

Century Plyboards (India) Limited

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Cin No : L20101WB1982PLC034435



24th October, 2025

BSE Ltd. Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400 001 Scrip Code: 532548	National Stock Exchange of India Ltd. Exchange Plaza, Bandra Kurla Complex, Bandra (E) Mumbai- 400 051 Scrip Name- Centuryply
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Dear Sir/Madam,

Sub: Sustainability Report 2024-25

Please find enclosed herewith the Sustainability Report of the Company for the financial year 2024-25.

This is for your information and record.

Thanking you,
Yours faithfully,

For Century Plyboards (India) Ltd.

Company Secretary

Enclosed: As above

 **CENTURYLAMINATES**  **CENTURYPLY**  **CENTURYMDF**

PRELAM BOARD | VENEERS | PARTICLEBOARD
EXTERIOR LAMINATES | DOOR |  | PVC BOARD | CFS



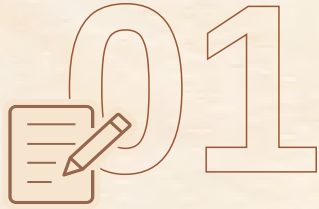


Nurturing Responsibility
Inspiring Sustainability

Sustainability Report 2024-25



Content



About The Report

- 04 Forward Looking Statement
- 04 Reporting Boundary
- 04 Sustainability Statement
- 05 Message from Chairman and Managing Director
- 07 Tracking Our Green Journey
- 07 Nurturing Our People Journey



About The Company

- 11 Pioneering Excellence in Interior Infrastructure
- 11 Mission, Vision, and Organisational Values
- 13 Resilient Through Time
- 14 Our Presence, Capacity Utilization
- 15 Global Presence, Strengthening Market Presence
- 16 Product Portfolio and Distribution Model
- 17 Responsible Product Innovations by R&D
- 19 Awards, Accolades, and Achievements
- 20 Industry Collaborations and Memberships



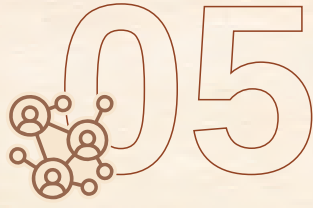
Responsible Governance

- 23 Corporate Governance at CenturyPly
- 25 Board of Directors
- 28 Code of Conduct
- 28 Business Ethics and Communication of Critical Concerns
- 30 Risk Management



Value Chain Management

- 35 Building a Responsible Enterprise
- 37 MDF Manufacturing Process
- 37 Product Certifications
- 38 Responsible Sourcing
- 38 Sustainable Forestry KPIs
- 39 Planned Agroforestry Initiative
- 40 Partnering with Responsible Suppliers
- 41 Our Customers



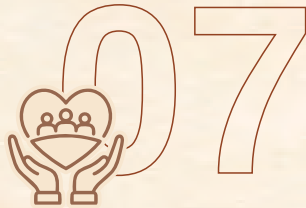
Stakeholder & Materiality Assessment

- 45 Stakeholder Assessment
- 47 Identification of Potential Material Topics
- 47 Stakeholder Engagement
- 47 Assessment of Impacts
- 48 Materiality Matrix



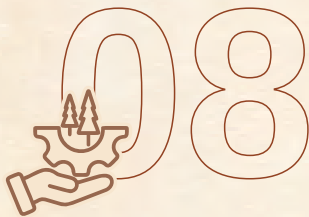
Economic Performance

- 53 Financial Performance Overview
- 53 Direct Economic Value Generated and Distributed
- 53 Key Financial Indicators



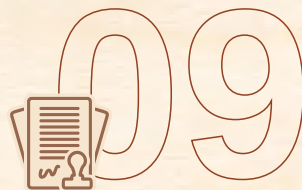
Social Sustainability

- 57 Our People
- 59 Our Culture
- 63 Occupational Health and Safety
- 65 Human Rights
- 66 Community Welfare and CSR Activities
- 70 Customer Centricity



Environment Stewardship

- 75 Climate Change and GHG Emissions
- 80 Air Emissions
- 81 Chemical Management
- 82 Water Management
- 83 Driving Circularity and Minimizing Waste



Annexures

- 85 Independent Assurance Report
- 89 GRI Content Index



About The Report

Forward Looking Statement	04
Reporting Boundary	04
Sustainability Statement	04
Message from Chairman and Managing Director	05
Tracking Our Green Journey	07
Nurturing Our People Journey	07





About the Report

Century Plyboards India Limited (“CenturyPly”, “the Company”, “we” or “us”) is pleased to present its third Sustainability Report, covering the reporting period from April 1, 2024, to March 31, 2025. This report has been prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards and reflects our continued commitment to transparency, accountability, and sustainable development.

This year's report, ‘Nurturing Responsibility Inspiring Sustainability’ builds on the foundation laid in our previous edition. It captures the Company's economic, environmental, social, and governance (ESG) performance across all our manufacturing and trading operations in India. Our disclosures are aligned with industry standards, applicable regulations, and local sociol-economic contexts, ensuring relevance for our stakeholders and alignment with evolving global sustainability expectations. The preparation of this report has been a collaborative effort. Various functional teams across the organization have come together through structured workshops, department meetings, and stakeholder consultations to contribute their expertise, perspec-

tives, and data. This inclusive approach enables us in identifying material topics, supported the review of performance against strategic goals, and guided the setting of future targets. Our sustainability roadmap is integrated into the Company's long-term business strategy. It is shaped through tools such as our annual business plan, risk management systems, safety and environmental audits, and ongoing stakeholder feedback. As we continue to evolve on our ESG journey, this report serves not only as a communication tool but also as a strategic compass to guide our efforts toward long-term value creation for people, planet, and profit.

The non-financial metrics in this report have been externally assured by Moore Singhi Advisors LLP, with key KPIs covered under reasonable assurance and selected additional KPIs under limited assurance. Both assurance engagements have been conducted in accordance with ISAE 3000 and ISAE 3410, as detailed in the assurance statement included in this report.



Forward Looking Statement

This Sustainability Report includes forward-looking statements that outline Century Plyboards (India) Limited's sustainability ambitions and strategic priorities. These statements reflect the management's current outlook on future ESG performance. Forward-looking statements may include terms such as 'aims', 'plans', 'intends' and 'believes' and are based on reasonable assumptions available at the time of publication. However, actual outcomes may differ due

to regulatory changes, market dynamics, or unforeseen environmental and operational challenges. Accordingly, the Company makes no assurance that these expectations will be realized and assumes no obligation to update or revise any forward-looking statements, except as required by applicable law. We welcome your feedback on this report. For any queries or comments, please write to investors@centuryply.com.

Reporting Boundary

The reporting boundary is on standalone basis and includes six manufacturing sites across India, located in Joka (West Bengal), Guwahati (Assam), Kandla

(Gujarat), Gummidipoondi (Tamil Nadu), Karnal (Haryana) and Hoshiarpur (Punjab), the Head office at Kolkata, 26 Marketing offices and 48 warehouses.

Sustainability Statement

We are dedicated to advancing sustainability within the plywood industry through responsible sourcing, efficient manufacturing, strong governance practices and eco-conscious innovation. Our sustainable practices aim to conserve natural resources, reduce environmental impact, foster an inclusive workplace, uphold ethical business conduct and support long-

term value creation. By embedding these principles into our operations, we generate meaningful benefits for the environment, our communities, our employees, our stakeholders, and our customers, driving long-term growth, trust, and shared prosperity.

Frameworks, Guidelines and Standards

This sustainability report has been prepared referencing GRI standards 2022. Additionally, it includes the following references:



United Nations
Global Compact



GREENHOUSE
GAS PROTOCOL



Business Responsibility and Sustainability Reporting (BRSR) as per the National Guidelines for Responsible Business Conduct (NGRBC) Provisions of the Companies Act, 2013

Message from Chairman and Managing Director



At Century Plyboards (India) Limited (CPIL), we place sustainability at the heart of our business. We aim to create long-term stakeholder value through implementation of a business strategy that focuses not only on the economic but also the ethical, social and environmental dimensions of doing business. Each day at CPIL, we work towards achieving positive outcomes that look beyond economic growth and focus on sustainable and inclusive growth.



Sajjan Bhajanka,
Chairman and Managing Director
Century Plyboards (India) Limited



Building a Future-Ready, Sustainable Business

Dear Stakeholders,

As we navigate an era of ecological urgency and social-economic transformation, the role of business in shaping a sustainable future has never been more critical. At CenturyPly, we recognize that our leadership in a timber-intensive industry brings both responsibility and opportunity. Our approach is rooted in transparency, consistency, and environmental innovation, enabling us to create long-term value for all stakeholders.

One of the most forward-looking initiatives we have undertaken in the past decade has been the professionalization of our management structure. The promoters have transitioned day-to-day operational responsibilities to a team of experienced professional CEOs. This strategic shift marks a significant evolution in our journey from a family-managed business to a professionally run enterprise, resulting in strong business growth and also strengthening the foundation for agile, accountable, and future-ready leadership.

At a group level, we made the largest aggregated capital investment of Rs 2,323 crore within 4 years, 67% of our 39-year gross block of Rs 3,478 crore as on 31 March 2025. This investment is focused on commissioning additional manufacturing capacities in new locations, achieving costs below prevailing greenfield benchmarks, and building critical mass in manufacturing capacity, geographic reach, and product portfolio. This strategic deployment now provides us with the scale to generate a substantial annual surplus for consistent business growth without requiring long-term debt financing.

Our manufacturing facilities adhere to the highest global standards, with a focus on product quality, material efficiency, employee safety and environmental stewardship. A key pillar of our sustainability journey is the reimagining of timber sourcing. Today, approximately 98% of our timber is sourced through agroforestry, a regenerative model that enhances biodiversity, improves soil health, sequesters carbon and supports thousands of farmer households across India. We are also distributing saplings on a large scale, both free and subsidised, to farmers, helping strengthen livelihoods while promoting green cover. By working closely with farmers and promoting fast-growing, high-yield timber species, we are building a sustainable and circular supply chain that benefits both the environment and rural communities.

In line with our commitment to reduce environmental impact, we are expanding the use of renewable energy sources such as biomass and solar across our operations, steadily reducing our reliance on fossil fuels. We have installed roof-top solar plants across all our manufacturing units and commissioned a 3 MW solar plant at Hoshiarpur, with further capacity under evaluation. These initiatives are helping us lower our ecological footprint while improving operational efficiency.

Our "people-first" culture remains central to how we operate and grow. We are committed to fostering a safe, inclusive and supportive work environment where every individual can thrive. Our workplace practices continue to evolve with a strong focus on employee well-being, safety and inclusivity. We are also maximising employment opportunities by consciously avoiding costly automation, unless required for reasons of quality consistency and product reliability.

Beyond our organization, we extend our impact through purpose-driven community engagement. Our CSR initiatives focus on environmental sustainability, education and livelihood enhancement, healthcare and hygiene and social equity. Flagship programs such as Vatavaran Sanrakshan, Gyanoday, Swasthya aur Swachhata, and Samajik Kalyan embody our commitment to building resilient and equitable communities.

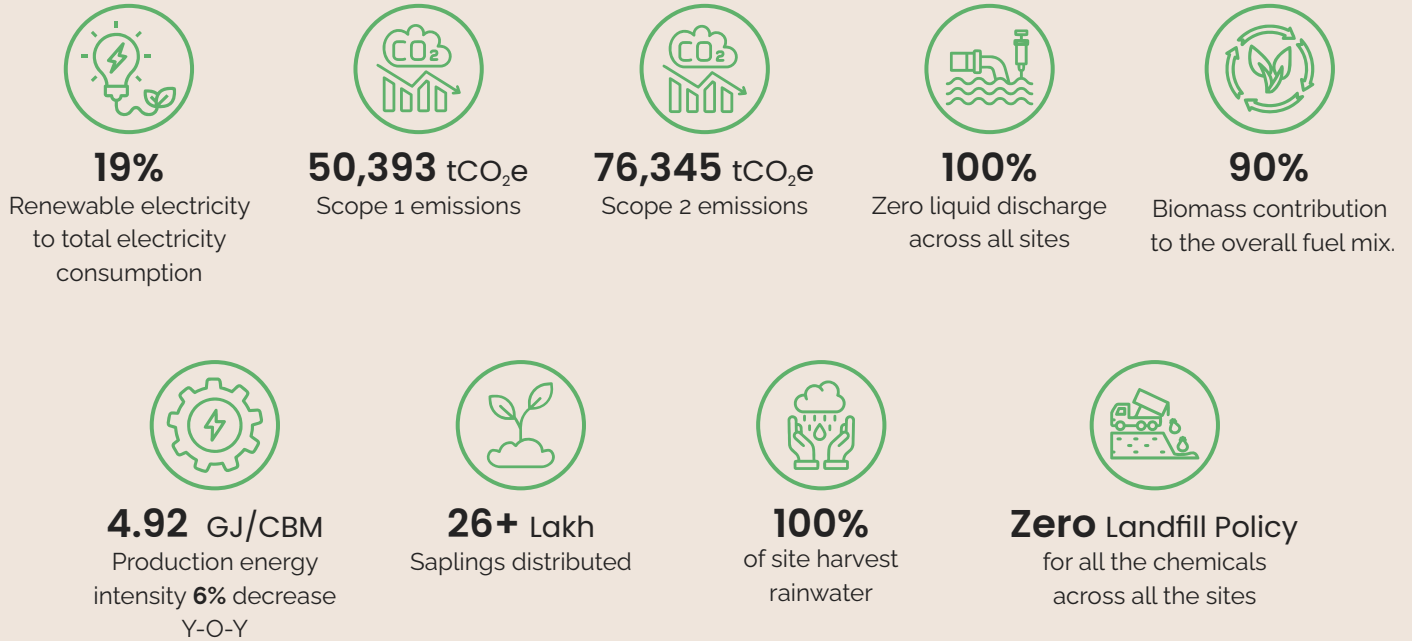
With robust governance mechanisms, a digitally empowered value chain, and a forward-thinking leadership team, CenturyPly is well positioned to meet the evolving expectations of tomorrow's markets responsibly and resiliently.

On behalf of the Board, I extend my heartfelt appreciation to our employees, partners, and stakeholders for their continued trust and support. As we look ahead, we remain committed to deepening our alignment with customer, investor and global sustainability expectations. Together, we will build a more inclusive, future-facing and sustainable enterprise.

Sincerely,
Sajjan Bhajanka

Chairman and Managing Director
Century Plyboards (India) Limited

Tracking Our Green Journey



Nurturing Our People Journey





About The Company

Pioneering Excellence in Interior Infrastructure	11
Mission, Vision, and Organisational Values	11
Resilient Through Time	13
Our Presence, Capacity Utilisation	14
Global Presence, Strengthening Market Presence	15
Product Portfolio and Distribution Model	16
Responsible Product Innovations by R&D	17
Awards, Accolades, and Achievements	19
Industry Collaborations and Memberships	20





Pioneering Excellence in Interior Infrastructure

Century Plyboards (India) Limited is a leader in the wood panel and decorative solutions industry, shaping the future of interior spaces with innovation and excellence. Founded by Mr. Sanjay Agarwal and the late Mr. Hari Prasad Agarwal and later joined by Mr. Sajjan Bhajanka, the Company has established itself as a market frontrunner, setting new benchmarks for quality in plywood, veneers, laminates and allied products. CenturyPly is a well-recognized brand in India's interior wood products sector, known for its strong reputation for trust and dependability.

Headquartered in Kolkata, CenturyPly at the group level operates 14 manufacturing and service facilities

across India, including locations in Joka (West Bengal), Guwahati (Assam), Kandla (Gujarat), Gummidipoondi (Tamil Nadu), Karnal (Haryana), and Hoshiarpur (Punjab). The units in Roorkee (Uttarakhand), Badvel (Andhra Pradesh) are operated under our subsidiaries. The company also manages two Container Freight Stations (CFS) in Kolkata under a subsidiary. On the international front, the company has a presence through subsidiaries located in Gabon (Africa). Domestically, its operations are supported by a registered office in Kolkata, 26 marketing offices, and an extensive distribution network that includes 48 depots/warehouses.



Our Vision

To be 'The Best' in building materials and solutions by igniting innovation, embracing sustainability and delighting stakeholders.



Our Mission

To be the brand of choice by leveraging state-of-the-art technology and innovation to empower stakeholders, achieve sustainability and drive exponential growth.

Our Purpose

Sarvada Sarvottam in pursuit of excellence and the highest standards in all endeavours.



Trust



Quality



Innovation



Customer Focus



People Development

Our Core Values



Integrity



Excellence



Passion



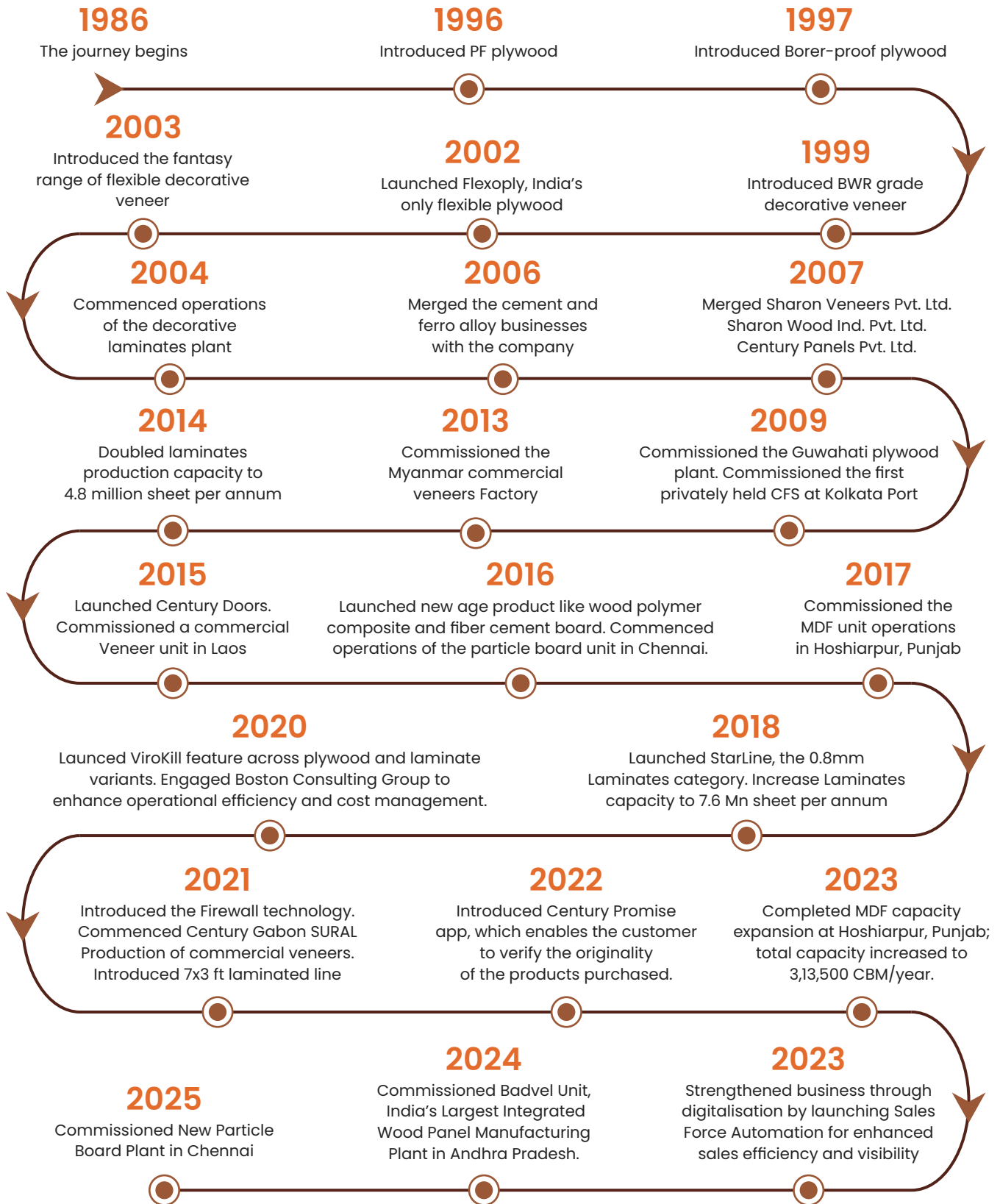
Empowerment



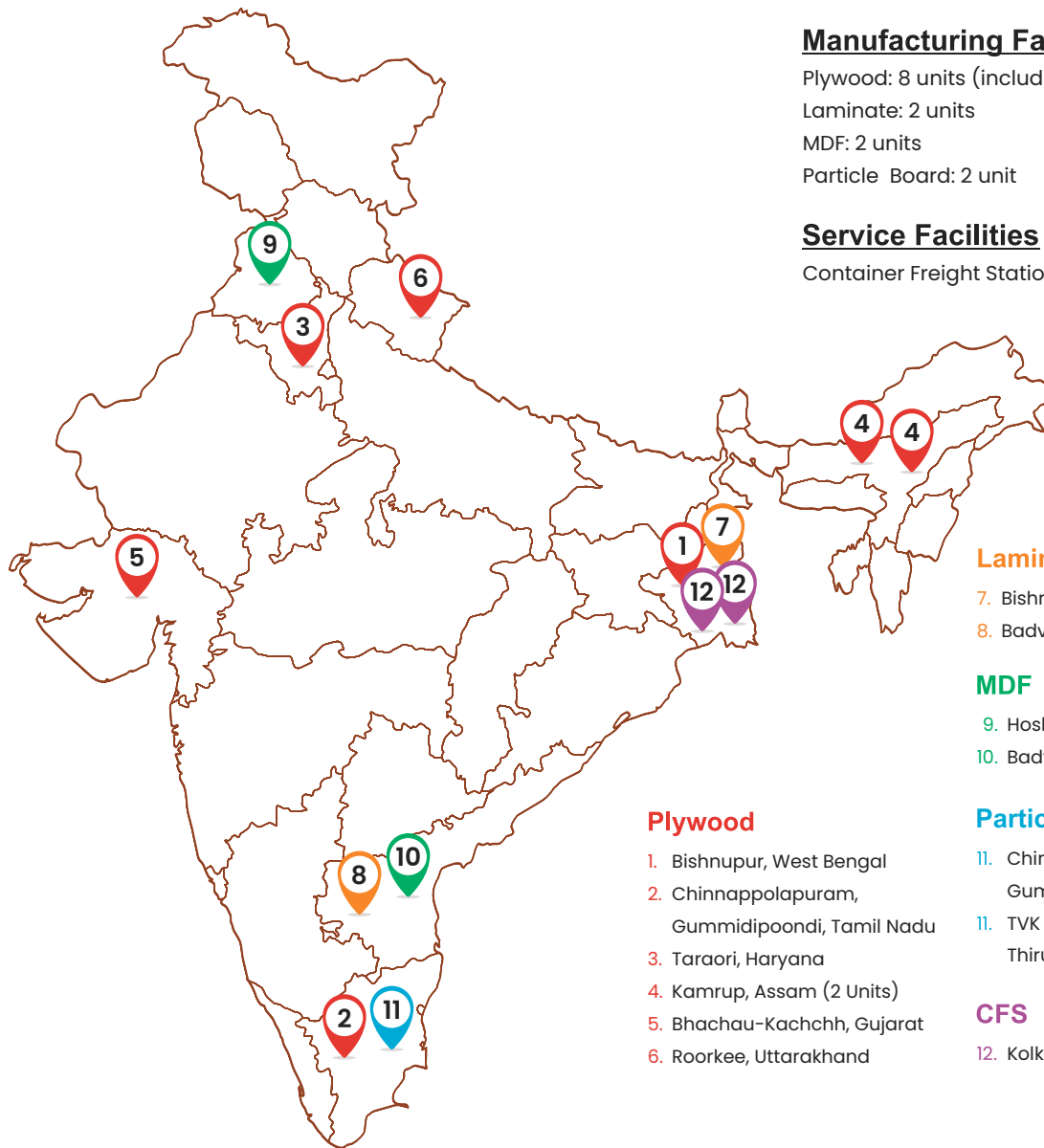
Respect



Resilient Through Time



Our Presence



Manufacturing Facilities

Plywood: 8 units (includes one unit in Gabon)
 Laminate: 2 units
 MDF: 2 units
 Particle Board: 2 unit

