Limited ensures that their personal interest does not conflict with the interests of the Company. Any Director or member of Senior Management of the Company involved in any of the types of relationships or situations described in its Code of Ethics for Directors and Senior Management, is required to timely and fully disclose the relevant circumstances to his or her reporting authority, or the Board, as the case may be, for ascertaining and determining whether a potential or actual conflict exists.

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Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.
Essential Indicators
1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	2025-26	2024-25	Details of improvements in environmental and social impacts
R&D	NIL	NIL	Not Applicable
Capex	NIL	NIL	

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

No

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

Not applicable.

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.

Since the product is directly supplied to the OEMs, Carraro India Limited has limited scope for reclaiming it at the end of its life cycle. The Company, however, has systems in place to recycle plastics (including packaging), e-waste, and hazardous waste in a safe manner. For the disposal of wastes including plastics, e-waste, hazardous waste and other waste, the Company has contracts with authorised vendors and returns are filed with statutory bodies.

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.

EPR is applicable and collection plan is in compliance as the Company's waste disposal practices are in line with EPR guidance.

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains
Essential Indicators
1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	271	271	100%	271	100%	0	0%	0	0%	0	0%
Female	18	18	100%	18	100%	18	100%	0	0%	0	0%
Total	289	289	100%	289	100%	18	100%	0	0%	0	0%
Other than Permanent Employees											
Male	17	17	100%	17	100%	0	0%	0	0%	0	0%
Female	0	0	0	0	0%	0	0	0%	0%	0	0%
Total	17	17	100%	17	100%	0	0%	0	0%	0	0%

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	595	595	100%	595	100%	NA	NA	0	0	0	0
Female	24	24	100%	24	100%	24	100%	NA	NA	0	0
Total	619	619	100%	619	100%	24	100%	0	0	0	0
Other than Permanent Workers											
Male	716	716	100%	716	100%	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	716	716	100%	716	100%	0	0	0	0	0	0

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

	2025-26	2024-25
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.16%	0.20%

Note 1: For the purpose of calculating the spending on measures towards well-being of employees and workers, the Company has considered the expense incurred towards employees/workers Health Insurance, Accidental Insurance, Life Insurance, Parental Leaves, net of any recoveries made from the respective employees/workers.

Note 2: For calculation of the percentage, 'Revenue from operations' has been considered as revenue as per Audited Standalone Financial Statements.

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

Benefits	2025-26			2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA	0.45%	Yes	NA	0.88%	Yes

Note 1: The Company provides benefits to its permanent employees and workers as per legal requirements.

Note 2: Salaries of all employees and select workers is above the ESI threshold and therefore are not covered under ESI.

3. Accessibility of workplaces

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

Yes. The Company's premises and offices are accessible to differently abled employees and workers.

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. Carraro India Limited has a [Right to Equality for Persons with Disabilities Policy](#) as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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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	NA	NA	NA	NA
Female	100%	NA	100%	NA
Total	100%	NA	100%	NA

Note 1: In 2025-26, 4 female employees/workers availed maternity leave. Of these, 3 were due to return, and all 3 returned to work within the reporting period; therefore, return to work rate is 100%.

Note 2: The tenure for completion of 12 months' post-return flows into the next financial year; therefore, the retention rate is not applicable.

Note 3: No male employees/workers availed paternity leave during the reporting period.

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

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

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

Category	2025-26			2024-25		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of associations or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of associations or Union (D)	% (D/C)
Total Permanent Employees						
Male	271	0	0	266	0	0
Female	18	0	0	17	0	0
Total Permanent Workers						
Male	595	436	73%	608	436	72%
Female	24	0	0	14	0	0

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8. Details of training given to employees and workers:

Category	2025-26					2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/A)
Employees										
Male	288	288	100%	246	85%	289	200	69%	190	66%
Female	18	18	100%	17	94%	17	16	94%	12	71%
Total	306	306	100%	263	86%	306	216	71%	202	66%
Workers										
Male	1,311	1,189	91%	1300	99%	1,121	990	88%	1100	98%
Female	24	24	100%	24	100%	14	12	86%	10	71%
Total	1,335	1,213	91%	1,324	99%	1,135	1,002	88%	1110	98%

