

June 20, 2025

**BSE Limited**

Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai – 400 051

**National Stock Exchange of India Limited**

Exchange Plaza, Bandra Kurla Complex,  
Bandra East, Mumbai – 400 051

**BSE – 500495**

**NSE – ESCORTS**

**Sub: Business Responsibility and Sustainability Report for the financial year 2024-25**

Dear Sir/ Ma'am,

Pursuant to Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report along with Assurance Report thereon for the financial year 2024- 25, which is also forms part of the Integrated Annual Report for financial year 2024-25.

This is for your information.

Thanking You,  
Yours Faithfully,  
for **Escorts Kubota Limited**

**Arvind Kumar**  
**Company Secretary**

Encl.: As Above

# Annexure – I

## to the Directors' Report

## Business Responsibility & Sustainability Reporting

At Escorts Kubota Limited (EKL), we are committed to integrating ESG factors into our business strategy for sustainable growth. As a leading engineering Company in agriculture and infrastructure, we prioritize addressing economic, environmental, and social impacts. Our dedication to long-term success extends to societal and environmental responsibility. This report outlines our ESG performance, initiatives based on nine principles aligning with NGRBC guidelines, and material ESG topics relevant to stakeholders. We aim to transparently share our ESG journey, achievements, challenges, and future goals to promote understanding and collaboration in achieving sustainability objectives.

### Please note

- The National Company Law Tribunal, Chandigarh Bench ('NCLT') has approved the Scheme of Amalgamation of Escorts Kubota India Private Limited and Kubota Agricultural Machinery India Private Limited (Amalgamating Companies) with Escorts Kubota Limited (Amalgamated Company). The certified copy of the order approving the scheme was received by the Company on August 29, 2024, and filed with the Registrar of Companies on September 1, 2024. In order to reflect the Scheme's impact from the appointed date of April 1, 2023, the Company has restated previously reported numbers. Accordingly, numbers reported here for the Current Fiscal 2025 as well as Previous Fiscal 2024 include numbers of the amalgamating companies also, while for fiscal year 2023 numbers remain unchanged as per previously reported unless otherwise specified.
- On October 23, 2024, the Company's Board of Directors approved the sale/ transfer of its division specializing in manufacturing, assembly, sales, servicing, research, and development of railway equipment products, including parts ('RED Business') on a 'slump sale' basis, as defined by Section 2(42C) of the Income-tax Act, 1961.

In the financial disclosures, the RED Business has been categorized under discontinued operations. However, for BRSR reporting purposes, the RED Business will be considered as part of routine operations and all reporting numbers in BRSR for the current fiscal year 2025 and the previous fiscal year will include the RED Business as normal business operations.

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Listed Entity

|    |   |  |
|----|---|--|
| 1  | <b>Corporate Identity Number (CIN) of the Listed Entity</b>   | L74899HR1944PLC039088  |
| 2  | <b>Name of the Listed Entity</b>  | Escorts Kubota Limited   |
| 3  | <b>Year of incorporation</b>  | 1944   |
| 4  | <b>Registered office address</b>  | 15/5, Mathura Road, Faridabad, Haryana – 121003, India   |
| 5  | <b>Corporate address</b>  | 15/5, Mathura Road, Faridabad, Haryana – 121003, India   |
| 6  | <b>E-mail</b>   | <b><a href="mailto:corp.secretarial@escortskubota.com">corp.secretarial@escortskubota.com</a></b>  |
| 7  | <b>Telephone</b>  | +91 129-2250222  |
| 8  | <b>Website</b>  | <b><a href="https://www.escortskubota.com">https://www.escortskubota.com</a></b>   |
| 9  | <b>Financial year for which reporting is being done</b>   | April 01, 2024 to March 31, 2025   |
| 10 | <b>Name of the Stock Exchange(s) where shares are listed</b>  | National Stock Exchange of India Limited and BSE Limited   |
| 11 | <b>Paid-up Capital</b>  | ₹ 1,118,777,540  |
| 12 | <b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b> | <b>Name:</b> Mr. Bharat Madan<br><b>Designation:</b> Whole-time Director & Chief Financial Officer<br><b>Telephone:</b> +91 129 2564838<br><b>Email:</b> <b><a href="mailto:investor.relation@escortskubota.com">investor.relation@escortskubota.com</a></b> |

|    |  |  |
|----|--|--|
| 13 | <b>Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)</b> | The disclosures made under this report cover standalone operations of Escorts Kubota Limited, in India, unless otherwise stated. |
| 14 | <b>Name of assessment or assurance provider</b>  | Grant Thornton Bharat LLP  |
| 15 | <b>Type of assessment or assurance obtained</b>  | Reasonable Assurance   |

## II. Products/services

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

| S. No | Description of Main Activity | Description of Business Activity  | % of Turnover of the entity |
|-------|------------------------------|---|-----------------------------|
| 1     | Manufacturing and Trading    | Manufacturing, Sales, Marketing, Trading and customer support of Agri Machinery Products (Tractors, Harvesters, Implements, Spare parts, Oils Lubes Etc.), Construction Equipment Products (Material Handling cranes, Road compaction and Earth moving equipment's) and Railway components* | 99.91                       |

\* The Board of Directors in their meeting held on October 23, 2024, gave approval for transferring the existing Railway components - Railway Equipment Business Division (RED) as going concern, on slump sale basis.