Service Facilities

Container Freight Station (CFS): 2 units

Laminate

- 7. Bishnupur, West Bengal
- 8. Badvel, Andhra Pradesh

MDF

- 9. Hoshiarpur, Punjab
- 10. Badvel, Andhra Pradesh

Particle Board

- 11. Chinnappolapuram, Gummidipoondi, Tamil Nadu
- 11. TVK SIPCOT Industrial Park, Thiruvallar district, Tamil Nadu

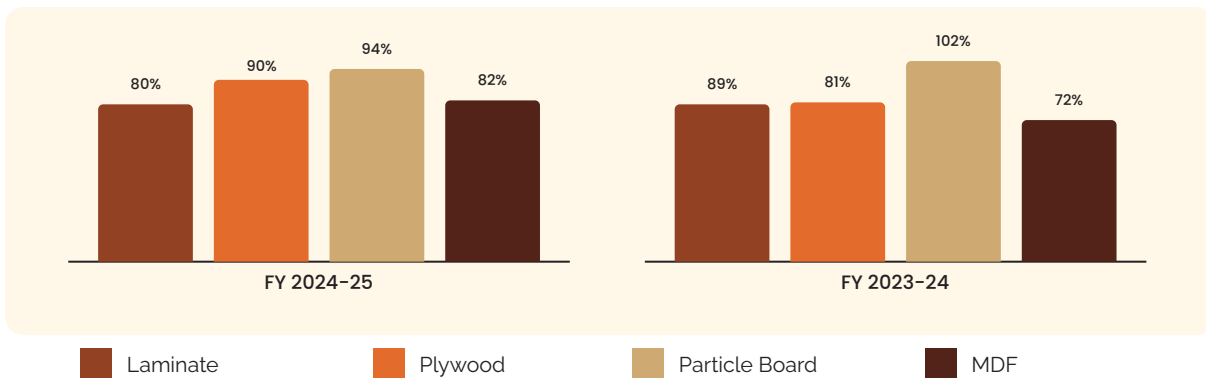
CFS

- 12. Kolkata, West Bengal (2 Units)

Plywood

- 1. Bishnupur, West Bengal
- 2. Chinnappolapuram, Gummidipoondi, Tamil Nadu
- 3. Taraori, Haryana
- 4. Kamrup, Assam (2 Units)
- 5. Bhachau-Kachchh, Gujarat
- 6. Roorkee, Uttarakhand

Capacity Utilisation



Global Presence

As CenturyPly strengthens its position in India, the world's most populous market, it is also actively expanding its international presence. With exports to 20 countries, the Company taps into diverse markets and stays attuned to global trends. This broad geographic reach provides valuable insights into international design preferences, sustainability expectations, and quality benchmarks. These learnings are seamlessly integrated into business strategy and product development, enhancing brand appeal and competitiveness both domestically and internationally.

Exports

14,665 Lakhs

Value (Rs.)

3.62%

% of Total Revenue

As CenturyPly continues to scale its presence, its market strategy remains rooted in customer centricity, local empowerment, and operational excellence, building both brand equity and economic impact across regions.



- | | | | | |
|---------------|--------------|-----------------|------------------|---------------|
| 1. Australia | 5. Poland | 9. Oman | 13. Sri Lanka | 17. Venezuela |
| 2. Bangladesh | 6. Indonesia | 10. Puerto Rico | 14. Saudi Arabia | 18. Vietnam |
| 3. Canada | 7. Israel | 11. Romania | 15. UAE | 19. Bahrain |
| 4. Egypt | 8. Mexico | 12. Singapore | 16. USA | 20. Bangkok |

Strengthening Market Presence

CenturyPly continues its leadership position in the wood panel industry while expanding into new and high-potential markets. The Company has strategically increased its distribution footprint and deepened engagement with its downstream partners to enhance market accessibility. Investments in brand building, digital platforms, and customer service have further elevated the Company's visibility and recall. Simultaneously, the Company is scaling up its product

portfolio with innovative, value-added solutions tailored to evolving customer preferences. We have a strong focus on quality, innovation and timely delivery, which has helped to retain long-standing customers and attract new ones across India and global markets. These initiatives position us to capture emerging opportunities and strengthen our market share sustainably.

Product Portfolio

CenturyPly offers a wide range of products, including plywood, laminates, veneers, MDF, particleboard, flush door, panel moulded and decorative doors, PVC boards & doors, WPC boards & doors and cubicles. This comprehensive portfolio allows the Company to

provide complete solutions to both trade partners and retail consumers. With a dominant market share in the organized plywood sector, we have established successful brands in each product category.

<p>CENTURYPLY sab sahe mast rahe</p> <p>ARCHITECT PLY TRULY EVERLASTING</p> <p>CENTURYPLY CLUB PRIME</p> <p>CENTURYPLY BOND 710</p> <p>CENTURYPLY WIN MR</p> <p>CENTURYPLY IS-710 MARINE</p> <p>CENTURYPLY FILM FACE PLYWOOD</p> <p>SAINIK 710 WATERPROOF PLY</p> <p>SAINIK MR WATER RESISTANT PLY</p> <p>SAINIK FILM FACE PLY</p> <p>CENTURY TEAK</p>	<p>CENTURY DOORS</p> <p>CENTURY DOORS CLUB PRIME</p> <p>CENTURY DOORS BOND</p> <p>CENTURY DOORS DECORATIVE</p> <p>CENTURY DOORS PANEL MOULDED</p> <p>SAINIK DOORS</p>	<p>CENTURY LAMINATES my design. my style.</p> <p>LUCIDA Glossiest Laminates</p> <p>LINER PRO</p> <p>SAINIK LAMINATES BOLD & BEAUTIFUL</p> <p>ULTRA HD GLOSS</p> <p>CENTURY LAMINATES MONO CORE</p> <p>LOOKBOOK</p> <p>ZERO SERIES</p>	<p>CENTURY VENEERS</p> <p>SenzuraStyles styles for beautiful spaces</p> <p>NaturaWoods Gifted by nature. Created by man.</p> <p>NaturePro Gifted by nature. Created by man.</p> <p>NatureEvo</p> <p>DarkForest</p> <p>ProgettoWood</p>	
		<p>CENTURY EXTERIA Decorative Exterior Laminates</p>	<p>CENTURY PROWUD MDF-The wood of the future</p>	<p>CENTURY PARTICLEBOARD The Eco-friendly and Economical Board</p>



Our Products and Distribution Model



Responsible Product Innovations by R&D

The Company's R&D team is committed to developing innovative products that align with the Company's environmental goals, while maintaining superior durability and performance standards. These innovations outlined below reinforce our commitment to delivering safe, sustainable, and high-quality products to our customers.



ViroKill Technology: Integrated into our plywood, laminates, and veneers, this technology offers anti-viral properties, promoting enhanced hygiene and health standards in interior spaces.



FireWall Technology: Applied across select product lines, this feature slows the spread of fire, improving safety in residential and commercial settings and offering added protection in fire-prone environments.



Boiling Water Proof (BWP) Durability: Tested for water resistance through a 72-hour boiling water immersion, our plywood withstands conditions that typically cause ordinary ply to disintegrate within an hour reinforcing its suitability for high-moisture applications.

Fingerprint-Resistant Laminate: Crafted to resist smudges, dirt, heat, and scratches, this laminate features a soft, lowglare finish. The surface paper undergoes electron beam (EB) curing to reduce porosity and enhance durability.

Fungicide Substitution: We have replaced the existing fungicide in our plywood products with a better-performing alternative that has shown encouraging results in real-time applications. This change, guided by green chemistry principles, reflects our commitment to chemical safety and environmental stewardship. We plan to progressively extend this initiative to other product lines.

Low-Emission Panels: Our firewall products are environment friendly. Apart from being completely recyclable, they cause less formaldehyde emission. The amount is smaller than 0.07 ppm, below the E1 standard, reducing VOC exposure and promoting healthier indoor environments..

GLP Technology (Glue Line Protection): We hold a patent for GLP technology, which involves infusing protective chemicals into every layer of plywood. This innovation enhances durability and resistance while providing termite and borer-proof protection, thereby ensuring long-term structural integrity.

Digital Print Laminate: A contemporary surfacing solution that enables image customisation by printing any design of choice. It comes pre-finished, is highly durable, and offers versatile design possibilities.

Post-Forming Laminate: Designed to be thinner and more flexible than conventional laminates, this variant is ideal for curved or contoured surfaces like kitchen counter tops, cabinetry, ironing boards, and masonry slabs.



Awards and Accolades

Industry Recognition



Padma Shri Honour

Shri Sajjan Bhajanka, Chairman and Managing Director, was conferred the Padma Shri 2025 by the Hon'ble President of India, Smt. Droupadi Murmu, in recognition of his significant contributions to trade and industry. This prestigious award reflects his visionary leadership and enduring commitment to advancing industrial growth and development.



★ Excellence in Supply Chain Management

At the 8th Supply Chain Planning Symposium held on 15th June 2024, Mumbai, CenturyPly was honoured for its outstanding contributions to innovation and efficiency in Supply Chain Management (SCM).



★ Best Social Cause Campaign at Brand Wagon ACE Awards

CenturyPly was honoured with the Best Social Cause Campaign award for its 'CenturyHeroes 2024' initiative at the BrandWagon ACE Awards 2024, hosted by The Financial Express.



★ Excellence in Performance Marketing at ET Digital Media Awards 2024

CenturyPly was awarded for Excellence in Performance Marketing at the ET Brand Equity Digital Media Awards 2024 for our innovative campaign, "Choose CenturyPly – Built to Last", in collaboration with SW Network.



★ Best Digital Learning Initiative Award

CenturyPly was honoured with the Best Digital Learning Initiative award at the 20th Future of L&D Summit & Awards 2025.



★ Recognized for Excellence in Learning & Development

CenturyPly is recognized at the 15th Asian Leadership Awards® for Excellence in Learning & Development.

Recognized Among India’s Top 100 Best Companies to Work

CenturyPly’s consistent recognition as a top workplace reflects its Commitment to employee well-being, inclusive culture, and excellence in people practices. The Company also featured in India’s Top 100 Best Companies to Work For in 2025, reaffirming its commitment to a high-trust, high-performance culture.

Recognitions awarded by Great Place To Work®



Great Place to Work-Certified®



Best Workplaces™ in Consumer Durables



Best Workplaces™ in Consumer Durables 2024



India’s Best Workplace™ in Manufacturing 2025

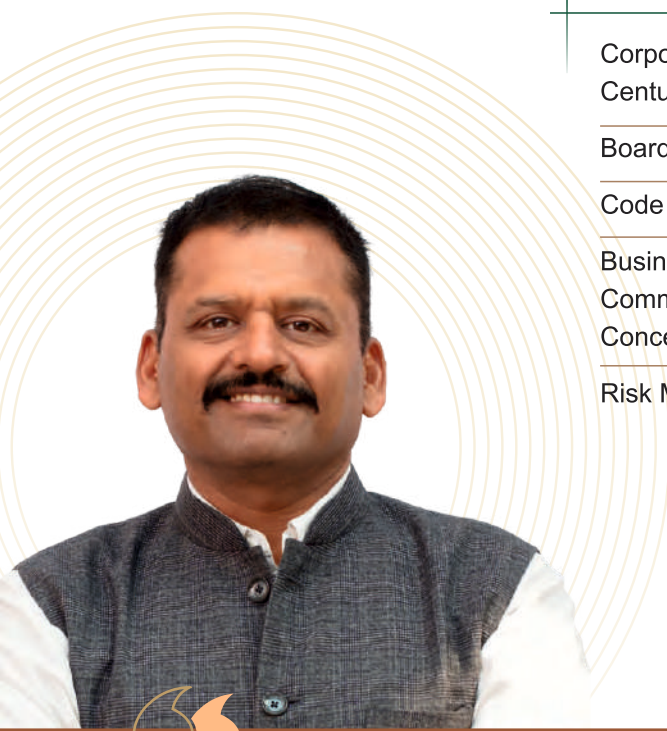


India’s Best Companies to Work For 2025 (Top 100)

Industry Collaborations and Memberships

Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
MCC Chamber of Commerce and Industry	National
Bharat Chamber of Commerce	National
Indian Chamber of Commerce	National
Federation of Indian Chambers of Commerce and Industry	National
Indian Plywood Industries Research & Training Institute	National
Federation of Indian Plywood and Panel Industry	National
Indian Laminate Manufacturers Association	National
The Bengal Chamber of Commerce and Industry	State

Responsible Governance



Corporate Governance at CenturyPly	23
Board of Directors	25
Code of Conduct	28
Business Ethics and Communication of Critical Concerns	28
Risk Management	30



At CenturyPly, strong governance is the foundation of our sustainable growth and stakeholder trust. We are committed to maintaining robust oversight, ethical leadership, and transparent decision-making at all levels of the organization. We continuously focus on our board diversity & independence, risk management frameworks, and accountability across strategic and operational functions. This ensures our governance alignment with evolving regulatory expectations while supporting responsible innovation, long-term value creation, and resilient business performance.

Sanjay Agarwal
CEO, Executive Director

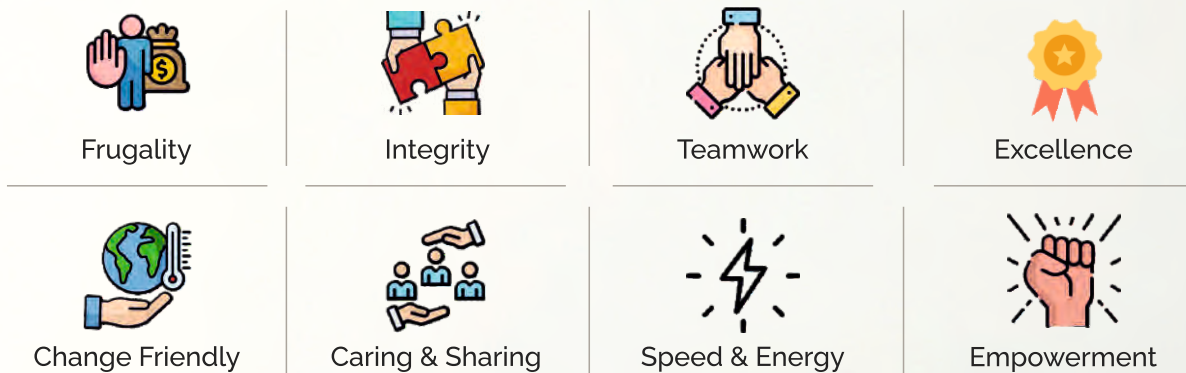




Corporate Governance at CenturyPly

At CenturyPly, strong corporate governance forms the backbone of organisational resilience and long-term value creation. Our governance structure ensures strategic oversight, accountability, transparency, and ethical conduct and also integrates ESG considerations into board-level discussions. Our Board remains committed to upholding the principles of fairness and integrity, in alignment with our vision of "Sarvada Sarvottam – The Best Always".

Key Principles of CenturyPly's Corporate Governance



ESG Governance

CenturyPly's governance framework is structured to ensure strong strategic oversight and operational accountability. The Board of Directors sets the tone for ethical leadership and long-term sustainable value creation through well-defined Corporate Governance guidelines.

Supporting the Board, the Risk Management Committee plays a pivotal role in overseeing ESG priorities. It provides strategic direction, reviews performance metrics and issues ESG-related guidance to various functions across the organisation. ESG performance updates are regularly shared with this Committee by the ESG Working Group.

The ESG Working Group is a cross-functional body comprising representatives from key departments. It is responsible for formulating ESG initiatives, tracking key performance indicators (KPIs) and ensuring alignment with regulatory and voluntary frameworks.

To translate strategic direction into effective outcomes, the Company's senior leadership works closely with departmental heads across operations, production, finance, sales & marketing, procurement, compliance, R&D, HR, and CSR. This collaborative approach ensures that sustainability goals are embedded into everyday business decisions, tailored to the specific needs of different functions and geographies.

CenturyPly's Top Down Approach



Policy Framework

We have established a comprehensive set of governance and compliance codes & policies that guide our operations and uphold our commitment to ethical, transparent, and sustainable business practices. These codes & policies encompass areas such as materiality, corporate social responsibility, anti-corruption, insider trading, board diversity, remuneration, stakeholder engagement and sustainability. By adhering to these codes & policies, we ensure robust governance

structures that support our sustainability objectives and align with the expectations of our stakeholders. Detailed information on each policy is available on our [website](#). Regular feedback loops between managers and designated functional heads help monitor adherence and address any discrepancies, fostering alignment across teams and reinforcing policy effectiveness.

Key Policies:

Board Diversity Policy	Remuneration Policy	Risk Management Policy	Dividend Distribution Policy
Anti Bribery and Anti Corruption Policy	Business Responsibility Sustainability Policy	Corporate Responsibility Sustainability Policy	Prevention of Sexual Harassment Policy
Policy for Preservation of Documents	Archival Policy	Criteria for Making Payment to the Non-Executive Directors	Vigil Mechanism Policy
Policy for Determination of Materiality	Code of Conduct for Directors and Senior Management Executives	Code of Conduct to regulate, monitor and report trading by designated Persons	Code of Practices and Procedures for Fair Disclosures of Unpublished Price Sensitive Information
Policy on Materiality of and Dealing with Related Party Transactions	Familiarization Programme for Independent Directors		Policy on Material Subsidiary

Link to the company website to access the policies: <https://www.centuryply.com/investors/codes-and-policies>

Enabling Governance Through Dedicated Committees

Board Committees are integral to CenturyPly's governance framework, enabling focused oversight and efficient decision-making. These committees function as extensions of the Board, supporting it in fulfilling its responsibilities with greater objectivity, independence, and depth. The company has constituted seven Board-level committees. Of these, five are mandatory under the Companies Act, 2013 and SEBI Listing Regulations, while two are voluntary committees established to further strengthen governance effectiveness and enhance the quality of decision-making.

Each committee operates under a clearly defined charter that outlines its roles, responsibilities, and scope of authority. The Company Secretary supports all committees, ensuring procedural compliance and coordination.