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

Category	2025-26			2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	288	288	100%	289	177	61%
Female	18	18	100%	17	16	94%
Total	306	306	100%	306	193	63%
Workers						
Male	1,311	159	12%	1,121	169	15%
Female	24	24	100%	14	14	100%
Total	1,335	183	56%	1,135	183	58%

10. Health and safety management system:

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

Yes, Carraro India Limited has implemented the Occupational Health and Safety Management System (ISO 45001:2018) across 100% of its operations and sites. This system outlines the requirements for an occupational health and safety (OH&S) management system and provides comprehensive guidance to ensure the creation of safe and healthy workplaces. By preventing work-related injuries and illnesses and proactively enhancing OH&S performance, Carraro India Limited. demonstrates its unwavering commitment to employee well-being and safety.

ISO 45001:2018 plays a crucial role in establishing, maintaining, and implementing an effective OH&S management system. It aims to improve occupational health and safety, eliminate hazards, and minimise OH&S risks, including system deficiencies. Additionally, it helps Carraro India Limited. seize OH&S opportunities and address any non-conformities associated with its activities, thereby fostering a culture of safety and continuous improvement.

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

In alignment ISO 45001:2018, Carraro India Limited consistently implements measures to enhance employee well-being and healthcare. A robust hazard identification and risk management system has been established to ensure continuous improvement in occupational health and safety. Hazard Identification Risk Assessment is conducted regularly at all levels through a meticulous six-step process, overseen by a highly skilled process owner or a qualified safety coordinator who is thoroughly knowledgeable about all activities and safety standards. Additionally, under our Spot the Hazard Scheme, employees are encouraged to freely share observations and suggestions regarding potential hazards. This initiative helps in early identification and mitigation of risks. Through these diligent efforts,

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Carraro India Limited demonstrates its unwavering commitment to maintaining a safe and healthy workplace. Our Hazard Identification Risk Assessment process includes:

1. Pre-assessment preparations.
2. Pre-assessment meeting with HSE Leaders.
3. Conducting interviews.
4. Walk-around tour/Quantification of hazards.
5. Evaluation of Hazard/Person/Severity factors.
6. Post evaluation activity

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

Yes, we have implemented a process for reporting work-related hazards in accordance with the ISO 45001:2018 Occupational Health & Safety Management System. Under our Spot the Hazard Scheme, we encourage all employees and workers to actively engage in maintaining a safe work environment. They participate in identifying hazards and reporting unsafe conditions or behaviors. Additionally, they are empowered to implement control measures to prevent and mitigate risks or withdraw from hazardous situations if necessary, including stopping unsafe activities. Under our ticketing system established to encourage employees to undertake health and safety practices proactively, we have the green and red ticket wherein an employee is awarded a red ticket for unsafe acts or conditions, and a green ticket for observing and promoting safe behaviors. Employees receive regular training on hazard identification and reporting. We set proactive EHS objectives, reports on progress, provides necessary PPE, and ensures its use. Additionally, we integrate ergonomic policies and collaborates with various sectors to support EHS regulations and research.

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

Yes, periodic health checkups and preventive health checkups are arranged from time to time other than the mandatory requirement of The Factories Act 1948. We also have tie-ups with leading hospitals nearby which can be accessed by the employees and their family members in case of off-site emergencies

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

Safety Incident/Number	Category	2025-26	2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0	0
	Workers	0.32	0
Total recordable work-related injuries	Employees	0	0
	Workers	16	21
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

Please note that the Company recorded 01 Lost time Injury during the reporting period.

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

At Carraro India Limited, we adopt a structured and proactive approach to managing health, safety, and environmental risks. Our practices are guided by a comprehensive Health & Safety Policy and are aligned with ISO 45001:2018 for Occupational Health and Safety. We have the following measures in place:

- Hazard Identification and Risk Assessment (HIRA) in alignment with its Occupational Health and Safety Management System, certified under ISO 45001:2018.