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

| S. No | Product/Service         | NIC Code | % of total Turnover contributed |
|-------|-------------------------|----------|---------------------------------|
| 1     | Agri Machinery Products | 2821     | 76.10                           |
| 2     | Construction Equipment  | 2824     | 15.59                           |
| 3     | Railway Components      | 30204    | 8.22                            |

## III. Operations

### 18. Number of locations where plants and/or operations/offices of the entity are situated:

| S. No | Location      | Number of plants | Number of offices | Total |
|-------|---------------|------------------|-------------------|-------|
| 1     | National      | 8                | 55*               | 63    |
| 2     | International | 1                | 1                 | 2     |

\*Regional Offices and Depots Only

### 19. Markets served by the entity:

#### a. Number of locations

| S. No | Locations                        | Number                            |
|-------|----------------------------------|-----------------------------------|
| 1     | National (No. of states)         | 28 states and 8 Union Territories |
| 2     | International (No. of countries) | 80                                |

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

5.00%

#### c. A brief on types of customers

Escorts Kubota Limited (EKL), one of India's leading engineering companies and is a preferred partner of choice for farming and construction equipment in the country. For more than eight decades, EKL has helped accelerate India's socioeconomic growth through its presence across high-growth sectors, EKL is committed to contributing towards India's growth story and bringing in quality change in the lives of people. EKL has a diverse portfolio and various customer segments are served basis their requirement:

- 1. Customers for Agri Machinery Products:** EKL is a leading force in the manufacturing and trading of agricultural equipment. Our extensive product range offers comprehensive solutions for farmers, covering all stages from land preparation to transplanting and harvesting. Our lineup includes tractors, paddy planters, combine harvesters, various implements, sprayer solutions, engines, and components that cater to the diverse needs of individual farmers and organizations across 80 countries.

Engineered for exceptional power, efficiency, and versatility, our products are the preferred choice across multiple sectors, including agriculture, construction, and landscaping. Under the esteemed brands of Kubota, Farmtrac, Powertrac, Escorts, Steeltrac, Farmpower, and E Kubota, we maintain a legacy of excellence, ensuring top-notch quality and performance in every offering.

With a robust nationwide network of over 1,600 dealers and more than 10,500 registered workshop mechanics, we provide a seamless customer experience and effectively deliver our products and services in the Indian market. Having proudly served over 2.5 million customers globally, we are committed to driving innovation and excellence in the agricultural machinery industry, continually setting new standards for quality and performance.

- 2. Customers for Construction Equipment Business Division:** we are a leading manufacturer of high-quality equipment for material handling, road building, and earthmoving industries, catering to the increasing needs of infrastructure development projects in the country. Our wide range of customers includes Construction and Industrial Companies, Government Agencies, Mining Companies, Rental Companies, and Individuals. Our products play a crucial role in various daily operations at Infra project sites, mining and production of metals, cement, coal industry, power sector, defence & the allied industries. With our unwavering dedication to excellence, customers can rely on our products to consistently deliver top-notch performance, safety & reliability. We have over 250 touch points across India and a presence in more than 20 countries worldwide, ensuring our commitment to customer satisfaction on a global scale.
- 3. Customers for Railway Equipment Business Division:** As a reputable supplier to cater the requirements of Indian Railways, Metro organizations, Freight wagon builders, and other range of rolling stock manufacturers globally. Our extensive product line includes brake systems, couplers, suspension systems, electric panels, RMPU's, Vacuum Toilet, automatic door and friction products. Count on us to deliver top-notch solutions for all your Rail transportation needs.

#### IV. Employees

##### 20. Details as at the end of Financial Year:

###### a. Employees and workers (including differently abled):

| S. No            | Particulars              | Total(A) | Male   |        | Female |        |
|------------------|--------------------------|----------|--------|--------|--------|--------|
|                  |                          |          | No.(B) | %(B/A) | No.(C) | %(C/A) |
| <b>Employees</b> |                          |          |        |        |        |        |
| 1                | Permanent (D)            | 3,498    | 3,283  | 93.85  | 215    | 6.15   |
| 2                | Other than Permanent (E) | 992      | 850    | 85.69  | 142    | 14.31  |
| 3                | Total employees (D + E)  | 4,490    | 4,133  | 92.05  | 357    | 7.95   |
| <b>Workers</b>   |                          |          |        |        |        |        |
| 4                | Permanent (F)            | 1,124    | 1,119  | 99.56  | 5      | 0.44   |
| 5                | Other than Permanent (G) | 11,591   | 11,346 | 97.89  | 245    | 2.11   |
| 6                | Total workers (F + G)    | 12,715   | 12,465 | 98.03  | 250    | 1.97   |