*Non-Mandatory Committee's

Board of Directors



Mr. Sajjan Bhajanka
Chairman & Managing Director

C F



Mr. Sanjay Agarwal
CEO & Managing Director

R F



Mr. Prem Kumar Bhajanka
Managing Director



Mr. Vishnu Khemani
Managing Director



Mr. Keshav Bhajanka
Executive Director

R T



Mr. Ajay Baldawa
Executive Director (Technical)

T



Ms. Nikita Bansal
Executive Director

S



Mr. Rajesh Kumar Agarwal
Executive Director

A S C T F



Mr. Amit Kiran Deb
Independent Director

A N



Prof. (Dr.) Arup Roy Choudhury
Independent Director



Mr. Debanjan Mandal
Independent Director

R



Mr. Naresh Pachisia
Independent Director

A



Mr. Pramod Agrawal
Independent Director



Mr. Probir Roy
Independent Director

A N S C



Ms. Ratnabali Kakkar
Independent Director

N



Mr. Sunil Mitra
Independent Director

A Audit Committee

N Nomination and Remuneration Committee

S Stakeholders Relationship Committee

C CSR Committee

R Risk Management Committee

T Share Transfer Committee

F Finance Committee

*As on 31st March

Board Competence and Knowledge

The Board's collective knowledge is shaped by a diverse blend of industry experience, leadership capabilities, and strategic insight. With a balanced representation across age, gender, professional backgrounds, and geographies, the Board is well-positioned to address evolving governance, business,

and sustainability challenges. To maintain and enhance effectiveness, the Company runs a familiarization programme for Independent Directors and ensures knowledge is regularly updated through briefings and governance sessions.

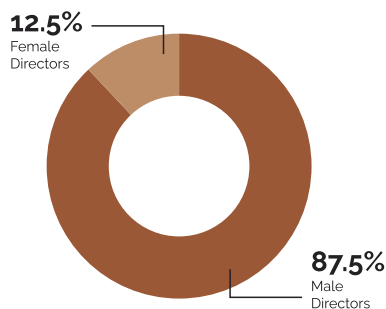
Name of Director	Industry knowledge & experience	Leadership & Management	Financial & Accounting	Technical, Operations & Information Technology	Behaviour & Equanimity	Global Business	Risk Management and Legal	Corporate Strategy & Arrangements	Board Governance & Ethics	Sales & Marketing
Sri Sajjan Bhajanka	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sri Sanjay Agarwal	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sri Prem Kumar Bhajanka	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sri Vishnu Khemani	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sri Keshav Bhajanka	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ms. Nikita Bansal	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sri Ajay Baldawa	✓	✓	✓	✓	✓	✓	✓	-	✓	-
Sri Rajesh Kumar Agarwal	✓	✓	✓	✓	✓	-	✓	-	✓	-
Sri Vijay Chhibber	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sri Debanjan Mandal	✓	✓	✓	✓	✓	-	✓	✓	✓	-
Sri Sunil Mitra	✓	✓	✓	✓	✓	✓	✓	✓	✓	-
Sri Probir Roy	✓	✓	✓	✓	✓	✓	✓	✓	✓	-
Sri Amit Kiran Deb	-	✓	✓	✓	✓	✓	-	✓	✓	-
Sri Naresh Pachisia	-	✓	✓	✓	✓	✓	✓	✓	✓	-
Ms. Ratnabali Kakkar	-	✓	✓	✓	✓	✓	✓	✓	✓	-
Sri Pramod Agrawal	✓	✓	✓	✓	✓	-	✓	✓	✓	-

Board Composition, Diversity and Evaluation

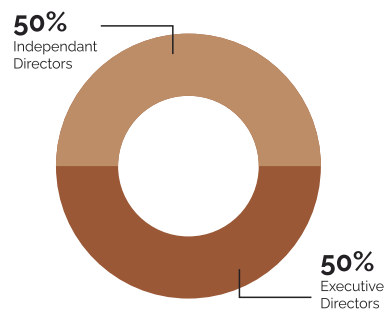
A diverse Board capitalizes on differences in thought, perspective, knowledge, skills, regional and industry experience, cultural and geographical backgrounds, age, ethnicity, and gender, all of which contribute to maintaining a competitive edge. The Company's board composition meets the objectives of a diverse and experienced Board.

The Board Diversity Policy reflects the Company's commitment to maintaining a Board with diverse skills, experiences, and perspectives to support effective governance. The current composition includes three women Directors and has a balanced mix of Executive and Non-Executive Directors, with Independent Directors comprising 50% of the Board.

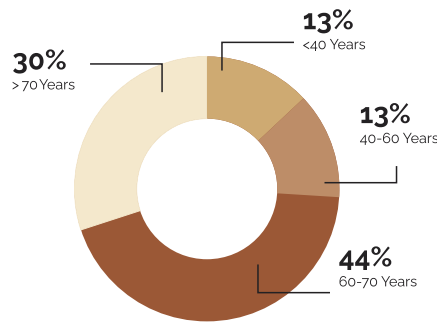
Board Diversity by Gender



Board Diversity by Board Independent



Board Diversity by Age



The Nomination and Remuneration Committee (NRC) is responsible for monitoring the Board's composition and ensuring alignment with company objectives. Board performance is evaluated through a formal, structured process aligned with our Board Evaluation Policy. This ensures continuous governance enhancement and effective oversight of the Company's strategy, including sustainability-related impacts.

The NRC also plays a central role in the nomination and selection of Board members. It develops competency requirements based on the Company's strategic

priorities, industry context, and evolving regulatory landscape. This includes a comprehensive analysis of operations, financial position, compliance needs, and environmental and social responsibilities. As part of its ongoing Board composition review, the NRC conducts a rigorous gap analysis prior to any changes in Board membership, whether through appointment or renewal. Profiles of potential candidates are reviewed in line with the defined competencies and subjected to due diligence before final recommendations are made to the Board.

Process to Determine Remuneration

CenturyPly's remuneration policy is designed to align executive compensation with the Company's long-term strategic objectives, promoting responsible and sustainable business practices. We follow a structured

and transparent process for designing and determining remuneration, ensuring it reflects market competitiveness, performance expectations and principles of sound corporate governance.

Media Remuneration

	Male		Female	
	Number	Median Remuneration	Number	Median Remuneration
Board of Directors (BoD)*	7	4,00,000	1	4,00,000
Key Managerial Personnel**	9	2,66,00,000	1	2,05,00,000
Employees other than BoD and KMP	3,667	5,29,366	115	6,50,000
Workers	2,800	2,38,618	218	3,63,684

*Independent Board of Directors
 ** Included Executive Directors, MD, CFO & CS

Annual Total Compensation Ratio

79.67

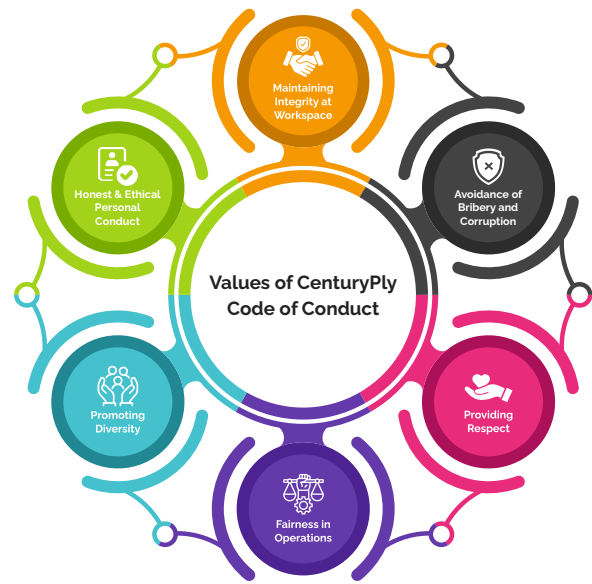
Annual total compensation

Formula: Annual compensation of highest-paid individual / Median annual compensation of all other employees

Code of Conduct

The Code of Conduct reflects CenturyPly's unwavering commitment to ethical practices, integrity, and accountability. Our Code of Conduct fosters an environment built on trust, accountability and mutual respect. We emphasize principled decision-making and transparent practices, ensuring that our operations reflect the highest standards of integrity. By cultivating an inclusive workplace and championing fairness in every aspect of our business, we create a culture where people feel valued and empowered. This commitment not only strengthens our internal ethos but also reinforces the confidence our stakeholders place in us.

The Code of Conduct applies to all employees, directors, and senior management, guiding consistent ethical behaviour and upholding high standards of professionalism. As of March 31, 2025, all Board members and Senior Management Personnel have affirmed compliance with the Code.



Business Ethics and Communication of Critical Concerns

Fundamentals of CenturyPly's Business Contract



Ethics



Transparency



Accountability

These principles of ethical conduct and regulatory compliance are deeply embedded in our governance practices and organisational culture, guiding decision-making across all levels. We expect all employees to uphold these values consistently in their professional conduct. To enable this, clearly defined policies and codes of conduct have been established, ensuring that the principles of good governance are reflected across all functions, processes, and stakeholder interactions.

CenturyPly has implemented a vigil mechanism and whistleblower policy that enables directors and employees to report concerns confidentially related to fraud,

misconduct, policy violations, or potential leaks of Unpublished Price Sensitive Information (UPS). These complaints are overseen by the Vigilance and Ethics Officer, with the provision for direct escalation to the Chairman of the Audit Committee in exceptional cases. Safeguards are in place to protect whistleblowers from any adverse consequences, and all reports are thoroughly investigated with appropriate corrective actions. Records of such cases are retained for seven years, and the policy is periodically reviewed by the Board of Directors to reinforce the Company's commitment to integrity and accountability.

Stakeholder Access to Grievance Redressal

Our grievance mechanisms are designed to address and resolve concerns and queries raised by stakeholders in a fair, transparent, and timely manner, in alignment with the Company's core values.



Workforce

CenturyPly has also instituted several employee engagement and grievance redressal platforms to encourage open communication and continuous feedback:

- CHRO Connect: An anonymous channel for employees to share ideas, suggestions, feedback, complaints, and grievances to help foster a healthier work environment.
- HR Connect: Monthly meetings between employees and the HR team to discuss workplace-related concerns and gather suggestions.
- Offline Employee Connect: Regular in-person sessions held at various locations to facilitate informal dialogue and feedback. Centurion Buddy and a dedicated employee WhatsApp group serve as accessible forums for employees to voice concerns and receive timely support.



Local Communities

Our CSR Team conducts in-person discussions with our NGO partners and community members to address grievances and support the upliftment of vulnerable and marginalized groups in society.



Retailers and Customers

CenturyPly offers a multi-channel feedback system through which stakeholders can share feedback and register complaints via a toll-free helpline, WhatsApp-based support, dedicated customer service email, the 'Enquire Now' feature on our website, and various social media platforms used for public interaction and issue escalation.



Suppliers and Dealers

Our procurement and customer support teams at CenturyPly efficiently address and resolve any grievances raised by our suppliers and dealers. They can connect with us through multiple channels via email, chat, SMS, toll-free support line, or the 'Get in Touch with Us' tab on our website.



Investors and Shareholders

The secretarial department at CenturyPly, serves as the primary point of contact for shareholders seeking to resolve their grievances and complaints within the Company. The company has created an exclusive E-mail id - investors@centuryply.com for investor servicing.



At CenturyPly, compliance is embedded in our culture, going beyond adherence to encompass alignment with evolving ESG standards and regulatory expectations. Through timely disclosures and ethical conduct, we continue to build stakeholder trust as part of our broader strategy for long-term sustainability.

- Sundeep Jhunjhunwala,
Company Secretary



Conflict Of Interest

At CenturyPly, we acknowledge the importance of effectively managing conflicts of interest involving directors, key management personnel, shareholders, and other designated persons, as part of our broader commitment to integrity, accountability and transparency. In line with our Code of Conduct and Board-approved policy on identifying and managing related party transactions, we have instituted clear governance protocols to address such situations. Where a conflict

involves a member of the Board, the Audit Committee independently reviews the matter and recommends an appropriate course of action after evaluating all relevant considerations.

During FY 2024-25, there were no cases of conflicts of interest that were identified and reported to the senior management and board.

Anti-Bribery and Anti-Corruption




CenturyPly is committed to conducting its business with integrity, transparency, and accountability. The company has adopted a comprehensive Anti-Bribery and Anti-Corruption Policy (ABAC), which is applicable to all directors, senior managers, officers, permanent and temporary employees, consultants, contractors, trainees, casual and any other individuals associated with the Company or its subsidiaries, irrespective of location.

The policy outlines the Company's zero-tolerance approach to bribery and corruption and reinforces its objective to uphold fairness and ethical conduct in all

business dealings. It provides clear guidance on identifying, preventing, and addressing bribery and corruption risks and ensures compliance with all relevant anti-bribery and anti-corruption laws. Implementation of the policy is overseen by the Risk Management Committee, while departmental heads are responsible for execution, supported by senior leadership. Awareness-building and regular training are integral to the policy's effectiveness and are actively promoted across the organization. There were no instances of ABAC reported during the year.

Risk Management

CenturyPly's risk management framework operates across all levels of the organisation, covering both strategic and operational dimensions. This comprehensive approach enables the proactive identification, evaluation, and mitigation of risks across the value chain while enhancing the Company's ability to adapt to a rapidly changing business landscape.

<p>1</p> <h3>Identification of Risks</h3>  <p>Detect potential risks spanning operations, supply chains, compliance, environment, and people.</p>	<p>2</p> <h3>Assessment and Prioritization</h3>  <p>Evaluate risks based on severity, likelihood, and impact on stakeholders and operations, then prioritize accordingly.</p>	<p>3</p> <h3>Mitigation and Monitoring</h3>  <p>Develop mitigation strategies, embed controls into daily operations, monitor progress, and report regularly.</p>
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Risks are addressed through an integrated framework that balances operational foresight with strategic agility. Whether it is navigating regulatory shifts, macroeconomic volatility, climate-related disruptions, or emerging ESG concerns, the Company's structured and responsive mitigation measures safeguard business continuity and performance stability.

Building Future-Ready Growth Through ESG-Aligned Risk Management

By embedding ESG principles within its core risk management strategy, CenturyPly enhances not just resilience, but also stakeholder trust and long-term value creation. This integrated approach enables the Company to:

- Strengthen operational continuity amid market volatility and global uncertainties.
- Drive consistent growth even during economic headwinds.
- Improve cost efficiency while maintaining a competitive edge across business cycles.
- Align with evolving regulatory frameworks and rising stakeholder expectations through sustainability-led governance.

The mitigation of our prominent risks, 2024-25

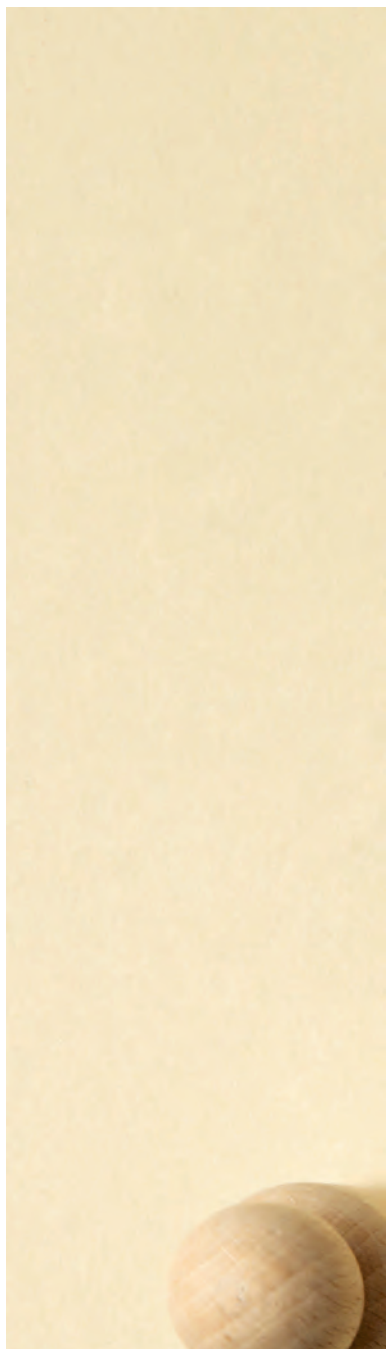
Risks	Potential consequences	External stimulus and our strategic response	Likelihood of sustained risk occurrence
Macro-economic risk: Our plywood business is vulnerable to national and international economic events beyond our control.	<ul style="list-style-type: none"> • This risk can impact the Company's brand relevance in the region and the sector. • The company's growth may face stagnation. • This risk may reduce the Company's competitiveness. 	<ul style="list-style-type: none"> • India is the world's fourth-largest economy. The consumption gap between rural and urban areas is steadily narrowing, indicating rising rural demand. The Company commands the largest share of India's organized interior infrastructure market. Despite growing demand, the interior infrastructure segment in India remains significantly under penetrated, offering substantial growth potential. 	Low
Political risk: Changes in government administration may lead to policy changes, potentially impacting our business operations and profitability	<ul style="list-style-type: none"> • Revisions to government policies could affect the Company's future growth prospects. 	<ul style="list-style-type: none"> • Long-term government policies have boosted growth in the housing and interior infrastructure sector in the country, ensuring that the company's growth is sustained. 	Low
Regulatory risk: The company's access to raw materials is dependent on obtaining necessary permits and complying with regulatory restrictions, posing a risk to our operations.	<ul style="list-style-type: none"> • Non-compliance with regulations may lead to temporary suspension or permanent shutdown of operations, negatively impacting the company's credit rating. 	<ul style="list-style-type: none"> • Our brand presence across products, customers, and markets is crucial for driving growth in living standards. • Our strategies align with national policies, particularly in infrastructure investments, positioning us for growth and development. 	Low
Locational risk: Investing in the wrong manufacturing location can be costly and difficult to rectify, posing a significant risk to the company's operations and profitability.	<ul style="list-style-type: none"> • The Company faces the risk of reduced investment returns, which could impact margins and profitability, potentially affecting its brand reputation and employee morale. 	<ul style="list-style-type: none"> • The Company mitigates the risk of selecting unsuitable manufacturing sites through in-depth feasibility studies, considering factors like port proximity, land costs, and regional demand. Its strategic site selection and resource deployment are reflected in the consistent profitability and year-over-year growth of its manufacturing facilities, demonstrating sound investment decisions and operational excellence. 	Low
Demand risk: The Company faces a significant risk that demand for emerging products may not meet initial forecasts, potentially impacting revenue and growth prospects.	<ul style="list-style-type: none"> • The Company is exposed to the risk of volatile demand patterns, potentially leading to fluctuations in plant utilization and revenue unpredictability 	<ul style="list-style-type: none"> • The Company uses a targeted strategy to select product segments, focusing on underserved markets and emerging trends, which has enabled a strong presence in niche markets. Its product mix, aligned with India's growing economy, is expected to sustain demand and mitigate the risk of reduced sales. 	Low
Competition risk: Intensified competition from other ports for cargo shipments poses a risk to the Company's revenue and market share.	<ul style="list-style-type: none"> • The Company's growth and profit margins may be negatively impacted by intense market competition, which could result in reduced demand for its services and increased pressure to lower prices. 	<ul style="list-style-type: none"> • Century Plyboards holds the largest market share in India's interior infrastructure market, driven by its significant production capacity and competitive operating costs. • The Company has built a reputation for its commitment to delivering high-quality, aesthetically pleasing, and durable interior solutions that meet customers' evolving needs. 	Low
Debt repayment risk: Defaulting on debt repayment or servicing can severely damage the Company's reputation, hinder growth prospects, and lead to financial instability.	<ul style="list-style-type: none"> • Failure to meet debt obligations could harm the Company's creditworthiness, limit access to favorable financing, affect its reputation, and undermine long-term financial stability and growth prospects. 	<ul style="list-style-type: none"> • Throughout its nearly forty years of operation, the company has upheld a debt-free balance sheet and has not experienced any defaults on payments to lenders. The interest cover of the company was high at 12% in 2024-25, indicating very low level of debt. 	Low