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- Safety Committees are established at the organisational level to facilitate employee engagement, review resource adequacy, and support the deployment of the safety management system.
- Health and safety protocols is reinforced through periodic safety audits and inspections conducted across all plants.
- Regular Health & Safety trainings conducted for all workers.

As part of our commitment to safety culture, National Safety Week is celebrated annually with a series of promotional activities aimed at enhancing awareness and participation:

Promotional Activities

- Safety Pledge Ceremony: All employees reaffirm their commitment to workplace safety.
- Poster & Slogan Competitions: Encouraging creative engagement on safety themes.
- Safety Quiz & Awareness Drives: Interactive sessions to reinforce knowledge.
- Sessions & Speakers

Expert Talks: Sessions led by external safety consultants and internal EHS leaders on topics such as:

- First-aid Training
- Firefighting Training

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

	2025-26			2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	NIL	0	NIL	NIL	0	NIL
Health and Safety	NIL	0	NIL	NIL	0	NIL

14. Assessments for the year:

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

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

Not applicable as no risks were identified

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

1. Describe the process for identifying key stakeholder groups of the entity.

Carraro India Limited periodically reviews its business processes to identify stakeholders that have an interest in, or are impacted by, the Company's operations and decisions. This identification is undertaken as part of a regular and comprehensive review of business activities, enabling the Company to recognise stakeholder groups that are relevant to its functioning and long-term sustainability.

Based on this review, the Company identifies its key stakeholder groups, which include-

1. Employees and workers,
2. Customers
3. Suppliers and vendors

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4. Investors and Shareholders
5. Regulatory Bodies
6. Local Communities
7. Other Business Partners

The identification is dynamic in nature and reflects the Company's evolving business context and engagement requirements.

Engagement with identified stakeholder groups is determined based on management's discretion, taking into account the relevance of the stakeholder group to the Company's operations. The outcomes and insights from stakeholder engagements are periodically placed before the Board for review during its meetings, ensuring that stakeholder interests are considered at the highest level of governance. Information arising from these engagements is also shared with stakeholders through appropriate communication channels such as newsletters, the annual report, and dedicated engagement reports.

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

Stakeholder Group	Whether identified as vulnerable and marginalised 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
Investors & Shareholders	No	• Annual General Meetings • E-Mail • Newspapers • Advertisement • Stock Exchanges • Annual Report	Quarterly	• Discussion on financial & non-financial performance, market value of shares Shareholder returns • Effective & robust corporate governance
Employees & Workers	No	• Feedback and connect sessions/Employee surveys/Townhalls • Training & safety programs Classroom and Virtual • Engagement programs • Wellbeing programmes and events • Performance development reviews and appraisals • Regular update on Intranet/Emails/ Notices Board/Website	Weekly and Monthly	• Business Performance Update and action planning • Employee engagement & recognition/ employee pulse check • Training and Development • Performance assessment & KRA cascading • Grievance redressal

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Stakeholder Group	Whether identified as vulnerable and marginalised 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
Customers	No	- Pamphlets - E-Mail - Meetings - Newspapers - Website - Advertisement - SMS	Monthly	- Customer Satisfaction - Customer Complaints - Extending product & services
Government and Regulatory Bodies	No	- Email - Website - Annual Reports/ Compliance Filings - Advertisement	Quarterly	- Regulatory & Legal requirements - Technology & Innovation - Capacity expansion
Suppliers, vendors and other business partners	No	- Annual Supplier Convention - Supplier Audits - Informal Interaction - E-Mail - Newspapers - Website - Advertisement	Weekly	- Transparent, fair & accountable supply chain practice - Supplier financial health/reputation - Service Quality - Access to knowledge on sustainable supply chain practices - Innovation & Technology
Communities	Yes	Community Meetings	Quarterly	- CSR Initiatives - Relationship development

Principle 5: Businesses should respect and promote human rights.

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

Category	2025-26			2024-25		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	289	0	0	283	0	0
Other than permanent	17	0	0	23	0	0
Total Employees	306	0	0	306	0	0

Category	2025-26			2024-25		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Workers						
Permanent	619	0	0	622	0	0
Other than permanent	716	0	0	513	0	0
Total Workers	1,335	0	0	1,135	0	0

The Company has planned to conduct and record human rights training programmes and will report the same in future years of reporting.