###### b. Differently abled Employees and workers:

| S. No                              | Particulars                               | Total(A) | Male   |        | Female |        |
|------------------------------------|---|----------|--------|--------|--------|--------|
|                                    |   |          | No.(B) | %(B/A) | No.(C) | %(C/A) |
| <b>Differently-abled Employees</b> |   |          |        |        |        |        |
| 1                                  | Permanent (D)                             | 2        | 2      | 100.00 | 0      | 0.00   |
| 2                                  | Other than Permanent (E)                  | 1        | 1      | 100.00 | 0      | 0.00   |
| 3                                  | Total differently abled employees (D + E) | 3        | 3      | 100.00 | 0      | 0.00   |

| S. No                            | Particulars                             | Total(A) | Male   |        | Female |        |
|----------------------------------|---|----------|--------|--------|--------|--------|
|                                  |   |          | No.(B) | %(B/A) | No.(C) | %(C/A) |
| <b>Differently-abled Workers</b> |   |          |        |        |        |        |
| 4                                | Permanent (F)                           | 1        | 1      | 0.00   | 0      | 0.00   |
| 5                                | Other than Permanent (G)                | 0        | 0      | 100.00 | 0      | 0.00   |
| 6                                | Total differently abled workers (F + G) | 1        | 1      | 100.00 | 0      | 0.00   |

**21. Participation/Inclusion/Representation of women:**

|                          | Total(A) | No. and percentage of Females |        |
|--------------------------|----------|-------------------------------|--------|
|                          |          | No.(B)                        | %(B/A) |
| Board of Directors       | 18*      | 3                             | 16.67  |
| Key Management Personnel | 4**      | 0                             | 0.00   |

\*3 Board Members are KMPs

\*\* Including 3 members who are also on the Board of Directors

**22. Turnover rate for permanent employees and workers:**

(Disclose trends for the past 3 years)

|                     | FY 2024-25 |        |       | FY 2023-24 |        |       | FY 2022-23 |        |       |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
|                     | Male       | Female | Total | Male       | Female | Total | Male       | Female | Total |
| Permanent Employees | 16.56      | 21.88  | 16.87 | 21.90      | 15.62  | 21.58 | 24.62      | 30.20  | 24.89 |
| Permanent Workers   | 8.15       | 33.33  | 8.28  | 8.00       | 25.00  | 8.10  | 8.65       | 28.57  | 8.80  |

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. a. Names of holding/subsidiary/associate companies/joint ventures**

| S. No | Name of the holding/subsidiary/associate companies/joint ventures (A)      | Indicate whether holding/Subsidiary/Associate/Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|-------|--|---|-----------------------------------|--|
| 1.    | Kubota Corporation, Japan  | Holding Company*  | 0.00                              | No   |
| 2.    | Escorts Crop Solutions Limited   | Subsidiary Company  | 100.00                            | No   |
| 3.    | EKL CSR Foundation   | Subsidiary Company  | 100.00                            | No   |
| 4.    | Farmtrac Tractors Europe sp. z.o.o., Poland                                | Subsidiary Company  | 100.00                            | No   |
| 5.    | Escorts Kubota Finance Limited   | Subsidiary Company  | 100.00                            | No   |
| 6.    | Invigorated Business Consulting Limited (Formerly Escorts Finance limited) | Subsidiary Company  | 67.87                             | No   |
| 7.    | Adico Escorts Agri Equipments Private Limited                              | Joint Venture Company                                       | 40.00                             | No   |
| 8.    | Escorts Consumer Credit Limited  | Associate company   | 29.41                             | No   |

\*Kubota Corporation holds 54.07% stake in Escorts Kubota Limited (EKL) and publishes its own Environmental, Social, and Governance (ESG) report.