Risks	Potential consequences	External stimulus and our strategic response	Likelihood of sustained risk occurrence
<p>People risk: The Company faces the risk of being unable to retain or attract skilled professionals, potentially impacting its operations, productivity, and competitiveness.</p>	<ul style="list-style-type: none"> This could have a ripple effect, undermining the company's ability to leverage expertise, which in turn could erode its brand value, diminish productivity, and compromise profitability. 	<ul style="list-style-type: none"> The Company takes pride in its proven track record of attracting and retaining highly skilled professionals. As a preferred employer in the industry, it offers unmatched opportunities for professional and personal growth, enabling it to consistently draw and retain top talent. 	Low
<p>Environmental risk: Non-compliance with global ESG standards poses a risk to the company's reputation, regulatory compliance, and financial performance.</p>	<ul style="list-style-type: none"> Non-compliance with environmental standards could harm the Company's reputation and prompt customers, including OEMs, to shift to more sustainable competitors. 	<ul style="list-style-type: none"> The Company has made substantial investments in minimizing its carbon footprint, surpassing regulatory mandates to guarantee environmental sustainability. The Company derived 18% of its electricity requirements from renewable energy in FY 2024-25. 	Low
<p>Safety risk: Substandard safety standards can have severe consequences on both manufacturing and transportation operations, posing risks to employees, customers, and the business as a whole.</p>	<ul style="list-style-type: none"> Inadequate safety protocols could result in accidents, harming the Company's reputation, brand image, and customer trust, while impacting market share. Injuries may also reduce employee morale, lower productivity, and disrupt operations, affecting financial performance. 	<ul style="list-style-type: none"> The Company prioritizes safety, investing heavily in mechanization to minimize risks in manufacturing and transportation The company cultivated a safety-first culture, providing comprehensive training programs and establishing clear standard operating procedures to ensure all employees are well-versed in and committed to adhering to rigorous safety protocols. 	Low
<p>Geographic risk: The Company's regional focus exposes it to weather-related risks, potentially disrupting access to resources and impacting operations.</p>	<ul style="list-style-type: none"> The Company has a robust framework to identify and mitigate weather-related risks, supported by contingency plans to ensure business continuity. Its focus on sustainability and resource efficiency strengthens resilience and builds stakeholder trust. 	<ul style="list-style-type: none"> To mitigate weather-related risks, the Company conducts rigorous, data-driven research before selecting manufacturing locations and resource access points, ensuring minimal disruption to operations and logistics. The Company has not experienced any weather-related decline in productivity to date, demonstrating the effectiveness of its proactive risk management approach. 	Low
<p>Distribution risk: Relying heavily on a single region for revenue exposes the Company to regional market downturns, potentially limiting growth and affecting overall performance.</p>	<ul style="list-style-type: none"> Dependence on a single region in India exposes the Company to growth risks, as a local demand slowdown could limit nationwide expansion and restrict market potential. 	<ul style="list-style-type: none"> Century's products is available across the nation through 26 marketing offices, covering almost all the cities and townships in the country. The company enjoys a presence in over 20 countries. 	Low
<p>Innovation risk: Failure to innovate and launch new products can lead to declining brand value, reduced competitiveness, and potential loss of market share.</p>	<ul style="list-style-type: none"> Failure to consistently introduce new products may lead to diminished appeal to trade partners, potentially resulting in decreased engagement and a negative impact on the company's brand reputation and loyalty 	<ul style="list-style-type: none"> The Company's research and development team is proactively driving innovation, consistently creating and launching new products. This strategic approach enables the company to maintain strong engagement with trade channels and end-consumers, ultimately fortifying its brand reputation and loyalty. 	Low
<p>Project management risk: Delays in project completion can damage the company's reputation and market position, posing a significant risk to its business operations and profitability</p>	<ul style="list-style-type: none"> Project delays pose a dual risk to the company, threatening to reduce revenue streams while also driving up project costs and potentially undermining the project's long-term viability. 	<ul style="list-style-type: none"> The Company's integrated approach—covering resource assessment, land acquisition, construction readiness, technical studies, and supply chain management—enables faster project execution, surpassing industry benchmarks. Leveraging its experienced management team, the Company ensures timely, cost-effective commissioning while minimizing risks of delays and cost overruns. 	Low
<p>Liquidity risk Increased investment requirements may strain the company's Balance Sheet, potentially impacting its ability to meet short-term financial obligations.</p>	<ul style="list-style-type: none"> Rising investment needs could strain the Company's balance sheet, affecting liquidity and leverage, potentially leading to a credit rating downgrade and higher funding costs, which may constrain future growth. 	<ul style="list-style-type: none"> The Company maintains sufficient liquidity to support growth without compromising its balance sheet and enjoys a virtually debt-free status, enhancing financial stability, supporting credit rating strength, and enabling cost-effective access to resources for future investments. 	Low
<p>Forex fluctuation risk: Changes in foreign currency exchange rates can significantly impact the company's financial performance, affecting import/export costs, revenue, and profitability</p>	<ul style="list-style-type: none"> Fluctuations in currency exchange rates pose a significant risk to the company's financial performance, potentially eroding profitability through adverse impacts on export revenues, import costs, and overall competitiveness. 	<ul style="list-style-type: none"> To minimize currency risk, the company proactively monitors its exposures and utilizes hedging strategies to mitigate foreign exchange volatility. This prudent approach allows the company to offer extended credit periods to overseas buyers on a selective basis, while effectively managing long-term currency fluctuations and protecting its financial interests. 	Medium

Value Chain Management



Building a Responsible Enterprise	36
MDF Manufacturing Process	37
Product Certifications	37
Responsible Sourcing	38
Sustainable Forestry KPIs	38
Planned Agroforestry Initiative	39
Partnering with Responsible Suppliers	40
Our Customers	41



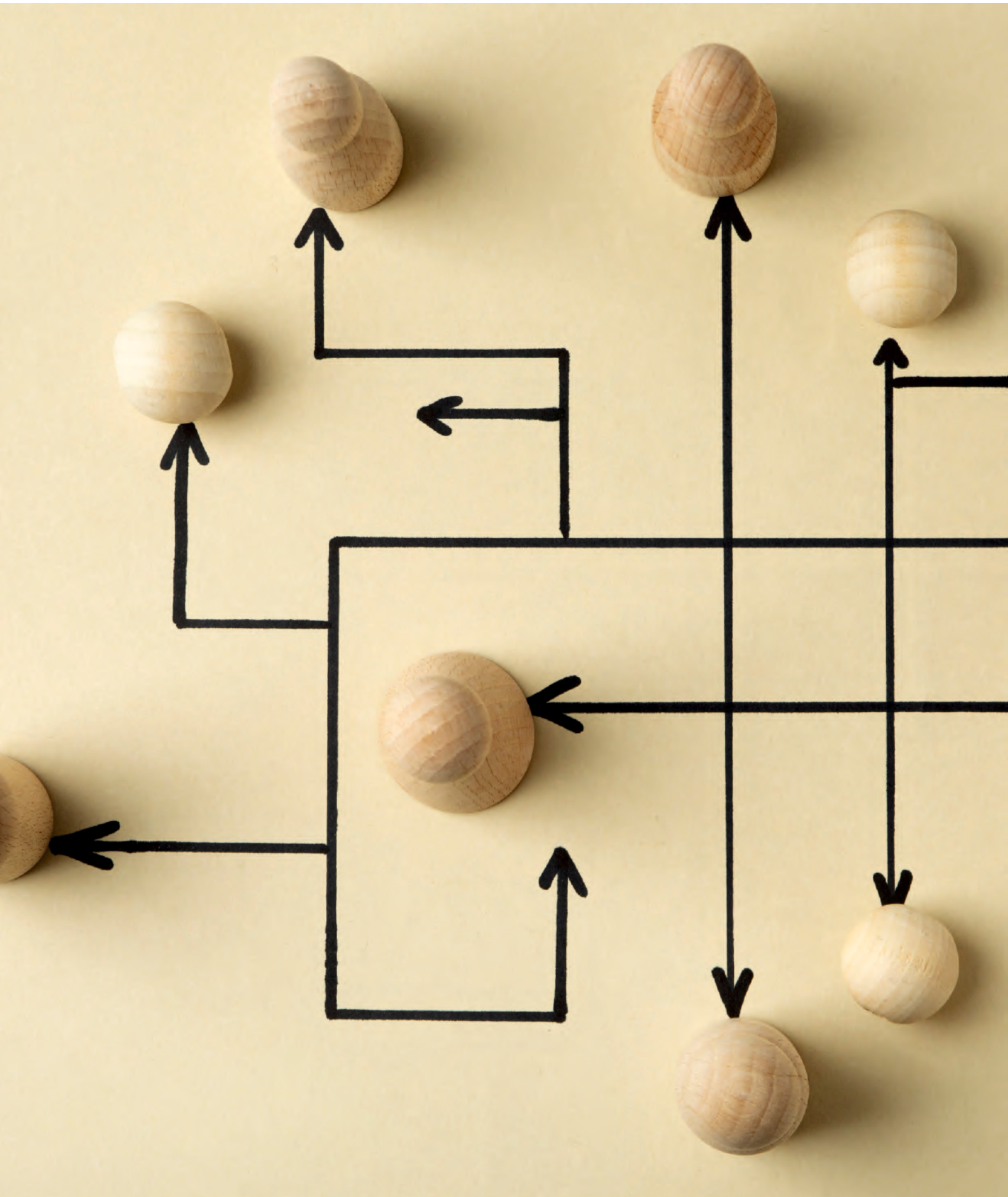
At Century Plyboards, we are consistently investing in India's growth story by expanding our manufacturing footprint. Each new facility we commission is built to world-class standards delivering superior output quality, higher material yield, lower utility consumption, and positive environmental impact.

Our latest manufacturing facilities incorporate good manufacturing practices such as advanced automation, energy-efficient systems, water recycling, waste minimization, and the adoption of renewable energy sources. These practices reduce our environmental footprint while strengthening operational efficiency.

This approach positions us to counter cost pressures through efficiency-driven margin improvements, enabling us to maximize consumer value and deepen our brand promise of Raho Befikar.

Keshav Bhajanka
Executive Director





Upstream

Man

Raw Material Procurement

Transport & Logistics

Manufacturing

E



Agroforestry

98% timber through agro-forestry



Chemicals

- » Paraformaldehyde
- » Formalin
- » Melamine
- » Phenol



1 Laminates Division

2 Particle Board Division

3 Plywood Division

4 MDF Division

Pan-India Manufacturing Units

- » Bishnupur, West Bengal
- » Gummidipoondi, Tamil Nadu
- » Taraori, Haryana
- » Kamrup, Assam
- » Bhachau-Gujarat
- » Roorkee, Uttarakhand
- » Hoshiarpur, Punjab



1 Paper (Both imported and locally sourced)

- » Kraft Paper
- » Barrier Paper
- » Design Paper
- » Tissue Paper

Responsible Enterprise

Manufacturing

Downstream

Raw Product

Packaging

Logistics

Distribution & Market

Export 20+ Countries

across Asia, the Middle East,
the America, Europe, Africa, and Oceania.



6,070 Dealers and Distributors

19,072+ Retailers

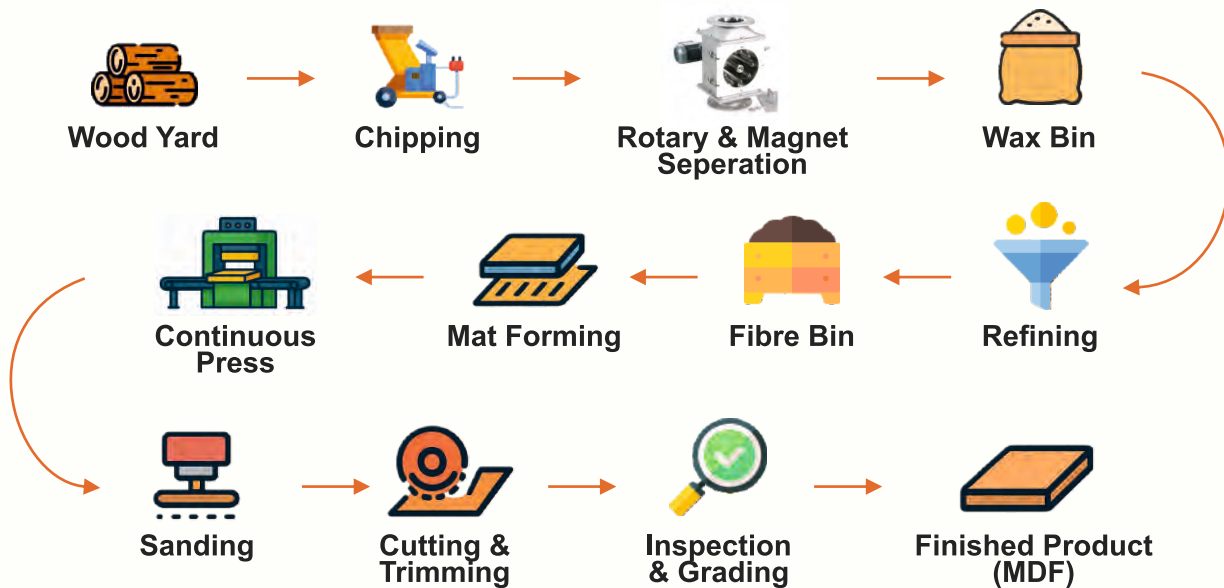
96.4% revenue from
Pan India Distribution



48

Warehouses Pan India

MDF Manufacturing Process



Product Certifications

Management Systems

- ISO 9001:2015
(Quality Management Systems)
- ISO 14001:2015
(Environmental Management Systems)
- ISO 45001:2018
(Occupational Health and Safety Management Systems)

Product Standards

IS:303	IS:12823	IS:2202
IS:710	IS:14587	ASTM E84
IS:2046	IS:1328	BS: 476
IS:5509	IS: 4909	
IS:3087	IS: 1659	

Eco & Green Labels

FSC, Greenguard,
GreenPro, IGBC,
Kyoto-Pro Tech Formula

Emission and Product Safety

CARB Certification E0/E1grades
Glue Line Protection (GLP)

Workplace

Great Place To Work

Responsible Sourcing

Clearing Misunderstandings Around Plywood and Its Sustainability

One of the key challenges historically faced by the Indian plywood industry is the perception that plywood production contributes to deforestation and environmental degradation. However, plywood remains one of the most environmentally responsible choices in interior infrastructure, with a considerably lower carbon footprint compared to many alternatives. Recognising this, the Company has taken a proactive approach to responsible sourcing. In line with national regulations that have prohibited timber felling in natural forests, we procure nearly 98% of our timber from non-forest, agroforestry plantations. This approach not only ensures compliance but reinforces our commitment to sustainable, ethical, and traceable sourcing practices.

Non-Forest Plantations as a Key to Responsible Wood Procurement

The non-forest plantations, located on farmlands and unused lands, form the backbone of our sustainable wood sourcing strategy. Unlike forest-derived timber, these plantations help preserve natural forest cover while offering farmers enhanced income opportunities.

We strictly differentiate between plantation wood and forest wood. Our sourcing is entirely from agroforestry plantations, ensuring that our operations do not contribute to global forest cover depletion. Plantation wood is harvested in a phased and regulated manner, supporting predictable supply with minimal ecological impact.

Key Environmental Benefits of Plantation Wood at CenturyPly



Sustainable Harvesting

Sourced from fast-growing clonal saplings that require less water.



Lower Emissions

Proximity-based sourcing reduces transport-related emissions.



Minimal Wasteage

Wood quality and consistency match industry needs, reducing waste.



Replenishment Cycles

Regular replantation ensures sustained green cover.



Green Cover Expansion

Promoting agroforestry supports national green cover goals.



Low Energy Footprint

Compared to steel, aluminium and cement, plantation wood has far lower energy and carbon intensity.

Sustainable Forestry KPIs

98%

Timber from Agroforestry

Over 26 Lakh

Saplings Distributed

Over 50%

Timber is from FSC-Certified

Over 2,038

Farmers Benefited

4,709 Acres

Land Covered Under Plantation

19% Increase

in Land Coverage Compared to Previous Year

CenturyPly began encouraging small-scale plantation timber sourcing in North India in the late 1980s, which evolved into a broader movement involving poplar, eucalyptus, rubberwood, silver oak, and more. An entire ecosystem developed over time, including farmer partnerships, seedling distribution, and buy-back commitments, all while reducing

pressure on natural forests. Plantation timber, unlike natural forests, continuously contributes to carbon sequestration during its growth phase and can be replanted in cycles of three to five years. This feature makes it especially valuable in the context of global climate mitigation. The company's sustainability agenda aligns with India's broader climate goals.

Planned Agroforestry Initiative – Guwahati Unit

As part of our proactive approach to sustainable sourcing, the Guwahati manufacturing unit has established a dedicated nursery with the capacity to grow approximately 1,00,000 saplings of Melia Dubia and Kadam species. These saplings are being strategically distributed to local farmers under a planned agroforestry initiative.

The objective is to develop a future-ready, regionally integrated raw material base. Over a horizon of 5 to 10 years, these saplings are expected to mature into viable input for MDF production, reducing long-term dependency on external timber sources. This initiative is a key component of our long-term vision to align sustainable procurement with rural economic development.

We encourage farmers near our manufacturing plants to plant eucalyptus and other trees on their land. We are also promoting large-scale tree plantations in Assam and Punjab to meet our timber needs. This helps us procure almost all of the timber we need while also providing a valuable source of income for local farmers, many of whom come from economically disadvantaged backgrounds.

We are committed to responsible forestry management, ensuring sustainable resource use while acknowledging climate-related risks. Our approach integrates adaptive strategies to maintain forest health, optimize land utilization, and uphold green principles in operations.



Nursery at Guwahati Plant

Partnering with Responsible Suppliers

At CenturyPly, a responsible value chain is integral to our operations, from sourcing raw materials to delivering finished products. We are committed to building an ethical, transparent supply chain that aligns with sustainable development goals and our ESG priorities.

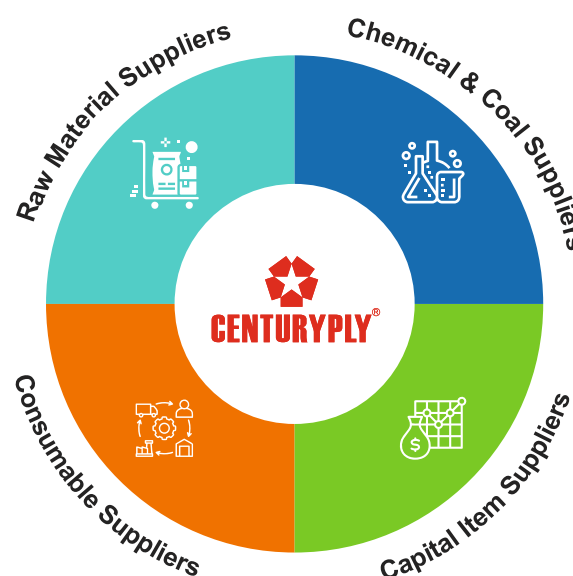
We source key materials like timber and core veneer, which account for 70% of our procurement. To ensure accountability, we are working on backward integration for these materials. As part of our

responsible sourcing, we evaluate suppliers based on the following ESG factors such as environmental compliance, health and safety, social responsibility, certifications, ethical practices, supply chain traceability, operational capacities and risk management systems.

Through this process, we aim to establish long-term partnerships with suppliers who share our commitment to sustainability and responsible practices.

Supplier Categorization

To ensure a resilient and transparent value chain, we prioritize supplier relationship management through structured reviews and segmentation. Suppliers are classified based on performance, regulatory compliance, KYC adherence, technical and financial capabilities, and their criticality to our operations. Preference is given to vendors demonstrating compliance with key environmental and social standards. We place special emphasis on farmers, offering them minimum support prices and facilitating access to higher market prices wherever applicable. Our central procurement system aligns purchasing with production and sales forecasts to improve efficiency and resource use.



Nurturing Long-term Relationship

Beyond procurement, CenturyPly invests in building supplier capabilities:



Pricing: We offer farmers and tree growers a minimum support price and ensure they receive the higher market price when applicable.



Capacity building: Training programmes for farmers to enhance their agroforestry practices.



Technical support: Collaborations with research organisations to provide scientific guidance on sustainable cultivation.



Standards alignment: Encouraging suppliers to adopt international Environmental, Health, and Safety (EHS) protocols, ISO 14001 practices, Material Safety Data Sheet (MSDS) standards and NGRBC.

CenturyPly prioritizes to integrate sustainability into its procurement practices. To ensure efficient raw material sourcing, we have implemented a system that aligns purchasing with production and sales

forecasts. The central procurement team gives preference to vendors that demonstrate compliance with key environmental and social standards, such as ISO 14001 and respect for human rights.

11%

Directly sourced from MSMEs

74%

Directly sourced within India

At CenturyPly, responsible sourcing practices include using certified raw materials, reducing net deforestation, protecting the rights of the local communities and promoting responsible land use.

Our Customers

CenturyPly's downstream network includes distributors, retailers, and end customers who use its products in construction, furniture manufacturing, and interior design. The company operates through marketing offices and depots/warehouses across India, reflecting an extensive downstream presence. These entities are involved in wholesale distribution

as well as in applying the Company's products across a variety of projects. It maintains both long-term and project-specific relationships with its downstream partners, governed by contractual agreements that ensure consistent product availability and market reach. Its primary customers include:



Distributors and Dealers: The company supplies products in bulk to authorised distributors and dealers, who in turn serve a wide network of channels across India. This channel includes wholesalers, architects, interior designers, builders, contractors, furniture manufacturers, and other users involved in construction and interior projects.



Institutional Customers: These include real estate developers, large-scale furniture manufacturers, and government departments. This channel caters for large-scale construction and interior projects. Procurement in this segment often involves project-based requirements and tender-driven processes, especially for public sector clients.



Export Clients: The company exports to over 20 countries, serving importers, builders, and furniture manufacturers. Its export presence spans regions across Asia, Middle East, North America, South America, Europe, Africa, and Oceania.

Distribution Network

27 States

625 Districts

19,072 Retailers

7 Union Territories

6,070 Dealers

20 Export Countries

48 Warehouses/Stock Points



Stakeholder & Materiality Assessment

Stakeholder Assessment	45
Identification of Potential Material Topics	47
Stakeholder Engagement	47
Assessment of Impacts	47
Materiality Matrix	48



At CenturyPly, we recognize that a focused sustainability strategy depends on identifying and prioritizing the most relevant environmental, social and governance topics that impact our business and stakeholders. To ensure our




efforts are aligned with stakeholder expectations and the Company's long-term value creation, we periodically review our materiality assessment process in line with international best practices.





Stakeholder Assessment

Stakeholder Group	Whether Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of Engagement (Annually/Half Yearly/ Quarterly/Others)	Purpose and Scope of Engagement Including Key Topics and Concerns Raised During such Engagement
 <p>Investors and Shareholders</p>	No	<ul style="list-style-type: none"> ➤ Annual General Meetings ➤ Phone call ➤ E-mails ➤ Investor meets 	Annually / Quarterly / Need-based	Instill investor confidence to secure and manage capital effectively while providing financial support and maintaining ownership interests.
 <p>Retailers & Customers</p>	No	<ul style="list-style-type: none"> ➤ Digital and social media connect ➤ Website ➤ Phone calls, e-mails ➤ Customer satisfaction survey ➤ Formal informal review of customer relationships & requirements 	Regular and Need-based Engagement	Boost profitability and growth by shaping market demand and enhancing brand perception, while gaining valuable insights into customer preferences to drive expansion.
 <p>Employees</p>	No	<ul style="list-style-type: none"> ➤ Online and offline trainings ➤ E-mails, newsletters & intranet portals ➤ Team & staff meetings ➤ Open forums ➤ Performance appraisal reviews ➤ Employee satisfaction surveys 	Regular and Continuous Engagement	To foster a healthy, safe, rewarding and fulfilling work environment for our employees and workers, who play a vital role in our business success. Their engagement helps us understand workplace needs, enhance well-being, support development and align efforts with the company's goals.
 <p>Suppliers</p>	No	<ul style="list-style-type: none"> ➤ E-mails and phone calls ➤ General meetings ➤ Site visits ➤ Video conferencing 	Regular and Continuous Engagement	Nurturing relationships with vendors to maintain an efficient and responsible supply chain.
 <p>Government & Regulatory Authorities</p>	No	<ul style="list-style-type: none"> ➤ E-mails ➤ Regulatory filings ➤ Industry bodies/ forums ➤ Annual reports 	Regular and Need-based Engagement (as per regulatory guidelines)	Adhere to all existing and emerging legal requirements while establishing and enforcing regulations and policies that govern business operations and compliance.
 <p>Trade Unions</p>	No	<ul style="list-style-type: none"> ➤ Union meetings 	Annually/ Quarterly	Represent and impact labour conditions, employee relations and advocate for workers' rights.