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

Category	2025-26					2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	289	0	0	289	100%	283	0	0	283	100%
Male	271	0	0	271	100%	266	0	0	266	100%
Female	18	0	0	18	100%	17	0	0	17	100%
Other than Permanent	17	0	0	17	100%	23	0	0	23	100%
Male	17	0	0	17	100%	23	0	0	23	100%
Female	0	0	0	0	0%	0	NA	NA	NA	NA
Workers										
Permanent	619	0	0	619	100%	622	0	0	622	100%
Male	595	0	0	595	100%	608	0	0	608	100%
Female	24	0	0	24	100%	14	0	0	14	100%
Other than Permanent	716	716	100%	0	0	513	513	100%	0	0%
Male	716	716	100%	0	0	513	513	100%	0	0%
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA

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)	08 ¹	85,30,000	01	85,30,000
Key Management Personnel	02 ²	10,90,000	0	NA
Employees Other than KMPs	288	7,82,411.00	18	7,73,049.00
Workers	1,311	7,94,320.00	24	4,15,107.00

Note 1: The Company's Managing Director, CFO, and COO are KMPs as well as Board of Directors of the Company. We have only considered them in BoDs for disclosure purposes.

Note 2: KMP includes the position of Company Secretary. During the financial year there was a change in the Company secretary. Accordingly, both the personnel's remuneration has been considered and disclosed.

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

	2025-26	2024-25
Gross wages paid to females as % of total wages	2.53%	2.52%

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. Ms. Mamta Bakshi (Head of HR, Leadership & Culture) who also heads the Whistleblower Committee of Carraro India Limited

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

Carraro India Limited has a Stakeholder Engagement and Grievance Redressal Mechanism in line with its Policy. Each department has allocated a Designated Contact to record complaints with a dedicated email ID for the same. The grievances are recorded and addressed in line with the provisions of the policy and the escalation matrix deployed. The policy focuses on principles of non-retaliation for the complainant with an unbiased decision-making and resolution process.

Carraro India Limited additionally has a Whistleblowing Policy to record complaints regarding all issues.

A separate Policy for Prevention of Sexual Harassment ("POSH Policy") in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 also exists to ensure recording grievances related to sexual harassment and other human rights issues.

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

	2025-26			2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NIL	0	0	NIL
Discrimination at workplace	0	0	NIL	0	0	NIL
Child Labour	0	0	NIL	0	0	NIL
Forced Labour/ Involuntary Labour	0	0	NIL	0	0	NIL
Wages	0	0	NIL	0	0	NIL
Other human rights related issues	0	0	NIL	0	0	NIL

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

	2025-26	2024-25
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employee/ workers	NA	NA
Complaints on POSH upheld	NA	NA

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

The Company has a "Policy for Prevention of Sexual Harassment" ("POSH Policy") in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The POSH Policy aims to provide a safe, friendly, positive and productive working environment and promote an atmosphere in which employees can realise their maximum potential. The policy applies to all permanent and temporary employees and also to workforce engaged by the Company through contractors. The Company observes zero tolerance towards any kind of violation of

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the POSH Policy. As per the POSH Policy, the Company has constituted Internal Committees ("IC") for all its locations. Such committees are chaired by a female employee and other senior management officials of the Company are its members along with an external member who has experience in dealing with cases relating to sexual harassment. The IC is responsible for redressal of complaints related to sexual harassment.

The Company has established a Stakeholder Engagement and Grievance Redressal Mechanism aligned with its policy framework. Each department has assigned a designated contact person and a dedicated email ID to receive and document complaints. Grievances are recorded and resolved in accordance with the policy provisions and the defined escalation matrix. The policy emphasizes non-retaliation against complainants and ensures an impartial and fair decision-making and resolution process.

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

The Company encourages the adoption of the principles outlined in its Human Rights Policy by its commercial partners and suppliers with whom it carries our business partnerships. In particular, the Company reserves the right to terminate any professional relationship with commercial partners and suppliers who violate the principles outlined in its human rights policy.