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

Yes

**ii. Turnover (in ₹)**

FY 2024-25: ₹ 1,10,99,75,11,057.00

FY 2023-24 restated: ₹ 1,06,81,13,16,086

**iii. Net worth (in ₹)**

FY 2024-25: ₹ 1,01,47,29,82,065.00

FY2023-24 restated: ₹ 91,77,72,41,528

## VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)  | FY 2024-25<br>(Current Financial Year)     |  |   | FY 2023-24<br>(Previous Financial Year)    |  |   |
|---|--|--|--|---|--|--|---|
|   |  | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks   | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks   |
| Communities                                       | Yes Community members can raise any concerns or grievances via call/e-mail/ letter on contact details mentioned at <a href="https://www.escortskubota.com/contact-us">https://www.escortskubota.com/contact-us</a>   | NIL  | NIL  | -   | NIL  | NIL  | -   |
| Investors (other than shareholders)               | Yes Policy can be accessed at <a href="https://www.escortskubota.com/new/pdf/2025/february/EKL_2025_02_10_Investor_Grievance_Redressal_Policy.pdf">https://www.escortskubota.com/new/pdf/2025/february/EKL_2025_02_10_Investor_Grievance_Redressal_Policy.pdf</a>  | NIL  | NIL  | -   | NIL  | NIL  | -   |
| Shareholders                                      | Yes Policy can be accessed at <a href="https://www.escortskubota.com/new/pdf/2025/february/EKL_2025_02_10_Investor_Grievance_Redressal_Policy.pdf">https://www.escortskubota.com/new/pdf/2025/february/EKL_2025_02_10_Investor_Grievance_Redressal_Policy.pdf</a>  | 1,502                                      | 14   | -   | 2,204                                      | 3  | -   |
| Employees and workers                             | Yes Policy can be accessed at <a href="https://static.escortskubota.com/new/pdf/reg-46-sebi/24-02-2025/2024-02-08-Whistle-Blower-Policy.pdf">https://static.escortskubota.com/new/pdf/reg-46-sebi/24-02-2025/2024-02-08-Whistle-Blower-Policy.pdf</a>  | 88   | 5  | Includes complaints received from all category of employees and workers | 340  | 13   | Includes complaints received from all category of employees and workers |
| Customers   | Yes Customer can easily raise any concerns or grievances by contacting our dedicated customer care toll-free number mentioned at <a href="https://www.escortskubota.com/contact-us">https://www.escortskubota.com/contact-us</a> Additionally, customers can also reach out to us via email or letter using the contact details provided at above link | 1,39,720                                   | 162  | Includes complaints and queries received from various platforms         | 1,67,148                                   | 287  | Includes complaints and queries received from various platforms         |

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)   | FY 2024-25<br>(Current Financial Year)     |  |         | FY 2023-24<br>(Previous Financial Year)    |  |         |
|---|--|--|--|---------|--|--|---------|
|   |  | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Value Chain Partners                              | Yes Partners can raise any concerns or grievances via call/e-mail/letter on contact details mentioned at <a href="http://www.escortskubota.com/contact-us">http://www.escortskubota.com/contact-us</a> | NIL  | NIL  | -       | NIL  | NIL  | -       |
| Others (please specify)                           | NA   | NIL  | NIL  | -       | NIL  | NIL  | -       |

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

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

| S. No | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|-------|---------------------------|--|--|---|--|
| 1     | Operations EHS impact     | R  | EHS (Environmental, Health, and Safety) risks can significantly impact EKL in various ways. Firstly, these risks can lead to human costs, resulting in injuries or illnesses among employees, which can have devastating effects on individuals and their families. Additionally, non-compliance with EHS regulations may result in legal actions, fines, and penalties, leading to increased scrutiny from regulators. The financial implications can be substantial, encompassing costs associated with accidents, legal fees, fines, and higher insurance premiums, all of which can adversely affect the organization's financial health. Furthermore, negative publicity from EHS incidents can damage the organization's reputation, eroding trust among customers, stakeholders, and the community. Operational disruptions may also occur, as incidents can lead to shutdowns or slowdowns in operations, impacting productivity and delivery schedules. Lastly, a workplace perceived as unsafe can lower employee morale and productivity, resulting in higher turnover rates and challenges in attracting talent. Proactively addressing EHS risks is essential for mitigating these impacts and fostering a safer, more sustainable workplace environment. | EKL has developed a comprehensive Environment, Health, and Safety (EHS) management system that encompasses all its operations. All our operational facilities are certified with ISO 45001 & ISO 14001. Escorts Kubota Limited has implemented a robust health and safety management system across the business. We have an EHS policy, applicable to all employees and workers and multiple processes implemented to eliminate risk in the system. The organization is committed to ensuring compliance with all relevant EHS laws and regulations, as well as adhering to international standards and best practices. To maintain a safe and compliant workplace, EKL conducts regular EHS training sessions, audits, inspections, and risk assessments aimed at identifying and mitigating potential hazards and incidents. Additionally, EKL has established a dedicated EHS team responsible for monitoring and managing EHS matters, along with a grievance mechanism to address any EHS-related issues or concerns raised by employees. This proactive approach underscores EKL's commitment to fostering a safe and healthy work environment. | Negative Implications  |