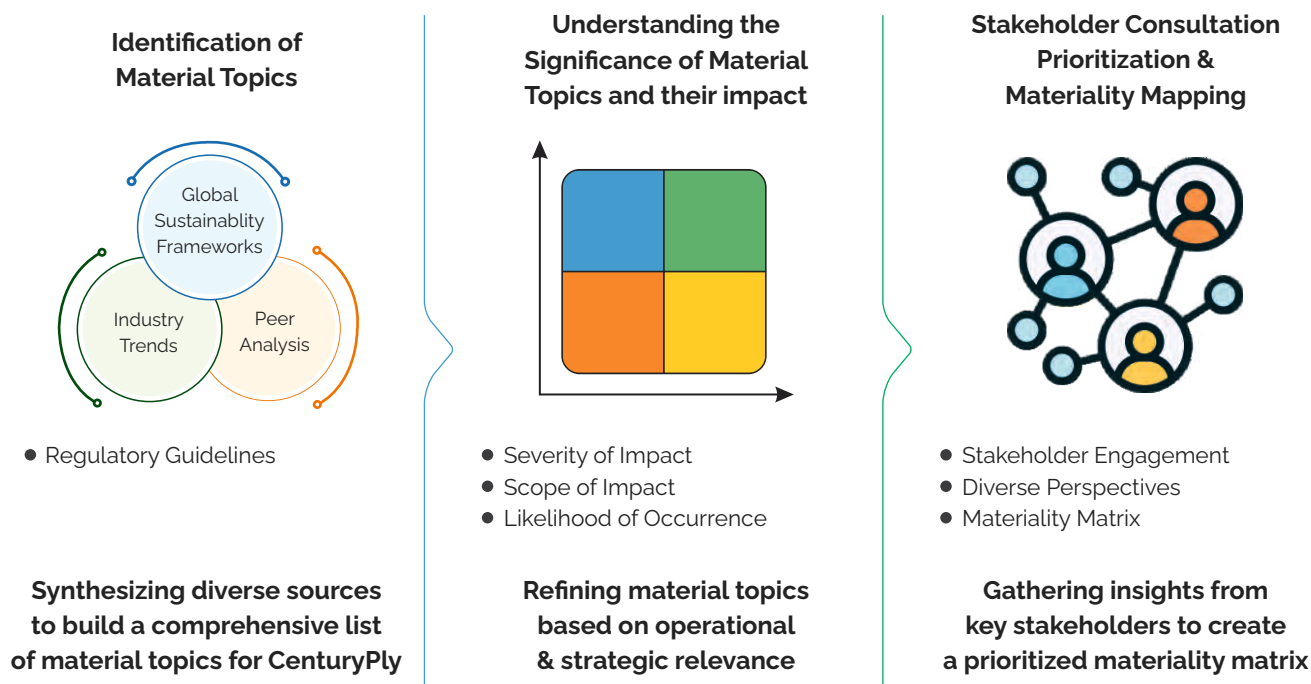
Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/Half yearly/ Quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 <p>Local Communities</p>	Yes	<ul style="list-style-type: none"> ➤ Community meetings ➤ CSR programs, reviews, and feedback discussions ➤ Personal visits 	Regular and Continuous Engagement	Foster strong community relationships while responsibly utilizing and sharing local resources, recognizing their direct stake in the business's social, environmental, and economic impact.
 <p>Media</p>	No	<ul style="list-style-type: none"> ➤ Press Releases ➤ Media events and announcements 	Need-based Engagement	Shape public perception, build reputation, and influence opinions to strengthen the business's image and impact
 <p>Retailers and Dealers</p>	No	<ul style="list-style-type: none"> ➤ Site visits and personal meetings ➤ Phone calls ➤ E-mails ➤ Video conferencing 	Regular and Continuous Engagement	To strengthen relationships with retailers and dealers who drive revenue, shape demand, and influence product perception. Engaging with them helps ensure smooth operations, market responsiveness, and enhanced customer satisfaction.



Identification of Potential Material Topics

We began by identifying a broad set of ESG topics through internal reviews and benchmarking against Indian and global peer companies. The peer review included an analysis of sectoral trends, ESG

frameworks and disclosures by comparable companies. This helped ensure our initial list of topics was comprehensive and relevant to industry-specific impacts and opportunities.



Stakeholder Engagement

We conducted structured engagements with key internal and external stakeholders to capture their views on the significance of various ESG issues. Engagement was carried out through various channels such as meetings, surveys, interviews, and feedback sessions. Stakeholder consultations

covered a broad range of ESG topics, reflecting the diverse expectations and concerns across the Company's value chain, with the aim of understanding the actual and potential impacts of the Company's operations.

Assessment of Impacts

We conducted a comprehensive evaluation of the actual and potential positive and negative impacts of each identified topic across various dimensions, including economic, environmental, social, and human rights considerations. This assessment was based on a combination of data sourced from the Company's internal systems, external audits,

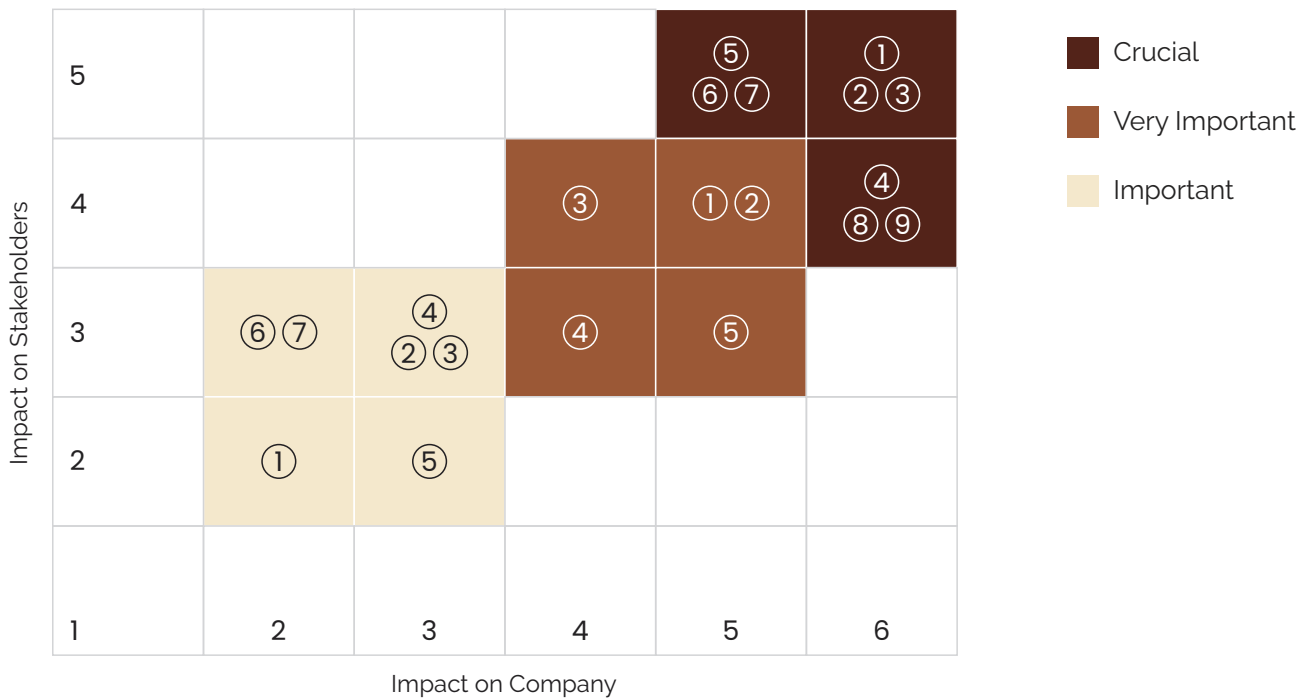
regulatory filings, stakeholder feedback and industry benchmarks. Where relevant, site-specific factors were also incorporated into the analysis. This holistic approach allowed for an understanding of how our operations influence both direct and indirect stakeholders, ensuring a well-rounded impact assessment.

Prioritization and Validation

Feedback from stakeholders and the impact assessment results were used to evaluate and prioritize topics based on two criteria:

- Significance of the topic to stakeholders
- Business impact on the Company

Materiality Matrix



Crucial	Very Important	Important
<ol style="list-style-type: none"> Sustainable Forest / Plantation Management Climate Change, Energy and GHG Emissions Chemical Management Waste Management and Circular-Economy Water and Effluent Management Human Rights Employee Management Occupational Health and Safety Corporate Governance 	<ol style="list-style-type: none"> Product Stewardship Responsible Supply Chain Resource Efficiency Community Welfare Customer Centricity 	<ol style="list-style-type: none"> Competitiveness Anti-Bribery and Anti-Corruption Risk Management Code of Conduct Data Privacy and Security Training and Education Diversity and Inclusion

Crucial

Sustainable Forest/ Plantation Management



Climate Change, Energy and GHG Emissions



Chemical Management



Waste Management and Circular-Economy



Water and Effluent Management



Human Rights



Employee Management



Occupational Health and Safety



Corporate Governance



Very Important

Product Stewardship



Responsible Supply Chain



Resource Efficiency



Community Welfare



Customer Centricity



Important

Competitiveness



Anti-Bribery and Anti-Corruption



Risk Management



Code of Conduct



Data Privacy and Security



Training and Education



Diversity and Inclusion



Economic Performance



Financial Performance Overview	53
Direct Economic Value Generated and Distributed	53
Key Financial Indicators	53



At CenturyPly, we balance financial growth with long-term responsibility. Our focus remains on building resilience, supporting innovation, and ensuring returns for all stakeholders. Our financial strategies remain transparent, accountable, and aligned with our core vision and mission. By investing in resource efficiency and impact, we ensure our growth is both profitable and purposeful.

- Arun Kumar Julasaria
Chief Financial Officer





Financial Performance Overview

CenturyPly's leadership position in the industry is evident through its market capitalization, growing at a remarkable 9.84% CAGR over the past eight years. As of 31st March 2025, the Company was valued at ₹15,759 Crores, the highest in India's wood products sector and listed on the National Stock Exchange Limited (NSE) and BSE Limited stock exchanges.

The company has maintained a consistent track record of economic value creation, underpinned by agile decision-making, strong capital discipline, and sustained investments in future-ready growth drivers. Despite a challenging macroeconomic environment marked by global supply chain disruptions, inflationary pressures, and geopolitical uncertainties, we demonstrated financial resilience and operational excellence in FY 2024-25.

During the year, CenturyPly reported standalone revenue from operations of ₹ 4,068 crore, a growth of 8%

over the previous year, supported by a strategic push towards product premiumisation, brand equity enhancement, and robust dealer relationships. The EBITDA stood at ₹524 crore with a healthy margin of 13%, reflecting the Company's focus on cost optimisation, economies of scale, and process automation. Profit After Tax (PAT) was ₹285 crore, ensuring value creation for shareholders while continuing to reinvest in long-term growth areas.

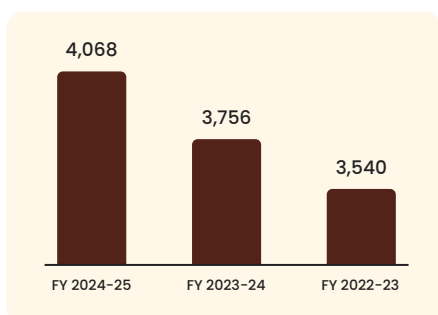
Looking ahead, CenturyPly's growth is expected to be driven by continued expansion into new geographies, entry into new product categories like MDF and PVC boards, and a growing focus on sustainable product lines. The company's strong economic foundation, combined with its customer focused business model, positions it well to navigate uncertainties and capitalise on emerging market opportunities.

Direct Economic Value Generated and Distributed

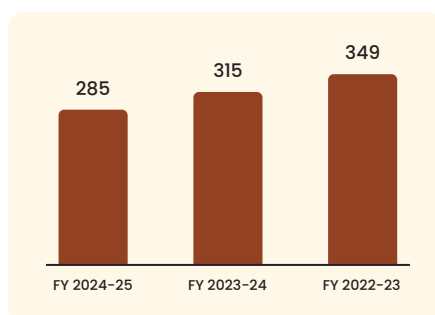
Particulars	Amount (₹ crores)
Economic Value Generated	
Revenue from operations	4,068
Economic Value Distributed	1,462
Operating costs	664
Employee compensation	599
Payments to capital providers	64
Government taxes	113
Community investments	22
Economic Value Retained	2,606

Key Financial Indicators

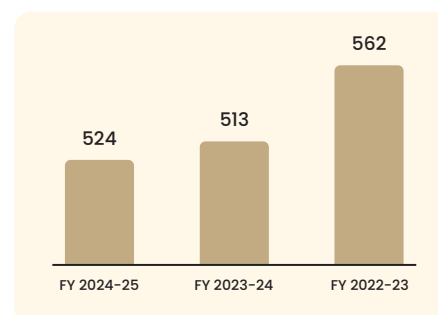
Revenue from Operations in crores



Net Profits in crores



EBITDA in crores





Social Sustainability



Our People	57
Our Culture	59
Occupational Health and Safety	63
Human Rights	65
Community Welfare and CSR Activities	66
Customer Centricity	70



At CenturyPly, our 'people-first' philosophy drives operational excellence and long-term resilience. With a workforce of 12,881 employees and workers in FY 2024-25, we are committed to fostering an inclusive, growth-oriented workplace where every individual can thrive. Our culture emphasizes fairness, transparency, and continuous development, with growth increasingly supported by technology-driven learning and collaboration platforms. Recognized as a "Great Place to Work", we continue to align people development with business goals, building a high-performance, future-ready organization.

Rakesh Tiga
Chief Human Resources Officer



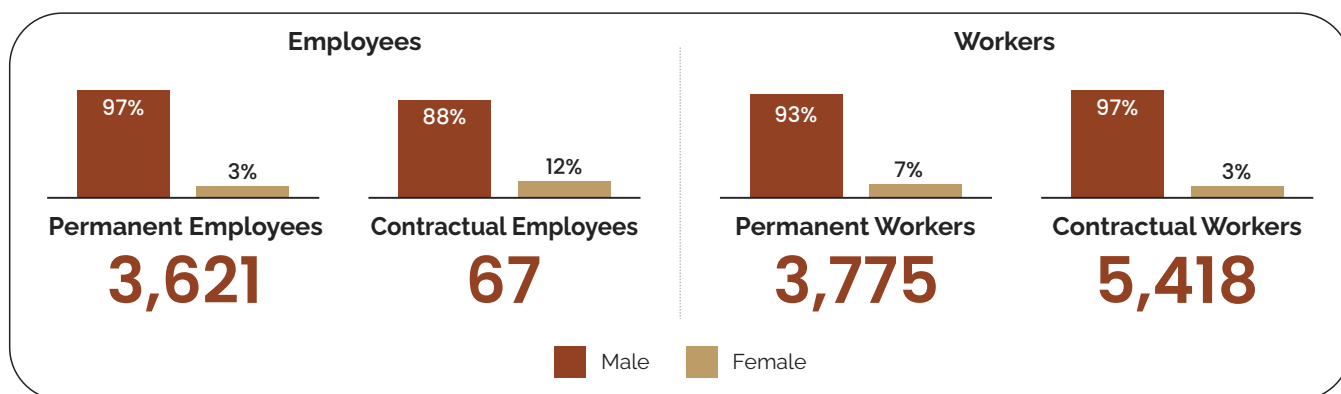


Our People

Workforce Composition

Our workforce is categorised into permanent employees and workers who are included on the Company's payroll. Employees include full-time personnel such as senior management, corporate staff, plant and branch personnel, and trainees.

Workers are primarily engaged in operational activities at our manufacturing units. Additionally, contractual employees and workers are engaged through third-party contractors to support various functions.



Age-wise Permanent Workforce Categorization

We maintain a balanced age distribution, with a strong representation from mid-career professionals, supported by emerging young talent and experienced senior employees. This diversity fosters a dynamic work environment that supports cross-

generational learning and effective knowledge transfer. Gender representation remains consistent across age groups, reflecting our commitment to creating an inclusive and equitable workplace throughout the employee lifecycle.

Age Groups					
<30 (18-30)		31-50		> 50 (51 & above)	
Employees	Workers	Employees	Workers	Employees	Workers
841	627	2,249	2,557	375	747





New Hires

1,282

Permanent workforce headcount

Female Wages

4.5%

Gross wages paid to females

Employee Turnover

During the year, CenturyPly experienced increased talent movement, aligned with broader industry trends and evolving employee aspirations. While attrition levels rose, particularly among permanent

employees, we are actively strengthening retention levers, with a renewed focus on career growth, workplace experience and employee well-being.

Turnover Rate for Permanent Employees and Workers	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26%	13%	25%	14%	18%	14%	29%	21%	29%
Permanent Workers	20%	8%	20%	19%	11%	19%	18%	12%	18%

Accessible Workspaces, Inclusive Workforce

CenturyPly is committed to fostering a safe, inclusive, and supportive work environment for all employees and workers, including persons with disabilities. We recognise that a diverse and inclusive workforce enhances productivity, innovation and problem-solving. Our Green & LEED Platinum-certified Head Office has a range of accessibility features, including ramps for easy movement, elevators for multi-floor access, accessible restrooms, designated parking spaces, and the availability of wheelchairs upon request. Further, at all our facilities, we ensure that all individuals, regardless of physical ability, can navigate and engage with our workspaces comfortably.

Differently-Abled Workforce



Our Culture

Talent Attraction and Equal Opportunity

At CenturyPly, our talent acquisition strategy is anchored in our core values and focuses on attracting individuals who can meaningfully contribute to the organization's vision and long-term success. We offer a secure, empowering, and growth-oriented environment that supports continuous learning and leadership development at all levels.

As an equal opportunity employer, we are committed to fair and transparent recruitment practices in line with the Rights of Persons with Disabilities Act, 2016. Our Equal Opportunity Policy, embedded within our BRSR framework, promotes a diverse and inclusive workplace that is free from discrimination. We actively encourage diversity across different ages, genders,

castes, domain expertise, and cultural backgrounds to build a dynamic, innovative, and collaborative workforce.

We actively engage with academic institutions through our campus connect programs, recruiting Graduate Engineer Trainees (GETs) based on role specifications and requirements, as well as Sales Management Trainees (SMTs) and Leadership Trainees (LTs) from Tier 1 & select Tier 2 institutions. These recruits undergo a structured onboarding process and targeted training programs, supported by comprehensive evaluations, to nurture future leaders and promote career advancement.

Employee Well-being and Benefits

At CenturyPly, employee well-being is a key priority. All eligible employees and workers are covered under a group Mediclaim policy and the Employees' State Insurance Scheme (ESIC). The Company also ensures coverage for workers under the Workmen's Compensation Act, where applicable. Maternity and

paternity benefits are extended to all permanent employees and workers in accordance with statutory provisions and company policies. Health and safety awareness programs, periodic health check-ups, and access to wellness resources further support our holistic approach to employee well-being.

Permanent Workforce	Health Insurance	Accident Insurance
% of total employees covered	100%	71%
% of total workers covered	81%	100%

Other than Permanent Workforce	Health Insurance	Accident Insurance
% of total employees covered	100%	0%
% of total workers covered	46%	91%

100%

Employees returned to work post availing maternity or paternity benefits

87%

Employees remained with the Company 12 months after returning from maternity or paternity leave

Learning and Development

At CenturyPly, we foster a culture of continuous learning and multidimensional development to build an internal pipeline of future leaders. Aligned with our 'people-first' philosophy, we view professional and technical development as essential to unlocking individual potential and sustaining long-term organisational performance.

We follow a blended learning approach, offering diverse training formats tailored to different individual needs. During the year, we hosted 100+ courses on our

learning management systems (LMS). All employees and workers undergo structured orientation programs with a strong focus on health, safety and well-being to ensure a secure and productive environment.

We periodically refine our training methodologies based on structured assessments to improve learning outcomes. By investing in workforce growth and knowledge-building, we reinforce our commitment to excellence, ethics and long-term success.

92%

average feedback score from employees on training programs, reflecting high satisfaction and effectiveness.

35 Employees

have benefited from higher education and certification courses programs during the financial year.

As part of learning and development, our designed training programs covering organizational, functional, technical, and behavioural competencies. These programs focus on strategic procurement, negotiation, finance, logistics, material management, IT infrastructure, cybersecurity awareness, advanced

Excel, Power BI, AI in business, and business communication skills. The Company provides career development opportunities through structured training programmes. These efforts aim to strengthen the effectiveness in supporting organizational growth.