10. Assessments for the year:

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

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

Not applicable because no risks were identified.

Principle 6: Businesses should respect and make efforts to protect and restore the environment
Essential Indicators
1. Details of total energy consumption and energy intensity, in the following format:

Parameter in GJ	Unit	2025-26	2024-25
From renewable sources¹			
Total electricity consumption (A)	GJ	14,523	9,619
Total fuel consumption (B)	-	0	0
Energy consumption through other sources (C)	-	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	14,523	9,619
From non-renewable sources			
Total electricity consumption (D)	GJ	69,032	66,046
Total fuel consumption (E)	GJ	36,740 ²	11,074
Energy consumption through other sources (F)	-	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	1,05,772	77,120
Total energy consumed (A+B+C+D+E+F)	GJ	1,20,295	86,739
Energy intensity per rupee of turnover ³ (Total energy consumption/revenue from operations)	GJ/₹ Crore	5.37	4.84

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Parameter in GJ	Unit	2025-26	2024-25
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ⁴ (Total energy consumption/revenue from operations adjusted for PPP)	GJ/Million\$	11.10	10.00
Energy intensity in terms of physical output ⁵ (Total energy consumed/physical output)	GJ/ No. of Products	0.059	0.047

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – No

Note 1: For 2025-26, 13% of energy consumed from renewable sources (2024-25: 12%).

Note 2: The increase in fuel quantity is attributed to the increased consumption of PNG. The increased consumption of PNG is due to i) dual baking cycles required in the paint shop ii) modified oven requirements from OEMs to ensure product quality

Note 3: For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per Audited Standalone Financial Statements.

Note 4: The intensity adjusted for PPP has been calculated basis the guidelines set forth in SEBI's circular dated 20th December, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEQ/OEMDC>. For 2025-26, the PPP as per IMF stands at 20.34 whereas for 2024-25 it stood at 20.66.

Note 5: For intensity in terms of physical output, the Company has considered no. of axles and gears produced.

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

No, Carraro India Limited, does not have any sites or facilities identified as designated consumers under PAT scheme.

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

Parameter in KL	Unit	2025-26	2024-25
(i) Surface water	KL	0	0
(ii) Groundwater	KL	0	0
(iii) Third party water (Municipal water supplies)	KL	78,634	68,652
(iv) Seawater/desalinated water	KL	0	0
(v) Others	KL	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	78,634	68,652
Total volume of water consumption (in kilolitres)	KL	78,634	68,652
Water intensity per rupee of turnover ¹ (Water consumed/revenue from operations)	KL/₹ Crore	3.51	3.83
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ² (Water consumed/revenue from operations adjusted for PPP)	KL/Million\$	7.26	7.91
Water intensity in terms of physical output ³ (Water consumption/Physical Output)	KL/No. of Products	0.0383	0.0375

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – No

Note 1: For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per Audited Standalone Financial Statements.

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Note 2: The intensity adjusted for PPP has been calculated basis the guidelines set forth in SEBI's circular dated 20th December, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEQ/OEMDC>. For 2025-26, the PPP as per IMF stands at 20.34 whereas for 2024-25 it stood at 20.66

Note 3: For intensity in terms of physical output, the Company has considered no. of axles and gears produced.

4. Provide the following details related to water discharged:

Parameter in KL	2025-26	2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – No

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

Yes. The Company has implemented Zero Liquid Discharge across 100% of its operations. It has installed an Effluent Treatment Plant and as a result, the Company ensures no water is discharged outside the premises. Applications of recycled water include horticulture, irrigation, among others.