| S. No | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity  | In case of risk, approach to adapt or mitigate   | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|-------|---------------------------|--|---|--|--|
| 2     | Resource Efficiency       | R&O  | <p>Natural resources such as water, energy, raw materials, and land are critical inputs for most industries. Their overuse or mismanagement can lead to resource depletion, regulatory action, and environmental degradation. Simultaneously, efficient and sustainable use of these resources presents significant cost-saving and innovation opportunities.</p> <p>With increasing regulatory pressure, climate change, and stakeholder expectations, we are in transition from linear to circular resource use models and adopting regenerative and efficient practices. Resource-efficient operations are also seen as more resilient and future-ready, aligning with national and global sustainability targets.</p> | <p>We do regular resource mapping and audits to assess key resource dependencies and hotspots across operations.</p> <p>So that we can invest in technologies and practices to reduce water, energy, and raw material usage (e.g., IoT-based metering, lean manufacturing). We use alternative resources, adopt renewable energy, recycled raw materials, and low-impact inputs where feasible. In water stewardship, we implemented water-saving fixtures, rainwater harvesting, and wastewater recycling.</p> <p>Our waste management and circularity initiatives promote reuse, recycling, and closed-loop systems to reduce dependence on virgin materials. We collaborate with suppliers to encourage sustainable resource sourcing and share best practices.</p> | Positive Implications  |
| 3     | Sustainable Products      | O  | <p>With growing environmental awareness, evolving regulations, and a rising demand for ethical consumption, the market is shifting towards sustainable products—those designed, produced, used, and disposed of in a way that minimizes negative environmental and social impacts. Customers, investors, and regulators now expect companies to offer greener alternatives that are resource-efficient, recyclable, ethically sourced, and low in carbon emissions.</p> <p>Companies that fail to innovate in this area risk falling behind in a market increasingly shaped by sustainability standards and consumer expectations.</p>  | -  | Positive Implications  |
| 4     | Customer Satisfaction     | O  | <p>EKL views customer engagement as a valuable opportunity to strengthen long-term relationships, enhance its reputation, and expand market share. By delivering innovative and high-quality engineering solutions that align with customer expectations, EKL fosters trust and loyalty. The company actively connects with customers through diverse channels such as feedback forms, surveys, meetings, webinars, newsletters, websites, social media, and grievance mechanisms- to gain insights into their needs, concerns and suggestions. EKL further boosts customer satisfaction through timely delivery, effective after-sales service, warranty support and product training.</p>                               | -  | Positive Implications  |

| S. No | Material issue identified    | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, approach to adapt or mitigate   | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|-------|------------------------------|--|--|--|--|
| 5     | Employee Development         | O  | <p>Employee development is crucial for EKL as it enhances the skills, knowledge, and capabilities of employees to support their professional growth and align with organizational goals. In an increasingly competitive and rapidly changing business environment—shaped by digital transformation, sustainability transitions, and evolving customer expectations—having a future-ready workforce is critical.</p> <p>It is also essential for employee satisfaction, engagement, and retention. A lack of development opportunities is among the top reasons for employee attrition globally.</p>  | -  | Positive Implications  |
| 6     | Gender Diversity             | O  | <p>Ensuring equitable representation and participation of all genders, especially women, across all levels of the organization—is increasingly recognized as a key driver of sustainable business performance. Diverse leadership and inclusive cultures tend to outperform peers on innovation, decision-making, employee satisfaction, and profitability.</p> <p>Moreover, global stakeholders including investors (e.g., ESG funds), regulators, and customers are demanding greater transparency and progress on gender equity. In some jurisdictions, gender representation on boards and in leadership is also a legal requirement. Diverse teams bring varied perspectives, leading to better ideas and more balanced decision-making.</p>        |  | Positive Implications  |
| 7     | Equal Opportunity Employment | O  | <p>EKL sees community engagement &amp; local employment as an opportunity to support the social development of the communities where it operates and to strengthen its social license to operate. EKL engages with the local communities through various initiatives that focus on education, health care, skill development, livelihood enhancement, women empowerment, and rural development. EKL also creates employment opportunities for the local people and supports local suppliers and vendors.</p>   | -  | Positive Implications  |
| 8     | Human and labour rights      | R  | <p>Respect for human rights and labour rights is a core aspect of responsible business conduct. Failing in upholding these rights face growing scrutiny from investors, regulators, consumers, and civil society. At the same time, strong human rights practices present opportunities to build trust, improve employee satisfaction, and reduce operational disruptions.</p> <p>As we operate in diverse geographies and supply chains where labour exploitation risks (e.g., forced labour, child labour, unsafe working conditions) may exist. As many global standards related to human rights are gaining prominence, businesses are increasingly held accountable not only for their direct operations but also for their suppliers' conduct.</p> | Adherence to all local and national laws related to labour rights. Follow Human rights policy and international standards. | Negative Implications  |