28

L&D programs were launched during the year

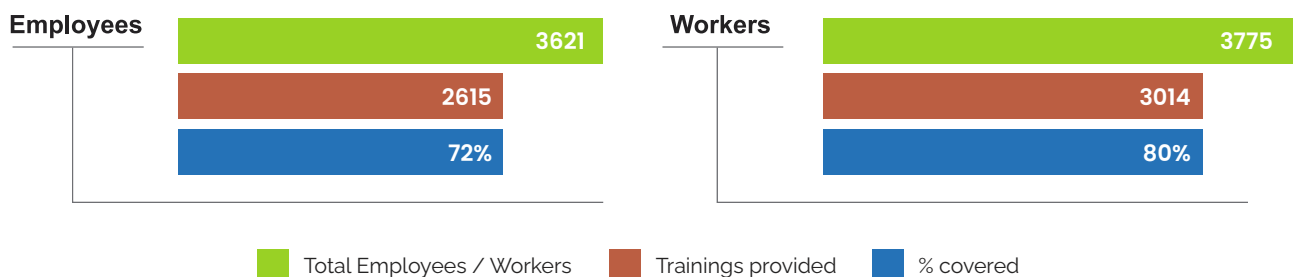
1,755

Employees participated in individual programs

774

Employees pursued continuous learning by completing more than five programs each.

Skill upgradation trainings



~54 Hrs

Average Training Hours per person
(permanent employees & workers)

Performance Management

At CenturyPly, employee performance management is integral to our talent development strategy, ensuring individual contributions align with organisational goals. It informs decisions on compensation, career growth, and learning investments. Our approach emphasizes clarity, consistency, and continuous feedback. Clear performance expectations are defined for each role through well-structured Key Result Areas (KRAs) and measurable Key Performance Indicators (KPIs), enabling objective assessment of outcomes and impact. Employees receive both structured and informal feedback throughout the year to support ongoing development. All employees complete a self-assessment form based on pre-defined

87%

Employees received performance reviews

performance attributes, covering both functional competencies and personal effectiveness traits, to ensure a holistic evaluation. This process fosters accountability, self-awareness, and a culture of continuous improvement. By ensuring fairness and transparency in performance reviews, we support employee growth while advancing long-term business objectives. For workers, wage revisions are carried out in line with applicable labour laws and formal agreements with recognized unions.

Employee Reward and Recognition

CenturyPly celebrates excellence and recognizes employee dedication through structured recognition and engagement initiatives. These include long-service awards to honour loyalty and commitment, special celebrations for retiring team members, and talent engagement programs that foster growth and motivation. High-performing employees are recognised through initiatives like 'Centurion Star', while those who consistently exemplify the Company's core values are honoured as 'Value Leaders' and 'Value Champions'. These efforts reflect

the Company's commitment to nurturing a respectful, inclusive, and high-performing workplace culture.

Achievements are celebrated in collaboration with teams, employee birthdays are acknowledged with appreciation cards, and certificates signed by the Plant Head are presented to recognize noteworthy contributions. These initiatives underscore the Company's commitment to fostering a respectful, inclusive, and high-performing workplace culture.



The Inside Story Strengthening Connections

The internal newsletter, authored by Ms. Nikita Bansal, Executive Director, captures stories of collaboration, motivation and shared values from across the organisation. It highlights employee-centric initiatives, achievements and workplace moments that reflect our people-first culture. The quarterly newsletter fosters a sense of belonging by spotlighting employee achievements, team initiatives, and inspiring stories from the ground.



Century Voices is CenturyPly's flagship YouTube series that highlights employee journeys and workplace experiences. With over 55 episodes on the official CenturyPly channel, the series captures diverse perspectives from across the CenturyPly family. Sharing real stories enhances transparency, builds engagement and strengthens a sense of belonging across the organisation; an authentic reflection of our "people-first" culture.



Occupational Health and Safety

OHS Management

At CenturyPly, we are committed to providing a safe, healthy and compliant work environment for all employees and workers. We implement strict safety policies and procedures across all facilities, aligning with industry standards and government regulations to ensure a workplace free from hazards. This commitment is reflected in our adherence to globally recognised practices and certifications such as ISO 45001.

We conduct regular safety audits, near-miss event monitoring, and risk assessments at all operational sites. Our facilities are equipped with Personal Protective Equipment (PPE) such as masks, gloves, and protective eyewear, and we maintain a strict zero-contact process for high-risk operations to minimize employee exposure to hazardous substances. Employees working in high-risk and other designated areas are mandatorily required to use PPE. Regular inspections are conducted ensure compliance with safety standards.



ISO 45001:2018

- Joka
- Hoshiarpur
- Gummidipoondi

76% Employees
79% Workers
 Are covered under Health & Safety Training

Pillars of safety training modules



Industrial Practice



Process Basic



Individual Basic



Compliance Basic

To further strengthen workplace safety, we categorize incidents into three levels: fatalities, serious injuries with the potential to be fatal, and all other work-related injuries that require time off, restricted work, or

medical attention. Our safety officers ensure strict adherence to safety protocols across all facilities, reinforcing our commitment to a safe and secure work environment.

Safety Related Incidents

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	3.17
	Workers	2.4	5.12
Total recordable work-related injuries	Employees	0	29
	Workers	54	106
No. of fatalities	Employees	0	0
	Worker	0	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	6
	Workers	0	2

CenturyPly tracks safety incidents along with corrective and preventive actions to ensure continuous improvement in workplace safety. In case of an accident, a preliminary report is generated, followed by a detailed investigation outlining corrective actions. Implementation is closely

monitored to prevent recurrence and drive continuous safety improvements. The company provides comprehensive life insurance coverage and a structured compensation package to both employees and workers, and also offers financial support in the event of unforeseen circumstances.

Complaints on H&S	FY 2024-25	FY 2023-24
Health & Safety	21	34



Employee Health & Wellness

- First-aid training for all employees
- Periodic health check-ups and treatment in ESIC hospitals covering eye and general health
- 24x7 medical assistance and ambulance on-site
- Medical and group insurance coverage for illness and injury
- Partnered with hospitals and diagnostic centres in Kolkata offering discounted services
- Regular fitness and financial wellness session



Workplace Safety & Risk Management

- Dedicated safety officers at each facility
- Toolbox talks to build safety awareness and equip employees to prevent workplace accidents
- Periodic safety review meetings
- Fire-fighting tools across all units
- Safety management system covering training, hazard awareness, risk assessment and emergency planning



Health & Hygienic Work Environment

- Turbo airventilators in plant sheds
- Exhaust fans near chemical zones
- Hygienic canteen facilities



Emergency Preparedness & Response

- Emergency lighting at critical factory points
- Clearly marked assembly points for emergencies
- Comprehensive evacuation plans and infrastructure

Human Rights

CenturyPly is committed to respecting and protecting human rights, ensuring a discrimination-free workplace, and upholding equality across its operations and value chain. The company strictly prohibits forced labour, child labour and any form of discrimination based on ethnicity, religion, race, or gender, in full compliance with government regulations and labour laws. Employment contracts are entered into voluntarily, and all employees meet the legal working age requirements, verified through standardized recruitment procedures.

Our Human Rights Policy embedded in BRS policy reinforces a respectful and inclusive workplace, providing employees and workers with a clear

grievance mechanism to report violations through the HR department. Serious cases are escalated to top management for resolution.

Additionally, CenturyPly has a zero-tolerance policy for sexual harassment, managed by an Internal Complaints Committee (ICC), which ensures fair investigations within seven days. Both parties have the right to be heard, and appropriate actions are taken based on findings, ensuring protection for victims and disciplinary measures against offenders if misconduct is confirmed. To foster awareness and prevention, we provide POSH (Prevention of Sexual Harassment) training to our entire workforce, available in four languages.

Human Rights Training/Awareness

100%

Employees covered under Human rights Trainings

100%

Workers covered under Human rights Trainings

Employee Grievances and Workplace Concerns

0

Case of Sexual Harassment

0

Case of Discrimination

0

Case of Forced Labour

0

Case of POSH

FY 2024 - 25 FY 2023 - 24

128 138

Related to Wages

CenturyPly's commitment to human rights is reflected in its proactive policies; 100% training coverage and a zero-incident record, reinforcing a workplace founded on respect and accountability. This commitment is further strengthened by the

Company's Vigil Mechanism Policy, which enables safe and confidential reporting of any human rights violations or unethical behaviour, thereby embedding human rights principles across all business operations.

Policies

- https://www.centuryply.com/uploads/Prevention_of_Sexual_Harassment_at_CPIL_7922d53b16.pdf
- https://www.centuryply.com/uploads/Vigil_Mechanism_Policy_c703a7f1d8.pdf
- https://www.centuryply.com/uploads/BRS_Policy_Century_Ply_25d2d1ac7a.pdf

Freedom of Association

CenturyPly respects the right to freedom of association and collective bargaining in compliance with applicable laws. Workers at facilities such as Guwahati, Joka and Gummidipoondi are covered under recognised unions and the Company maintains

an open and constructive dialogue with union representatives. We are committed to fostering a respectful work environment where employee voices are heard, valued and integrated into the decision-making process.

Community Welfare and CSR Activities

CenturyPly values collaboration and recognizes the positive impact businesses can have on our communities. We are committed to creating long-term value for all stakeholders, understanding that our success is closely tied to the well-being and development of the regions we operate in. Through active community engagement, we support socially beneficial initiatives and contribute to regional sustainability.

Our dedicated CSR Committee works closely with NGO partners and local stakeholders to identify community needs and implement targeted programs that uplift vulnerable groups. Regular surveys and stakeholder consultations ensure our initiatives are responsive and aligned with community expectations. By fostering continuous dialogue, we drive meaningful, measurable, and lasting impact on the ground.

Details of Beneficiaries of CSR Projects

SR. No.	CSR Project	No. of persons benefitted from CSR Projects during FY-2024-25	% of beneficiaries from vulnerable and marginalized groups
VATAVARAN SANRAKSHAN – Animal welfare, conserve flora and fauna			
1	Calcutta Pinjrapole Society	338	100%
2	Central Kolkata Prerna Foundation	12,000+	100%
3	Friends of Vrindavan	Public at large	100%
4	Tree Plantation	2,038	100%
5	Akhil Bharat Goseva Sansthan	800	100%
6	Ramakrishna Mission	Public at large	100%
7	Utkarsh Global Foundation	2,00,000 cloth bags to devotees	100%
GYANODAY – Education and livelihood enhancement projects			
8	Udayan Care	15	100%
9	Morning Glory School	95	100%
10	Shree Burrabazar Kumarsabha Putsakalya	Public at large	100%
11	Vidyarthi Vikash	1,600	100%
12	Debanjan Sen Foundation	25	100%
13	Tagore Foundation School Kolkata	10	100%
14	Partly Nowpara Niranjaan Namghar	46	100%
	Free Coaching Centre		
15	Rani Free Coaching Centre	10	100%
16	Vocational Training Centre	5	100%
17	Sewing School	43	100%
18	Kumarbori Free Coaching Centre	80	100%
19	Vanvasi Kalyan Ashram	120	100%

20	Friends of Tribal Society	4,300	100%
21	Swadeshi Research Institute	200	100%
22	Pariwar Milan	200	100%
23	Vivekananda Rock Memorial and Kendra	-	-
24	Katakhalī Swapnopuran Welfare Society	1,000+	100%
25	Hindu Shiksha Samiti	402	100%
26	Round Table 34 Trust	300	100%
27	Shree Kalyan Seva Sansthan Phooliya Kalan	2,600	100%
28	Calcutta Foundation	Public at large	100%
29	Round Table India Trust	300	100%
30	Ashadeep Welfare Society	Public at large	100%
31	Support Provided to library	Students at large	100%
32	Arya Seva Girls Education Society	2,000+	100%
33	Purvanchal Kalyan Ashram	150	100%
34	Swami Indervesh Foundation	1500	100%
35	Purbanchal Charitable Trust	Public at large	100%
36	Shree Ram Seva Samity Trust	100	100%
37	Kurpai Unnayani Society	350	100%
38	Manav Seva Trust	2,040	100%

SWASTHYA AUR SWACHHATA – Healthcare

39	Can Kids-Cancer Patients	2,389	100%
40	Institute of Cerebral Palsy	554	100%
41	Marwari Relief Society	Public at large	100%
42	Nagrik Swasthya Sangh	200	100%
43	Vision Mission Foundation	5,065	100%
44	Calcutta Centre Mahavir Seva Sadan	-	-
45	Shree Vishudhanand Saraswati Marwari Hospital	700	100%
46	Bhukailash Welfare Centre	20,000	100%
47	Mosquito net distribution	350	100%
48	Renovation of bus stand and drinking water shed	Public at large	100%
49	Bharat Sevashram Sangha	2,500	100%

50	Eye Check-up camp	147	100%
51	Swami Vivekanda Yoga Anusandhana Samsthana	500	100%
52	Shree Marwari Databya Aushadhalaya	500	100%
53	Donated gym equipment to the local police station	95	100%
54	Rotary Club of Central Calcutta Trust	50	100%
55	Donation of RO water plant in Vandalur Zoo	Public at large	100%
56	Shree Shyam Prem Mondal Kathgola	Public at large	100%
57	Hare Krishna Movement Vrindavan	20,000+	100%
58	Seva Bharti Purbanchal	2,642	100%
59	Shree Kashi Vishwanath Seva Samity	Public at large	100%

SAMAJIK KALYAN – Reducing inequalities faced by socially and economically backward groups

60	Installation of street lights	Public at large	100%
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Agroforestry Capacity Building Initiative

As part of our World Environment Day 2024 celebrations, CenturyPly hosted a Master Trainer Workshop in collaboration with Trees Outside Forests of India (TOFI) at our Karnal plant. The program brought together village representatives from across Karnal district to deepen their understanding of agroforestry practices. The objective was to equip local leaders

with the knowledge and skills required to advocate and implement agroforestry within their communities. By empowering grassroots leaders, this initiative supports community-led green development and contributes to a more sustainable and climate-resilient future.



Community Empowerment through Inclusive Child Development

CenturyPly continued its long-standing support to the Family Services Division (FSD) of the Indian Institute of Cerebral Palsy (IICP), enabling inclusive developmental support to children with disabilities and their families, especially from underserved communities. Across FY 2024–25, the initiative impacted 600+ children empowering families through therapeutic, educational, and rehabilitative services.

The Family Services initiative is led by a multidisciplinary team comprising physiotherapists, occupational therapists, special educators, social workers, and empanelled doctors. It offers need-based interventions that empower parents and caregivers to support their child's development at home. Families from both urban and rural areas of West Bengal and beyond benefit from these customized support services.

Core services:

- **Therapeutic interventions:** Regular sessions covering physiotherapy, speech and language stimulation, hydrotherapy, sensory integration, and multi-sensory learning.
- **Parent empowerment:** Training and counselling sessions to guide caregivers in managing children's needs at home, including mealtime management, communication techniques, and toileting.
- **Medical clinics:** Regular diagnostic, paediatric, neurology, obstetric/genetic counselling, and mental health consultations with empanelled doctors.
- **Assistive support:** Distribution of special chairs, gaiters, buggies, and nutritional supplements.
- **School readiness:** Joint assessments with special educators and successful main streaming of children

The Family Services Division consistently supported around 487 children at any given time, including both ongoing and newly enrolled beneficiaries.

Sean and Sayani Naskar, two siblings with multiple disabilities are under the care of their grandmother after being abandoned by their mother. The company-supported interventions for them included anti-epileptic medication, assistive mobility aids (buggy and special chair), nutrition support and transportation. These efforts have enabled the children to enrol in the pre-primary section of a special education centre and significantly improved their quality of life and their future.



Nidhi Kumari, a cheerful 4-year-old with cerebral palsy, lives in a low-income household with four siblings. When she first joined the FSD program at age three, she was hyperactive, unable to sit still and struggled to focus. The team provided her with physiotherapy, sensory integration therapy and introduced a specially designed chair to support posture and engagement. Over time, Nidhi began participating independently in activities, playing with toys, solving puzzles, and interacting socially. Nidhi's ability to manage snack time independently and her admission to school marked a milestone filled with pride for her family and hope for her future.

Policy: https://www.centuryply.com/uploads/Policy_on_Corporate_Social_Responsibility_cc3246bc0b.pdf

Customer Centricity

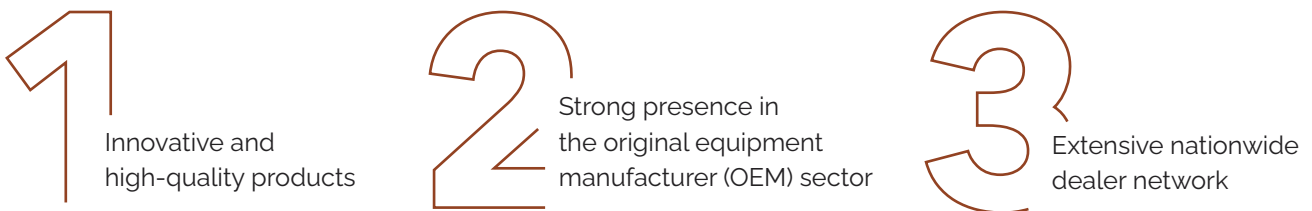
At CenturyPly, we view our customers as one of our most valued stakeholders, and their satisfaction is central to our business success. Customer centricity is the cornerstone of our approach, driving us to consistently deliver exceptional products and services. Our unique value proposition, grounded in trust, transparency and superior customer experiences, sets us apart from the competition.

We prioritize the creation of high-quality products that adhere to the highest standards, offering a broad range of choices to meet diverse needs. By placing our customers at the heart of everything we do, we aim to foster sustainable, long-term growth. Through continuous product innovation and a commitment to sustainable solutions, we are working towards a positive impact, promoting a healthier planet. To

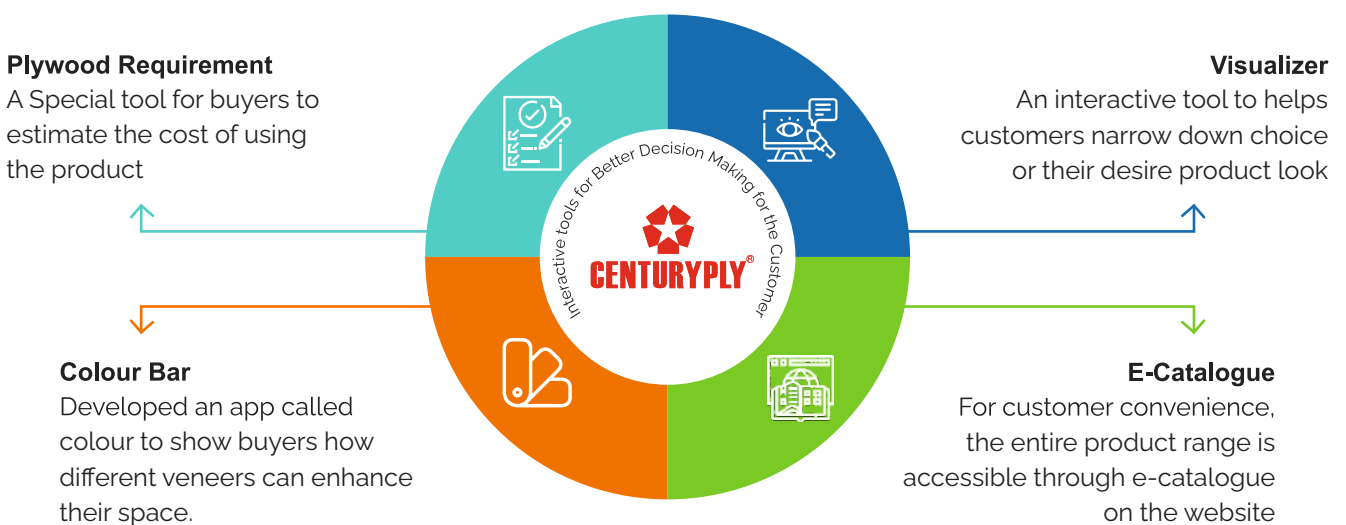
ensure customers are empowered to make informed and responsible decisions, we proactively provide all necessary information for the safe and effective usage of our products. Product-specific safety guidelines and usage instructions are clearly displayed, and comprehensive technical details and specifications are readily available on our website. These efforts are integral to building trust and ensuring positive experiences throughout the customer journey.

To better understand customer needs and demands, we engage with them through various channels, including social campaigns, loyalty programs and brand equity surveys. This allows us to customize our offerings to suit their preferences, positioning us as a customer-centric and responsive company.

Acquiring Competitive Advantage through Continuous Product Innovation:



Interactive Tools for Better Decision Making for the Customer



Digital Enablement for Enhanced Customer Experience

A key milestone during the year was the phased rollout of A.R.I.S.E., our new Sales Force Automation (SFMfA) and CRM software, across eight major locations. Designed to empower our sales teams, A.R.I.S.E. enables faster, more efficient, and more personalized interactions with our clients. This state-of-the-art platform enhances client connectivity, improves service consistency, and supports seamless engagement at every touchpoint.

This initiative reinforces our customer-first philosophy and strengthens our ability to deliver a smarter, more responsive service experience.



Customer Grievance

At CenturyPly, we have a dedicated grievance redressal mechanism to quickly address and resolve customer complaints. Customers can raise issues via

toll-free helplines, email, our website, or WhatsApp. Our 24/7 digital platform, 'Enquire Now', ensures continuous support and seamless communication.