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

Parameter	Unit	2025-26	2024-25
NOx	MT	6.10	4.77
SOx	MT	0.09	0.05
Particulate matter (PM)	MT	12.98	8.97
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Ozone Depleting Substances	-	0	0

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – No

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

Parameter	Unit	2025-26	2024-25
Total Scope 1 emissions ²	tCO ₂ e	2,270 ³	923
Total Scope 2 emissions ⁴	tCO ₂	13,615	13,338
Total Scope 1 and Scope 2 emissions	tCO₂	16,000	14,059
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover ⁵ (Total Scope 1 and Scope 2/Revenue from Operations)	tCO ₂ /₹ Crore	0.71	0.78
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity ⁶ (Scope 1 and Scope 2 Emissions/revenue from operations adjusted for PPP)	tCO ₂ /Million\$	1.48	1.62
Total Scope 1 and Scope 2 emission intensity in terms of physical output ⁷ (Scope 1 and 2 emissions/physical output)	tCO ₂ /No. of Products	0.01	0.01

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – No

Note 1: We report our emissions with reference to the latest Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

Note 2: Scope 1 Emission factors are reported as per the UN's Intergovernmental Panel on Climate Change (IPCC), 2006.

Note 3: The increase in fuel quantity is attributed to the increased consumption of PNG. The increased consumption of PNG is due to: i) dual baking cycles required in the paint shop ii) modified oven requirements from OEMs to ensure product quality and iii) transition from propane to PNG in furnaces.

Note 4: Scope 2 Emissions are reported with grid emission factor from Version 21 of the Central Electrical Authority's CO₂ database.

Note 5: The intensity adjusted for PPP has been calculated basis the guidelines set forth in SEBI's circular dated 20th December, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>. For 2025-26, the PPP as per IMF stands at 20.34 whereas for 2024-25 it stood at 20.66.

Note 6: For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per the Audited Standalone Financial Statements.

Note 7: For intensity in terms of physical output, the Company has considered no. of axles and gears produced.

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

The Company is committed to protecting the environment and planet by taking conscious decisions for reduction of energy footprint and thereby reducing greenhouse gases. Carraro India Limited is consistently focusing on consuming renewable electricity from solar rooftop panels, with an increased consumption over the last few years. The Company is also targeting to phase out R22 (a refrigerant with high global warming potential) by 2027. With these efforts as steppingstones, the Company aims to further reduce its greenhouse gas emissions through initiatives of fuel switch, in future.

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

Parameter	Unit	2025-26	2024-25
Plastic waste (A)	MT	150.94	133.27
E-waste (B)	MT	2.56	1.79
Bio-medical waste (C)	-	0	0
Construction and demolition waste (D)	-	0	0

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Parameter	Unit	2025-26	2024-25
Battery waste (E)	MT	4.40	32.31
Radioactive waste (F)	MT	0	0
Other Hazardous waste (G)	MT	425.95	321.59
Other non-hazardous waste generated (H).	MT	4,734.53	4,297.72
Total Waste Generated (A+ B + C + D + E + F + G + H)¹	MT	5,318.38	4,786.68
Waste intensity per rupee of turnover ² (Total waste generated/revenue from operations)	MT/₹ Crore	0.24	0.27
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ³ (Total waste generated/revenue from operations adjusted for PPP)	MT/Million\$	0.49	0.55
Waste intensity in terms of physical output ⁴ (Total waste generated/physical output)	MT / No. of Products	0.003	0.003
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations			
(i) Recycled	MT	5,007.07	4,567.03
(ii) Re-used	-	0	0
(iii) Other recovery operations	-	0	0
Total	MT	5,007.07	4,567.03
For each category of waste generated, total waste disposed by nature of disposal method⁵			
(i) Incineration	MT	269.4	202.14
(ii) Landfilling	MT	41.91	17.5
(iii) Other disposal operations	-	0	0
Total	MT	311.31	219.64

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – No

Note 1: For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per the Audited Standalone Financial Statements.

Note 2: The intensity adjusted for the Purchasing power parity (PPP) has been calculated basis the guidelines set forth in SEBI's circular dated 20th December, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP conversion factor has been sourced from IMF database <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>. For 2025-26, the PPP conversion factor as per IMF stands at 20.34 ₹/USD whereas for 2024-25 it stood at 20.66 ₹/USD.

Note 3: For intensity in terms of physical output, the Company has considered no. of axles and gears produced

Note 4: The method of disposal of waste is as per the certificates received from respective waste traders/handlers/aggregators.