| S. No | Material issue identified       | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity  | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|-------|---------------------------------|--|---|---|--|
| 9     | Community engagement            | O  | EKL sees community engagement & local employment as an opportunity to support the social development of the communities where it operates and to strengthen its social license to operate. EKL engages with the local communities through various initiatives that focus on education, health care, skill development, livelihood enhancement, women empowerment, and rural development. EKL also creates employment opportunities for the local people and supports local suppliers and vendors.   | -   | Positive Implications  |
| 10    | Supply Chain Sustainability     | R  | EKL acknowledges that an unsustainable or disrupted supply chain poses a significant risk, as it can adversely affect production schedules and overall financial performance. Factors such as natural disasters, panic, political instability, environmental or social challenges and non-compliance or unethical behavior by suppliers can lead to delays or interruptions in the supply chain, impacting the company's operational efficiency and business continuity.  | EKL has established a Supplier Code of Conduct that sets the minimum standards and expectations for its suppliers and vendors in terms of quality, environmental, social, and governance aspects. EKL also conducts regular assessments, audits, and reviews of its suppliers and vendors to ensure their compliance and performance. EKL also diversifies its supply chain sources and locations to reduce its dependency and vulnerability. | Positive Implications  |
| 11    | Business disruptions and delays | R  | <p>Business disruptions caused by natural disasters, supply chain interruptions, geopolitical tensions, pandemics, cyberattacks, or regulatory shutdowns can significantly impact our organization's operations, profitability, and reputation. Delays in project execution, production, or delivery can lead to financial losses, customer dissatisfaction, and breach of contractual obligations.</p> <p>In a world where supply chains are increasingly global, climate-related disasters and systemic risks like pandemics or energy shortages pose rising threats.</p> | We do diversified sourcing to avoid overreliance on a single supplier or geography. We create alternate supply chains and maintain buffer inventories for critical materials. Use digital tools and ERP systems for early detection and response. We work with suppliers to make them compliant with all rules and regulations on labour, environmental, and ethical standard to avoid shutdowns due to any violations.                       | Negative Implications  |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| S. No. | Principle Description   |
|--------|---|
| P1     | Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable        |
| P2     | Businesses should provide goods and services in a manner that is sustainable and safe   |
| P3     | Businesses should respect and promote the well-being of all employees, including those in their value chains                        |
| P4     | Businesses should respect the interests of and be responsive to all its stakeholders  |
| P5     | Businesses should respect and promote human rights  |
| P6     | Businesses should respect and make efforts to protect and restore the environment   |
| P7     | Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent |
| P8     | Businesses should promote inclusive growth and equitable development  |
| P9     | Businesses should engage with and provide value to their consumers in a responsible manner  |

1.

| Disclosure questions  | P1  | P2 | P3 | P4 | P5  | P6 | P7 | P8 | P9 |
|---|---|----|----|----|-----|----|----|----|----|
| <b>Policy and Management Processes</b>  |   |    |    |    |     |    |    |    |    |
| a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) |   |    |    |    | Yes |    |    |    |    |
| b. Has the policy been approved by the Board? (Yes/No)  |   |    |    |    | Yes |    |    |    |    |
| c. Web Link of the Policies, if available   | Business Responsibility and Sustainability Policy, along with other policies related to BRSR principles, can be accessed by visiting the following weblinks: Business Responsibility and Sustainability Policy: <a href="https://static.escortskubota.com/templates/escortsgroup/home/images/pdf/EKL-2023-05-10-Business-Responsibility-and-Sustainability-Policy.pdf">https://static.escortskubota.com/templates/escortsgroup/home/images/pdf/EKL-2023-05-10-Business-Responsibility-and-Sustainability-Policy.pdf</a> Other related policies: <a href="https://www.escortskubota.com/investors/governance.html">https://www.escortskubota.com/investors/governance.html</a> |    |    |    |     |    |    |    |    |

2. Whether the entity has translated the policy into procedures. (Yes/No)

| P1  | P2  | P3  | P4  | P5  | P6  | P7  | P8  | P9  |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

3. Do the enlisted policies extend to your value chain partners? (Yes/No)

| P1  | P2  | P3  | P4  | P5  | P6  | P7  | P8  | P9  |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

**4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**

|    |  |
|----|--|
| P1 | Global Reporting Initiative, Integrated reporting framework, Independent assurance of non-financial information as per AA1000 Assurance Standard and Escorts Kubota Code of Conduct. |
| P2 | ISO 14001: 2015 Environment Management System (EMS), Global Reporting Initiative and Integrated Reporting Framework  |
| P3 | ISO 45001: 2018 Occupational Health and Safety Management System (OHS MS), Great Place to Work certifications.   |
| P4 | Double Materiality Assessment and stakeholder engagement in reference to GRI Standards   |
| P5 | Escorts Kubota Code of Conduct in line with the Kubota Corporation Code of Conduct who is the signatory of UNGC  |
| P6 | ISO 14001: 2015 Environment Management System (EMS)  |
| P7 | Global Reporting Initiative and Integrated Reporting   |
| P8 | CSR disclosures pursuant to Section 135 of the Companies Act, 2013<br>Global Reporting Initiative and Integrated Reporting   |
| P9 | Global Reporting Initiative and Integrated Reporting<br>ISO/IEC 27001:2022 Information Security Management System (ISMS)<br>ISO 9001- Quality Management System                      |