Customer Satisfaction & Wellbeing

Customer satisfaction is essential to our business. We gather feedback from end-consumers through B2B partners to assess product quality. In FY 2024-25, we

received 3,481 customer complaints, successfully resolving 3,465 by year-end, demonstrating our commitment to high-quality service.

Customer Data Privacy

CenturyPly is dedicated to protecting customer data through secure storage, encryption, and strict access controls. Our IT policy includes regular security audits and employee training to ensure compliance with

data protection laws. In FY 2024-25, there were zero complaints or incidents related to data privacy breaches.



Responsible Marketing

At CenturyPly, we are committed to ensuring full compliance with all legal requirements regarding product labelling and information display. Our communication strategy is dynamic, incorporating advertisements, product launches, engaging social media promotions and impactful awareness campaigns to keep our customers well-informed.

To foster transparency and enhance customer trust in product authenticity, we have implemented barcoding across our products. This allows our customers to easily verify the quality and origin of the products they purchase. To safeguard customers from counterfeit products and ensure supply chain integrity, we introduced the Century Promise mobile application, an industry-first digital tool for product verification. The app enables users to scan the QR code on each product to instantly verify its authenticity, access detailed specifications, and

download an e-warranty. Manual entry of the code is also supported, ensuring a seamless verification experience for all users. Our product labels are designed to provide clear, comprehensive information on product quality and safety precautions, empowering our customers to make well-informed decisions that align with their values and needs.

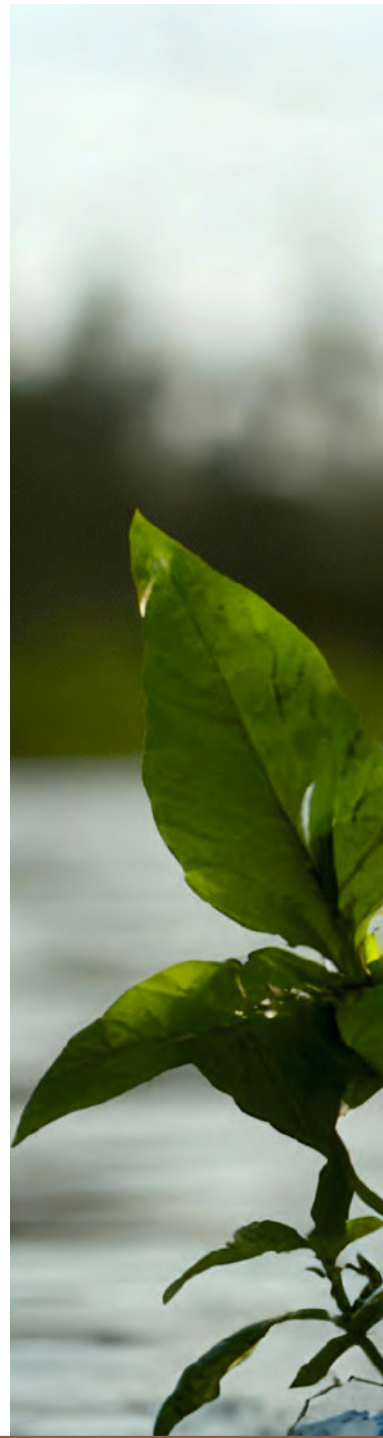
We place a high priority on compliance and transparency in all aspects of our business. In FY 2024-25, we are proud to report zero incidents of non-compliance with regulations or voluntary codes related to product labelling, marketing communications, advertising, promotion, or sponsorship. Through these efforts, we aim to build stronger customer confidence and contribute to a culture of responsible business practices.



Environment Stewardship



Climate Change & GHG Emissions	75
Air Emission	80
Chemical Management	81
Water Management	82
Driving Circularity and Minimizing Waste	83



At CenturyPly, we recognize that sustainable growth relies on ecological balance. As a resource-intensive business, we mitigate climate risks by embedding sustainability into our operations through responsible forestry, energy efficiency, and climate action. With a focus on plantation-based sourcing, emissions control, and resource optimization aligned with ISO 14001, we aim to build a climate-resilient and future-ready business.

Mr. Ajay Baldawa
Executive Director (Technical)





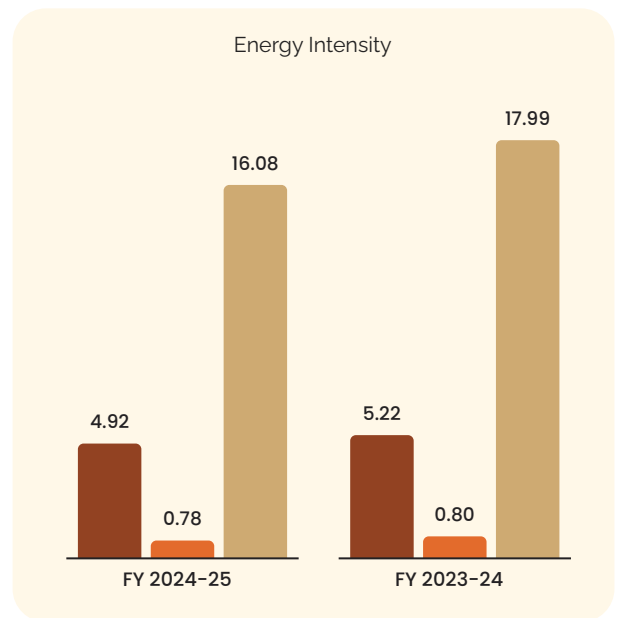
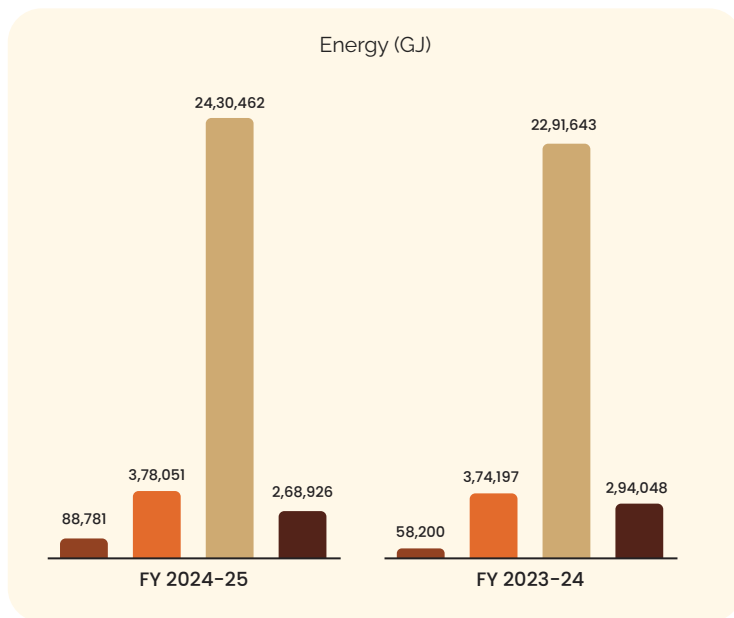
Climate Change & GHG Emissions

At CenturyPly, we recognize our reliance on natural resources and acknowledge the growing risks posed by climate change. We view this not only as a risk to our operations and profitability but also as a strategic and environmental call to action. Climate action is embedded in our business agenda and reflects our commitment to fostering a climate-conscious society. We envision driving sustainable manufacturing by progressively transitioning to cleaner and renewable energy sources. Through targeted interventions

across key operational areas, we aim to reduce specific energy consumption and minimize losses.

We consistently monitor and track our greenhouse gas (GHG) emissions to understand the environmental impact of our energy use and identify opportunities for further reduction. This approach enables us to align operational improvements with our broader climate goals and track our environmental performance.

Energy Consumption in GJ



- Renewable Electricity
- Grid Electricity
- Renewable Fuels
- Conventional Fuels

- GJ/CBM of Production
- GJ/Million of Revenue ₹
- GJ/Million of Revenue - PPP\$

During the year, energy intensity improved by 3% per million of revenue (INR) and 6% per Cubic Meter (CBM) of production (cubic metre – production volume), reflecting our focus on operational efficiency.



Renewable Energy

To enhance energy sustainability, we have integrated solar energy solutions across our operations to reduce reliance on fossil fuels and grid electricity.

Rooftop/Captive Solar Installations

All manufacturing sites are equipped with rooftop solar photovoltaic (PV) systems that serve as captive power sources. These installations contribute to on-site renewable energy generation, directly supporting

plant operations and significantly reducing carbon emissions. Additionally, the Gummidipoondi unit sources renewable energy through a Power Purchase Agreement (PPA), significantly contributing to the green electricity mix.



19%

Total electricity demand is now met through captive solar energy.

53%

Y-O-Y increase in renewable electricity consumption.

36%

Y-O-Y increase in installed renewable capacity.

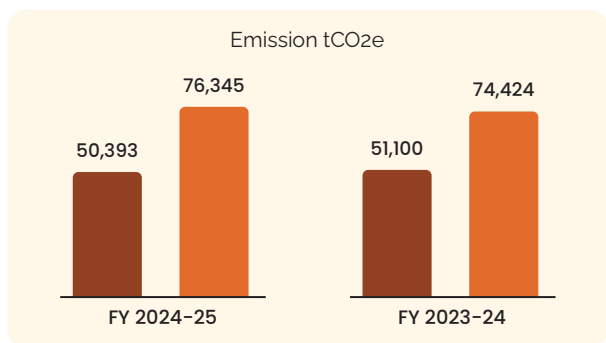
Biomass has replaced fossil fuels in the thermic fluid heaters (TFH), reducing direct carbon emissions and promoting circular, bio-based energy solutions.

Further, we have integrated emission reduction initiatives into our annual planning and budgeting processes, ensuring a structured approach to lowering emissions. Through a continuous tracking

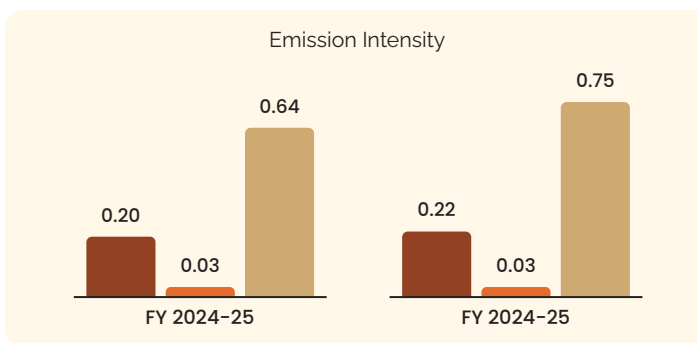
system, we evaluate emission reduction projects, refining our strategies based on evolving industry standards and carbon accounting advancements in the forestry and manufacturing sectors.



Emission in tCO2e



■ Scope 1 ■ Scope 2



■ tCO2e/CBM of production ■ tCO2e/Million of revenue ₹
■ tCO2e/Million of revenue - PPP\$

Biogenic emissions: For FY 2024-25, the biogenic emissions from wood consumption are 272 kilotons CO2, while CH4 and N2O emissions associated with the same have been accounted under Scope 1 in the graph above.

During the year, emission intensity improved by 7% per million of revenue and 9% per CBM of production.

Resource efficiency

At CenturyPly, we are aware of our dependency on natural resources, especially as a plywood manufacturer. We uphold the highest standards in responsible resource use, integrating efficiency, circularity, and sustainability across the entire value chain from timber harvesting and veneer cutting to final product delivery.

To advance our performance, we have implemented various sustainable measures. These include increasing the use of renewable energy in its operations, adopting energy-efficient technologies, and minimizing and reusing production waste.

Our BRS policy outlines the standards to ensure resource efficiency and safety during the product design and manufacturing stages, in alignment with ISO 14001 environmental management standards. It also promotes the use of our products in a way that minimizes and mitigates potential negative effects on society and the environment while delivering long-term value.



Key Initiatives

To improve energy efficiency, reduce reliance on non-renewable energy sources, and optimize energy costs, the Company has undertaken the following initiatives:

- ✓ Integration of renewable energy sources such as solar and wind power into our energy mix.
- ✓ Installed 120 lakh KCL energy-efficient new energy plant, replacing two smaller units, to serve as the central processing unit for the plywood division.
- ✓ Adoption of circular economy practices to minimize waste generation and maximize material reuse.
- ✓ Regular energy audits to identify and act on opportunities for further energy optimization.
- ✓ Upgraded thermal infrastructure by installing new thermic fluid pipelines at dryers and seasoning chambers, enhancing heat transfer and reducing energy loss.
- ✓ Transitioned entirely to LED lighting across all plant areas, significantly reducing electricity consumption.
- ✓ Installed a high-efficiency core veneer dryer with auto-feeder (12 section x 4 chamber) capable of drying 100 m³ per day in the plywood division.



Technological Interventions

- ✓ Commissioned a 100 VTA thermic fluid energy plant, replacing multiple smaller and less efficient units.
- ✓ Installed chippers at the energy plant to improve fuel efficiency.
- ✓ To enhance energy efficiency, VFDs were installed across key equipment including blowers, exhausts (Impregnator unit), submersible and hot water (resin plant), and various cooling and heating pumps. These installations optimize motor speed based on load, significantly reducing energy consumption. An APFC panel was also added at Laminate PDB-1, along with valve insulation on impregnators and hot press units to minimize heat loss. (Resulted around 800 MWh energy savings).
- ✓ Installed Automatic Power Factor Control (APFC) panels to ensure optimal power factor and eliminate manual regulation.
- ✓ Valve insulation is applied at impregnators and hot press control valves to reduce heat loss due to radiation.
- ✓ Installed pneumatic pusher feeder machines in Auto DD Saw, labelling, and steel wool lines, resulting in a 20% increase in output across all processes.
- ✓ Implemented automatic temperature control valves in the hot press system (laminate division) for better thermal efficiency.



Process Optimization Measures

- ✓ Periodic audits are conducted to identify consumption hotspots and implement energy-saving opportunities across operations.
- ✓ Adopted laser-guided lighting systems at panel assembly tables to improve precision and reduce edge trimming waste.
- ✓ Daylight harvesting practices have been adopted to maximize the use of natural light and reduce electricity consumption during daytime operations.
- ✓ Deployed heat exchangers on refiners and press machines to optimize thermal efficiency and reduce emissions.
- ✓ Initiatives are in place to minimize waste generation and maximize the reuse and recycling of materials, supporting resource efficiency and lowering emissions.



Facility and Infrastructure Upgrades

- ✓ Our Head Office (HO) is certified as LEED Platinum, reinforcing our commitment to sustainable building practices. We prioritize leasing spaces that are also LEED-certified, ensuring high environmental and energy performance across all operational facilities.



Solar Capacity Installation

- ✓ To further reduce our carbon footprint, CenturyPly has installed rooftop solar panels across all manufacturing facilities. This initiative significantly reduces reliance on grid electricity and enhances our renewable energy capacity, with a total installed solar capacity of 12.05 MW.
- ✓ Introduced electric vehicles (EVs) for on-site logistics to reduce emissions.



Driving the Shift to Electric Mobility

- Introduced electric vehicles (EVs) for on-site logistics to reduce emissions.
- Deployed 4 EVs for internal plant logistics operations.
- Replaced 25 diesel-powered forklifts with electric alternatives across manufacturing sites.

Emissions Savings



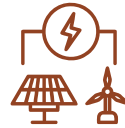
2,361 tCO₂e

Diesel



2,190 tCO₂e

Coal



634 tCO₂e

Renewable Electricity



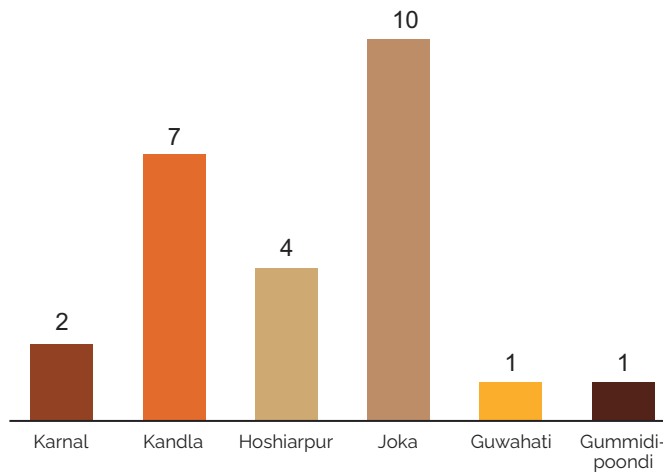
598 tCO₂e

Other Initiatives

The above emission savings have been achieved through reduced fuel consumption, an increased share of renewable energy, and improved efficiency measures. In addition to rooftop captive generation, we have increased our consumption of green energy through renewable energy PPAs, resulting in approximately 5,545 tCO₂e emission savings in Scope 2.

As a climate-conscious organization, we remain committed to minimizing energy and water use and reducing waste generation. We continue to implement targeted initiatives to reduce avoidable losses and improve long-term operational sustainability through multiple energy efficiency measures.

Transition from Diesel Forklifts to Electric Forklifts



Material handling operations at our manufacturing site have historically relied on diesel-powered forklifts. In line with our sustainability roadmap and commitment to reducing carbon emissions, we initiated the transition to electric (EV) forklifts by deploying 25 EV forklifts to replace an equal number of diesel units. Based on average fuel consumption and grid-based charging requirements, emissions were assessed over a five-year period. A diesel forklift emits approximately 92 tonnes of CO₂ over this duration, compared to 60 tonnes from an EV forklift charged with grid electricity. This translates to an avoided emission of nearly 32 tonnes of CO₂ per forklift, and a total fleet-wide reduction of around 800

tonnes of CO₂ over five years, representing a 35% decrease in forklift-related emissions.

This initiative complements our broader decarbonization efforts, where 90% of our fuel mix is powered by biomass, reducing reliance on coal and diesel and delivering Scope 1 emission savings. Going forward, we are assessing the feasibility of integrating our EV forklift fleet with rooftop solar-based captive power systems. Charging forklifts directly through renewable energy will further minimize grid-related emissions and bring us closer to achieving near-zero carbon operations in material handling, reinforcing our commitment to sustainability.

Air Emissions

Managing air emissions is a key focus area for us, and we are committed to maintaining high air quality both within and around our operational sites. We strictly comply with all applicable local and national regulations, ensuring that our air emissions remain well within the prescribed limits. To uphold this

commitment, we implement continuous emissions monitoring and adopt best-in-class pollution control technologies, enabling proactive management and reduction of emissions.

Air emissions

Category	Unit	FY 2024-25	FY 2023-24
NOx	Tons/yr	142.48	157.68
SOx	Tons/yr	176.22	139.46
Particulate Matter (PM)	Tons/yr	152.97	139.48



Chemical Management

At CenturyPly, we prioritise safe, responsible and efficient management of hazardous chemicals across all our operations. Recognizing the potential risks associated with hazardous substances, we are committed to minimizing exposure to these chemicals and actively exploring non-hazardous

alternatives to safeguard our workers, environment and end-users. Our approach to chemical management is underpinned by rigorous Standard Operating Procedures (SOPs) and a suite of initiatives that support secure handling, operational efficiency,

Key Initiatives for Chemical Safety



Controlled Transport System

Chemicals are transported within our facilities via an integrated, closed pipeline system, which minimizes exposure risks and provides a controlled environment for secure handling. This system reduces the need for manual handling and prevents accidental spills, protecting our workforce and ensuring smooth operations.



Comprehensive Quality Checks

Every batch of procured chemicals is subjected to thorough quality inspections to ensure safety and compliance. This verification process is essential for maintaining product quality, and the plant runs several QCs for the optimising of resources consumption and reinforcing safe manufacturing practices.



Educational and Safety Displays

Strategically placed display boards across our facilities provide workers with vital information about safe chemical handling practices. These boards along with signages, are a constant reminder of safety protocols, empowering employees to handle chemicals responsibly.



Authorized Chemical Disposal

We adhere to strict protocols for the disposal of hazardous chemicals, ensuring that all disposals are handled by authorized vendors who comply with regulatory standards. This approach not only safeguards the environment but also aligns with our compliance standards. Plants have a MOU with authorized Treatment, Storage, and Disposal Facility (TSDF).



Recycling and Resource Efficiency

To reduce effluents, we recycle wash water from resins (kettle/ glue spreader) in using for the next batches for water saving

Water Management

Climate change is altering weather patterns and placing growing pressure on vital water resources, which are crucial for sustaining life and combating climate change. Water is essential in plywood manufacturing for processes like soaking, steaming, and adhesive preparation. With depleting groundwater reserves and increasing stress zones, conservation is critical to ensure sustainable and efficient production.

At CenturyPly, we manage water resources responsibly across our operations; sourcing, storing and distributing water for both industrial and domestic use. Wastewater

generated from these processes is treated at our ETP and STP facilities. We ensure that treated water is regularly tested for quality, meeting all environmental standards before being reused in the operations.

The company has successfully implemented ZLD across all its facilities, ensuring that all wastewater generated during operations is treated in on-site treatment plants. The treated water is then reused for various purposes, such as filling log storage ponds, irrigation, toilet flushing, fire water storage and facility cleaning.