Note 5: Waste is accounted for at the time of disposal and therefore waste recovered and disposed has been considered as waste generated.

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

The Company has strong waste management procedures in place to ensure segregation and collection of waste as per defined waste categories from production area, transportation of the segregated waste to the temporary storage area and disposal of the waste to the authorised agencies as per the conditions stipulated in the Consent to Operate of Carraro India Limited. This procedure applies to all departments.

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Various steps taken to reduce hazardous and toxic chemicals in our products are as follows:

1. Waste Segregation Procedure and Work Instruction Policy.
 2. Collection of the waste at source.
 3. Proper storage facility to avoid the mixing of recyclable waste with hazardous waste.
 4. Focus on recovery, recycling and reclamation of waste through diversion from disposal (landfilling, etc.)
 5. Zero Liquid Discharge with authorised Effluent and Sewage Treatment Plants (ETPs and STPs).
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

Sr No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
No, the entity does not have operations in/around ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
No EIAs were carried out during the financial year					

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). Yes

S. No	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable				

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1. A. Number of affiliations with trade and industry chambers/associations.
- 01
- B. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.
- | No. | Name of the trade and industry chambers/associations | Reach of trade and industry chambers/associations |
|-----|--|---|
| 1 | Indian Construction Equipment Manufacturers' Association (ICEMA) | National |
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.

Name of authority	Brief of the case	Corrective action taken
No case recorded for anti-competitive conduct; hence no corrective action is applicable		

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Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
No SIA has been undertaken during the current financial year.					

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

Sr No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
NA						

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

Carraro India Limited has a formal grievance redressal mechanism to address concerns raised by local communities. Community grievances can be submitted through a designated email channel to the appointed Grievance Officer (Ms. Mamta Bakshi, Director of HR, Leadership & Culture- HR_Grievances@carraroindia.com). All grievances are acknowledged within seven working days and are reviewed and investigated in a confidential manner. Appropriate corrective actions are undertaken, and grievances are resolved within 30 working days. The Company follows a non-retaliation approach to protect complainants from acting in good faith.

If required, grievances may be escalated to the Whole-time Directors:

1. Sudhendra Mannikar: Sudhendra_Mannikar@carraro.com
2. Davide Grossi: Davide_Grossi@carraro.com

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

	2025-26	2024-25
Directly sourced from MSMEs/small producers	34%	26%
Directly from within India	77%	77%

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

Location	2025-26	2024-25
Rural	100%	100%
Semi urban	NA	NA
Urban	NA	NA
Metropolitan	NA	NA

Note: The locations have been categorised as per RBI Classification System – rural/semi-urban/urban/metropolitan.

Source: <https://censusindia.gov.in/nada/index.php/catalog/42560/download/46186/2011IndiaStateDistSbDistTwnWrd-0000.xlsx>

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

Essential Indicators

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

The Company's Stakeholder Engagement and Grievance Redressal Mechanism is also extended to customers as a key stakeholder group, wherein the grievances are recorded on customers_grievances@carraroindia.com. Carraro India Limited has a direct channel of communication with all its customers. All issues and complaints along with feedback are recorded by the quality department and after sales department to ensure timely resolution of issues, especially pertaining to quality as the top priority. The channels to record feedback and monitor recourse are provided as part of agreement contracts with each customer.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

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

Parameter	2025-26		Remarks	2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0	NIL	0	0	NIL
Advertising	0	0	NIL	0	0	NIL
Cyber Security	0	0	NIL	0	0	NIL
Delivery of essential services	0	0	NIL	0	0	NIL
Restrictive Trade Practices	0	0	NIL	0	0	NIL
Unfair Trade Practices	0	0	NIL	0	0	NIL
Other: Other category	0	0	NIL	0	0	NIL

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	1	The product was recalled due to a potential safety issue identified during field application, wherein the brake system could become jammed, potentially affecting vehicle operation.

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. [Carraro India Limited Privacy Policy](#).

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

Not applicable as no complaints were recorded.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches – 0
- Percentage of data breaches involving personally identifiable information of customers – **Not Applicable**
- Impact, if any, of the data breaches – **Not Applicable**