**5. Specific commitments, goals and targets set by the entity with defined timelines, if any.**

|    |   |
|----|---|
| P1 | EKL has set environmental goals, including becoming carbon neutral by 2050 and reducing CO2 emissions by 25% by 2030. We are committed to minimizing our impact on the environment and promoting recycling, with a target of achieving zero landfill by 2027. Recognizing the importance of water as a valuable resource, we are implementing initiatives such as Zero Liquid Discharge, upgrading water treatment facilities, promoting water reuse and recycling, and implementing rainwater harvesting to become water positive by 2030 as part of our ESG strategy. Additionally, we aim to increase gender diversity in our workforce to 7.5% and enhance employee engagement and satisfaction by 2025 and for FY2026, we target to achieve 9% gender diversity. |
| P2 |   |
| P3 |   |
| P4 |   |
| P5 |   |
| P6 |   |
| P7 |   |
| P8 |   |
| P9 |   |

**6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**

|    |   |
|----|---|
| P1 | During the reporting period, EKL has achieved significant milestones in its journey towards becoming Carbon neutral by 2050. One notable accomplishment includes the upgrade of diesel powered Gensets to more environmentally friendly Gas powered gensets, as well as an increase in the utilization of renewable energy sources. The Company has also taken measures to limit water usage and successfully reduced net water withdrawal. In addition, EKL has shown a strong commitment to increasing gender diversity within its workforce by hiring more women employees. Furthermore, the Company has prioritized investments in employee training and development to enhance expertise and skills across the organization. We have made significant strides in promoting diversity and employee satisfaction within our workforce. We have achieved a gender diversity rate of 7.95% and enhancing employee engagement and satisfaction 2025. Overall, EKL's efforts demonstrate a clear dedication to sustainability and continuous improvement, positioning the Company as a leader in environmental responsibility and corporate social responsibility. |
| P2 |   |
| P3 |   |
| P4 |   |
| P5 |   |
| P6 |   |
| P7 |   |
| P8 |   |
| P9 |   |

## Governance, Leadership & Oversight

### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At EKL, our commitment to addressing environmental, social, and governance (ESG) issues is fundamental to our philosophy. We have identified several key challenges, including reducing our carbon footprint, minimizing water usage, decreasing waste generation, promoting diversity and inclusion, ensuring transparency and sustainability in our value chain, and engaging with the community.

To address these challenges, we have set ambitious goals: achieving carbon neutrality by 2050, increasing our use of renewable energy, becoming water positive by 2030, eliminating landfill waste by 2027, enhancing female representation in our workforce, implementing sustainable practices throughout our value chain, and investing in community development projects. In addition, in 2025, we implemented a digital platform to track and analyze our environmental, social, and governance (ESG) data, leading to more comprehensive and insightful ESG reporting.

We are already making significant strides toward these targets by investing in renewable energy, utilizing water recycling and treatment technologies, providing diversity and inclusion training, and enhancing our value chain assessment processes. Our progress is documented in our Business Responsibility and Sustainability Report (BRSR), in accordance with SEBI's guidelines, showcasing our commitment to sustainability and transparency with our stakeholders.

### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Ms. Nitasha Nanda

Whole-time Director

DIN: 00032660

### 9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.

Yes.

The directors and senior management periodically monitor the business responsibility performance of the Company. The Board of directors reviews the business responsibility performance on an annual basis. The CSR Committee reviews the social performance, and the Risk Management Committee assesses and reviews the identified risks from time to time. Further, the composition of Committees of the Board is provided in the Corporate Governance Report, forming part of the Annual report.

**10. Details of Review of NGRBCs by the Company**

| Subject for Review  | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee  |    |    |    |    |    |    |    |    | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) |    |    |    |    |    |    |    |    |
|---|---|----|----|----|----|----|----|----|----|--|----|----|----|----|----|----|----|----|
|   | P1  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1   | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| <b>Performance against above policies and follow up action</b>  | The Company’s Directors and Senior Management conduct a thorough review of the Business Responsibility Policies to ensure they are up to date and effective. They make any necessary modifications or improvements to the policies to guide further actions and ensure compliance with best practices in business responsibility. |    |    |    |    |    |    |    |    | Quarterly  |    |    |    |    |    |    |    |    |
| <b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b> | The Company’s Directors and Senior Management regularly review and update its Business Responsibility Policies to ensure compliance with statutory requirements. They provide guidance on potential modifications or improvements to the policies as needed.  |    |    |    |    |    |    |    |    | Quarterly  |    |    |    |    |    |    |    |    |