All our manufacturing sites are equipped with treatment plants (ETP/STPs) with a combined capacity of 615 KLD and 280 KLD for ETP and STP respectively, implementing Zero Liquid Discharge (ZLD)

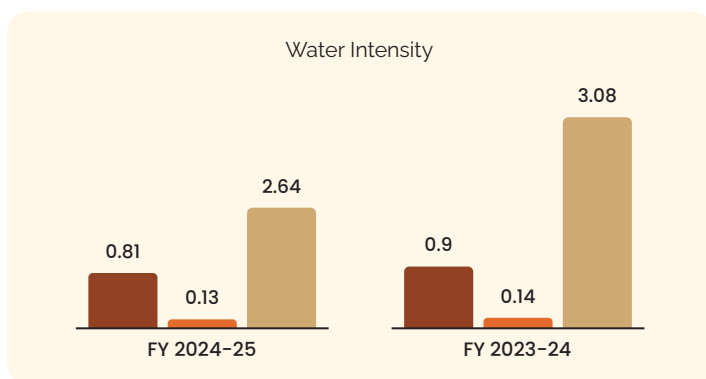
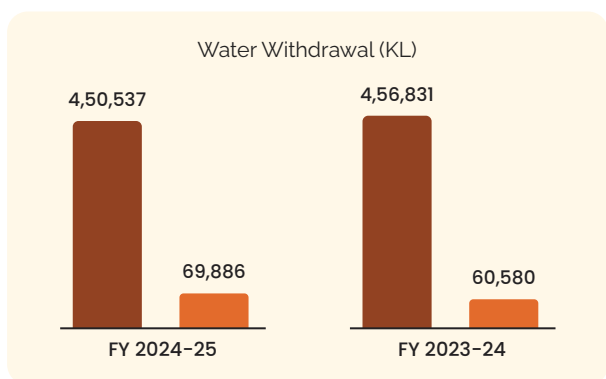


Rainwater harvesting systems are installed across all our sites, reinforcing our commitment to sustainable water management and enhancing fire preparedness.

In addition, we employ advanced resin manufacturing technology that eliminates the need for vacuum distillation in the final production stages, further reducing water consumption and wastewater generation. At our Joka factory, all water generated

from the air conditioning (AC) system is collected and reused in the cooling towers and hot water generators processes. This initiative has resulted in a water savings of 424 kilolitres (KL).

Water consumption in KL



■ Ground water

■ 3rd party water

■ KL/CBM of production

■ KL/Million of revenue ₹

■ KL/Million of revenue - PPP\$

During the year, water intensity improved by 7% per million of revenue and 10% per CBM of production.

The company's progress in reducing water consumption demonstrates its commitment to sustainable water management. To ensure a more sustainable future, the Company remains committed to further reducing water usage and exploring innovative solutions to minimize its impact on finite water resources.

Driving Circularity and Minimizing Waste

At CenturyPly, we uphold circular economy principles by emphasising waste recovery, reuse, and resource optimisation as part of our broader commitment to sustainability and environmental protection. To enhance waste management efficiency, we have strengthened systems for the collection, transportation, and disposal of materials, ensuring full compliance with applicable environmental regulations.

Across our manufacturing operations, we actively promote resource optimization. At our integrated Gummidipoondi facility, wood waste generated during plywood production is recycled into particle boards. At other sites, biofuel (wood waste) is used as Thermic Fuel Heaters (TFH) and hot water generator, thereby reducing reliance on fossil fuels. We also employ advanced process technologies and operational controls to reduce waste during the log-to-plywood conversion process. Leftover wood veneers are joined using precision techniques to create usable raw materials, minimizing material loss.

We also focus on minimizing chemical waste through process integration and digital monitoring. Our SAP-based inventory management system enables tracking and handling of materials, ensuring efficient usage and waste reduction. We have adopted a zero-landfill policy for all the chemicals ensuring their complete utilization and preventing any risk of soil or groundwater contamination as per of environment compliance.

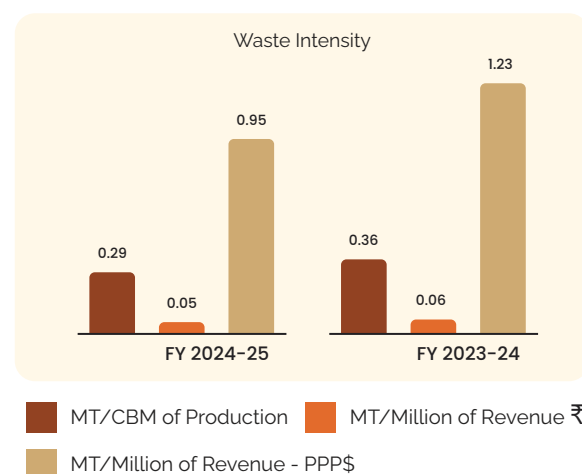
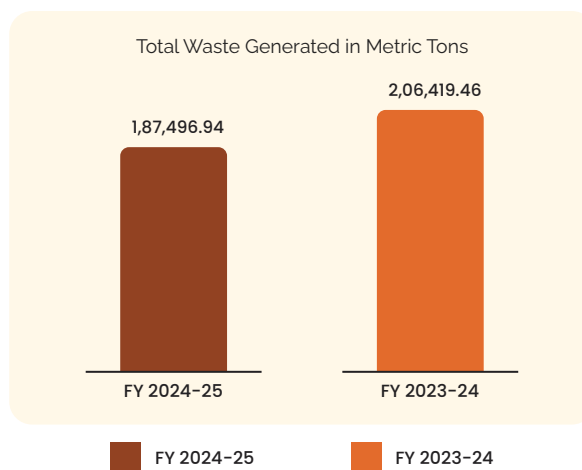
As a leader in the timber-based industry, we recognize the challenges associated with chemicals such as formaldehyde and phenols. To minimize potential impacts, we are actively working to lower formaldehyde emissions from plywood and High-Pressure Laminates (HPL) through improved glue formulations. We have developed a CARB-compliant resin that retains the required mechanical properties while meeting formaldehyde emission standards in accordance with JIS A 1460 (Japanese Indian Standards), thus aligning our operations with global environmental compliance norms.

We remain committed to exploring safer alternatives to these chemicals and leveraging technological advancements to drive continuous improvement in our waste management and environmental practices.

The most common waste types from our production include waste veneer and centre core logs, most of which are repurposed as feedstock. Waste oil generated from production machinery is securely stored in a temporary hazardous waste facility before being processed by licensed third-party waste handlers.

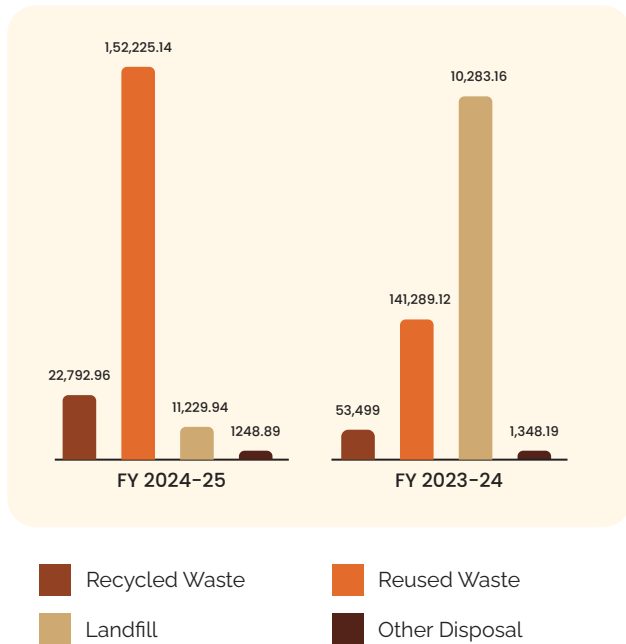
Waste Generated in Metric Tons

Category	FY 2024-25	FY 2023-24
Plastic	139.87	95.29
Electronic	5.24	8.09
Bio Medical	0.005	0.002
Construction	-	14.99
Hazardous	114.22	131.51
Non-hazardous	1,87,237.61	2,06,169.58



During the year, waste intensity improved by 16% per million of revenue and 18% per CBM of production.

Waste Disposal in Metric Tons



Plastic including packaging

We ensure that plastic waste is disposed of responsibly through authorized vendors



E-waste

We carefully monitor and dispose E-waste generated from the use of electronics in our offices and facility operations through authorized vendors.



Hazardous Waste

We segregate waste into different categories and ensure its safe disposal through authorized vendors certified by the Pollution Control Board (CPCB/SPCB).



Non-Hazardous Waste

Most of our wood-based waste is repurposed as fuel in our energy plant. At the Gummidipoondi unit, this waste is also reused in particleboard manufacturing. Water treatment sludge and ash from energy plant is used for ground levelling purposes within the plant premises. All other waste is disposed through authorised vendors.

Environment compliances and regulations

Environmental regulations and compliance issues raised on pollution, water, waste in FY 2024-25 - NIL

Our commitment to sustainable manufacturing drives us to progressively transition toward cleaner, renewable energy sources and responsible resource management. By optimizing energy, water and waste systems, we aim to reduce carbon emissions, improve

efficiency, and minimize environmental impact. These efforts not only support long-term sustainability but also align with global climate goals, ensuring that our operations reflect both environmental stewardship and operational excellence.



Independent Assurance Report

To
The Board of Directors,
Century Plyboards (India) Ltd,
Century House P15/1, Taratala Road, Kolkata,
West Bengal,
Pin code - 700088.

Subject: Independent Reasonable & Limited Assurance Report on 'Identified Sustainability Information' (ISI) in the Sustainability Report of Century Plyboards (India) Limited for the Financial Year 2024–25.

1. Introduction and Scope

Moore Singhi Advisors LLP (hereafter referred to as "Moore Singhi" or "we" or "us") has been engaged by Century Plyboards (India) Limited (hereafter referred to as "the Company" or "CPIL") to provide independent assurance on 'Identified Sustainability Information' that forms part of the Sustainability Report prepared by the company with reference to GRI Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI) ("Criteria").

The scope of this engagement comprises the provision of 'reasonable assurance' on the Identified Sustainability Information detailed in Appendix I and 'limited assurance' on the Identified Sustainability Information detailed in Appendix II.

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, and ISAE 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board (IAASB), and under the terms of the engagement letter dated February 27, 2025.

Our assurance on disclosures is for the period starting from April 1, 2024, to March 31, 2025. We have not performed any procedures for the earlier periods or any other elements included in the Sustainability Report, and therefore do not express any opinion thereon.

2. Boundary

The reporting boundary for the BRSR disclosures covers CPIL's operations across six manufacturing locations at Joka, Hoshiarpur, Chennai, Guwahati, Kandla, and Karnal, along with Warehouse(s), Corporate/Head Office, and regional offices and warehouses. An on-site verification was conducted at Joka, Chennai, and Corporate/Head office.

3. Management Responsibilities

The Company's management is responsible for the selection of the reporting criteria, determination of the reporting period and boundary, and the preparation and disclosure of the Identified Sustainability Information presented in Appendix I and Appendix II, in reference to the GRI Standards (2021), issued by the Global Reporting Initiative (GRI).

The Company's management is responsible for the selection of the reporting criteria, determination of the reporting period and boundary, and the preparation and disclosure of the Identified Sustainability Information presented in Appendix I and Appendix II, in accordance with the GRI Sustainability Reporting Standards. This responsibility includes conducting stakeholder engagement; establishing, implementing, and maintaining internal controls, policies, and processes; maintaining adequate records; performing calculations; and making estimates that are reasonable in the circumstances. Management is also responsible for ensuring that the Identified Sustainability Information is free from material misstatement, whether due to fraud or error.

4. Moore Singhi's Responsibilities

Our responsibility is to express a reasonable assurance opinion and a limited assurance conclusion on the Identified Sustainability Information listed in Appendix I and Appendix II, respectively, based on the procedures we have performed and the evidence we have obtained from the Company.

We do not accept or assume any responsibility for any other purpose or to any other person or organization. We have considered quantitative materiality and qualitative factors in; (i) planning the scope of our work and evaluating the results of our work; and (ii) evaluating the effect of any identified misstatements in the Sustainability report. Moore Singhi expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement and for any damages in case erroneous data is reported. This assurance engagement relies on the assumption that all data and

information provided by CPIL is accurate and complete.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, and the International Standard on Assurance Engagements (ISAE) 3410: Assurance Engagements on Greenhouse Gas Statements as well as the terms of reference for this engagement as agreed with CPIL in the engagement letter dated February 27, 2025.

Those standards require that we plan and perform our engagement to obtain reasonable assurance (as detailed in Appendix I) and limited assurance (as detailed in Appendix II) about whether, in all material respects, the Identified Sustainability Information presented to us is prepared in accordance with the reporting criteria chosen by the Company and as referenced in the GRI Sustainability Reporting Standards.

Reasonable Assurance

A reasonable assurance engagement includes performing procedures to obtain sufficient and appropriate evidence assessing the risk of material misstatement of the Identified Sustainability Information as listed in Appendix I. In this connection, we have performed the following procedures:

1. Evaluated the suitability of the quantification methods used for the Identified Sustainability Information.
2. Engaged in discussions with the personnel at both corporate and facilities responsible for the information presented in the report.
3. On a sample basis, verified the data collected, recorded, and aggregated to determine the level of accuracy of the reporting.
4. Enquired with the senior management of the Company and obtained management representation towards all the stated matters of the report.

Limited Assurance

A limited assurance engagement involves performing procedures that are based on inquiry and review to assess whether the Identified Sustainability Information as listed in Appendix II is prepared based on the suitable application of GRI standards and are free from material misstatement due to fraud or error. 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, and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Exclusions

- Management controls, including testing internal controls or verifying the aggregation and calculation of data within the IT systems.
- The Company's statements that describe expressions of opinion, belief, aspiration, expectation, aim or future intentions or any forward-looking assertions and/or data.
- Review of the 'economic and/or financial performance indicators' included in the Sustainability Report on which KPI reporting is based. We have been informed by the company that these are derived from the company's audited financial statements.

5. Inherent Limitations

The reliability of assurance on non-financial information is subject to uncertainties inherent in the assurance process. The lack of a significant universal body of established practice for measuring and evaluating non-financial information allows for different, but acceptable, measures and measurement techniques, potentially affecting comparability between entities. Specifically, the uncertainties in greenhouse gas (GHG) emissions estimation arise due to incomplete scientific knowledge, limitations in quantification models, and the assumptions or conversion factors used to arrive at results. Due to these inherent limitations, there is a possibility that material misstatements in the sustainability information of the GRI KPIs in the Sustainability Report may remain undetected. The application of this assurance statement is limited to the aforementioned circulars.

6. Opinion

Reasonable Assurance Opinion on Appendix I

Based on our procedures performed and evidences obtained as mentioned in the section 4, information and explanations given and management representations provided to us, we are of the opinion that the Identified Sustainability Information listed in Appendix I and presented in the Sustainability Report for year ended March 31, 2025, are reliable, and prepared in accordance with the Criteria stated in the paragraph 1 of section 1 above.

Limited Assurance Opinion on Appendix II

Based on our procedures performed and evidences obtained as mentioned in the section 4, information and explanations given and management representations provided to us, nothing has come to our attention that causes us to believe that the Identified Sustainability Information listed in Appendix II and presented in the Sustainability Report for year ended March 31, 2025, are not prepared, in all material respects, in accordance with the Criteria as stated in the paragraph: 1 of Section: 1 above

7. Restriction on Use

Our work was performed solely to assist management in meeting their responsibilities in relation to CPIL's assurance requirements as per the Circulars. The report is addressed and provided to the Board of Directors of the Company, solely for the purpose of enabling it to comply with the aforementioned requirements of the Circulars, and should not be used, referred to or distributed for any other purpose or to any other party without our prior written consent. Accordingly, we do not accept or assume any liability or duty of care for any other purpose for which or to any other person to whom this assurance report is shown or into whose hands it may come without our prior consent in writing. Other than as described in paragraph 1, which sets out the scope of our engage-

ment, we did not perform any assurance procedures on the remaining information. Accordingly, we do not express an opinion on that information.

8. Statement of Independence, Impartiality, and Competence

Moore Singhi is a professional services firm offering a range of services in assurance and advisory to both domestic and international clients across industries. We have complied with independence and ethical requirements, which are founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. This assurance engagement comprises multidisciplinary experts with deep knowledge in sustainability, ESG reporting principles and standards, and related assurance standards.

For and on behalf of Moore Singhi Advisors LLP,

Ravi Sankar Nori

Chief Operating Officer (ESG Services)

Date: August 07, 2025

Appendix I: Identified Sustainability Information subject to Reasonable Assurance

S. No.	Parameter	GRI indicators (ISI)
1	Energy consumption within the organisation	302 – 1
2	Energy intensity	302 – 3
3	Water withdrawal	303 – 3
4	Water discharge	303 – 4
5	Water consumption	303 – 5
6	Direct (scope 1) GHG emissions	305 – 1
7	Indirect (scope 2) GHG emissions	305 – 2
8	GHG emissions intensity	305 – 4
9	Waste generated	306 – 3
10	Waste diverted from disposal	306 – 4
11	Waste diverted to disposal	306 – 5
12	Work related injuries	403 – 9
13	Work related ill health	403 – 10
14	Gross wages paid to females	405 – 2
15	Purchases from MSME and within India	204 – 1
16	POSH Complaints (Non-discrimination)	406
17	Customer privacy (data breaches)	418

Appendix II: Identified Sustainability Information subject to Limited Assurance

S. No.	Parameter	GRI indicators (ISI)
1	Employees	2 – 7
2	Direct economic value generated and distributed	201 – 1
3	Economic performance	201 – 2
4	Reduction of energy consumption	302 – 4
5	Reduction of GHG emissions	305 – 5
6	New employee hires and employee turnover	401 – 1
7	Percentage of employees receiving performance and career development reviews	404 – 3
8	Diversity of governance bodies and employees	405 – 1
9	Ratio of basic salary and remuneration of women to men	405 – 2
10	Child labour	408 - 1

GRI Content Index

GRI Standard	Disclosure	Location
GRI 2 General Disclosures		
2-1	Organizational details	09
2-2	Entities included in the organization's sustainability reporting	04
2-3	Reporting period, frequency and contact point	03
2-5	External assurance	85
2-6	Activities, value chain and other business relationships	33
2-7	Employees	57
2-8	Workers who are not employees	57
2-9	Governance structure and composition	25
2-11	Chair of the highest governance body	23
2-10	Nomination and selection of the highest governance body	23
2-12	Role of the highest governance body in overseeing the management of impacts	
2-13	Delegation of responsibility for managing impacts	23
2-14	Role of the highest governance body in sustainability reporting	
2-15	Conflicts of interest	30
2-16	Communication of critical concerns	28
2-17	Collective knowledge of the highest governance body	26
2-18	Evaluation of the performance of the highest governance body	26
2-19	Remuneration policies	27
2-20	Process to determine remuneration	27
2-21	Annual total compensation ratio	27
2-22	Statement on sustainable development strategy	06
2-23	Policy commitments	24
2-24	Embedding policy commitments	24
2-25	Processes to remediate negative impacts	29
2-26	Mechanisms for seeking advice and raising concerns	30
2-27	Compliance with laws and regulations	
2-28	Membership associations	20
2-29	Approach to stakeholder engagement	43
GRI 3- MATERIAL TOPICS		
3-1	Process to determine material topics	47
3-2	List of material topics	48
3-3	Management of material topics	47
201	Economic Performance	
201-1	Direct economic value generated and distributed	53
204	Procurement Practices	
204-1	204-1 Proportion of spending on local suppliers	41
205	Anti - Corruption	
205-1	Operations assessed for risks related to corruption	30
205-2	Communication and training about anti-corruption policies and procedures	30
205-3	Confirmed incidents of corruption and actions taken	30
302	Energy	
302-1	Energy consumption within the organization	75
302-3	Energy intensity	75

	302-4	Reduction of energy consumption	75
303	Water And Effluents		
	303-1	Interactions with water as a shared resource	82
	303-2	Management of water discharge-related impacts	82
	303-3	Water withdrawal	82
	303-4	Water discharge	82
	303-5	Water consumption	82
305	Emissions		
	305-1	Direct (Scope 1) GHG emissions	77
	305-2	Energy indirect (Scope 2) GHG emissions	77
	305-4	GHG emissions intensity	77
	305-5	Reduction of GHG emissions	77
	305-7	Nitrogen oxides (NOx), sulfuric oxides (SOx), and other significant air emissions	80
306	Effluents and Waste		
	306-1	Waste generation and significant waste-related impacts	83
	306-2	Management of significant waste-related impacts	83
	306-3	Waste generated	83
	306-4	Waste diverted from disposal	83
	306-5	Waste directed to disposal	83
401	Employment		
	401-1	New employee hires and employee turnover	58
	401-3	Parental leave	59
403	Occupational Health And Safety		
	403-1	Occupational Health and Safety Management System	63
	403-2	Hazard identification, risk assessment, and incident investigation	63
	403-3	Occupational health services	63
	403-4	Worker participation, consultation, and communication on occupational health and safety	63
	403-5	Worker training on occupational health and safety	63
	403-6	Promotion of worker health (non-occupational)	63
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	63
	403-8	Workers covered by an occupational health and safety management system	63
	403-9	Work-related injuries	63
	403-10	Work-related ill health	63
404	Training and Education		
	404-1	Average hours of training per year per employee	60
	404-2	Programs for upgrading employee skills and transition assistance programs	60
	404-3	Percentage of employees receiving regular performance and career development reviews	61
405	Diversity and Equal Opportunity		
	405-1	Diversity of governance bodies and employees	27
	405-2	Ratio of basic salary and remuneration of women to men	58

406	Non-discrimination		
	406-1	Incidents of discrimination and corrective actions taken	65
408	Child Labour		
	408-1	Operations and suppliers at significant risk for incidents of child labour	65
413	Local Communities		
	413-1	Operations with local community engagement, impact assessments, and development programs	66
	413-2	Operations with significant actual and potential negative impacts on local communities	66
417	Marketing and Labelling		
	417-1	Requirements for product and service information and labelling	72
418	Customer Privacy		
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	71



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