**11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

|    |  |
|----|--|
| P1 | All policies and processes are subjected to comprehensive review by external and internal entities during statutory/ Internal audits, reviews, and certifications that are periodically issued to the Company. |
| P2 |  |
| P3 |  |
| P4 |  |
| P5 |  |
| P6 |  |
| P7 |  |
| P8 |  |
| P9 |  |

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

| Questions   | P 1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|-----|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No)   | NA  |    |    |    |    |    |    |    |    |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) |     |    |    |    |    |    |    |    |    |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No)                         |     |    |    |    |    |    |    |    |    |
| It is planned to be done in the next financial year (Yes/No)  |     |    |    |    |    |    |    |    |    |
| Any other reason (please specify)   |     |    |    |    |    |    |    |    |    |

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### Essential Indicators

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

| Segment                           | Total number of training and awareness programs held | Topics/principles covered under the training and its impact  | %age of persons in respective category covered by the awareness programs |
|-----------------------------------|--|--|--|
| Board of Directors                | 6  | <ul style="list-style-type: none"> <li>• Corporate Governance Practices</li> <li>• Code of Conduct &amp; Ethics</li> <li>• Updates on Business Operations</li> <li>• Emergency Response and Disaster Management Plans</li> <li>• Environment, Social and Governance Principles, Corporate Social Responsibility, Enterprise Risk Management</li> <li>• Cyber Security Awareness</li> </ul> | 100  |
| Key Managerial Personnel          | 7  | <ul style="list-style-type: none"> <li>• POSH- Prevention of Sexual harassment</li> <li>• COC - Code of Conduct</li> <li>• Leadership culture workshop</li> <li>• Competitive strategy for business growth</li> <li>• Management Development Program</li> <li>• Collaboration &amp; Quality Mindset</li> <li>• Sustainability in Business Growth</li> </ul>                                | 100  |
| Employees other than BoD and KMPs | 589  | Various Topics Please Refer to Human Capital at page number - 120  | 99.46  |
| Workers                           | 6  | <ul style="list-style-type: none"> <li>• POSH- Prevention of Sexual harassment</li> <li>• COC - Code of Conduct</li> <li>• Safety</li> <li>• New Joinee orientation</li> <li>• First Aid</li> <li>• Technical Trainings</li> </ul>   | 98.20  |

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

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

| <b>Monetary</b> |                        |  |                      |  |   |
|-----------------|------------------------|--|----------------------|--|---|
| <b>Nature</b>   | <b>NGRBC Principle</b> | <b>Name of the regulatory/ Enforcement agencies/ judicial institutions</b> | <b>Amount (in ₹)</b> | <b>Brief of the Case</b>   | <b>Has an appeal been preferred? (Yes/No)</b> |
| Penalty/ Fine   | NA                     | Telangana GST department   | 26,744               | Order passed confirming tax demand of ₹ 2,67,440/- (interest is additional) and penalty of ₹ 26,744/- on account of reversal of Input tax credit   | No  |
|                 | NA                     | Andhra Pradesh GST department  | 18,495               | Order passed confirming tax demand of ₹ 1,84,945/- (interest is additional) and penalty of ₹ 18,495/- on account of mismatch of Input tax credit with GSTR-2A & or eligibility                             | No  |
|                 | NA                     | Assam GST department   | 20,00,137            | Order passed confirming tax demand of ₹ 2,00,01,377/- on account of availment of ineligible ITC us/ 73(1) and penalty of ₹ 20,00,137/-   | No  |
|                 | NA                     | Commissioner of Customs, Delhi   | 9,87,10,867          | Order passed by the Commissioner of Customs confirming the demand of additional duties (CVD of ₹ 4,25,10,647 and SAD of ₹ 17,00,220) on the valuation issue of imported goods and Penalty of ₹ 9,87,10,867 | Yes   |
|                 | NA                     | Uttar Pradesh GST department   | 10,35,720            | Detention of goods during transit owing to incorrect E-Invoice & e-waybill generated, Penalty of ₹10,35,720/- has been confirmed by the Commissioner Appeals   | Yes   |
|                 | NA                     | Haryana GST department   | 22,95,128            | Penalty of ₹ 22,95,128/- and applicable interest confirmed on delay in payment of tax in import of manpower supply services  | Yes   |
|                 | NA                     | ASSISTANT EXCISE AND TAXATION OFFICER, Faridabad                           | 5,40,850             | Penalty of ₹5,40,850/- has been confirmed by the Commissioner Appeals on account of detention of goods due to incorrect documentation  | Yes   |
|                 | NA                     | Commissioner of Customs (Imports), Mumbai                                  | 148                  | Order passed by the Commissioner of Customs confirming the demand of ₹ 148 along with equivalent penalty on the classification issue of imported goods   | No  |

| <b>Monetary</b> |                        |  |                      |  |   |
|-----------------|------------------------|--|----------------------|--|---|
| <b>Nature</b>   | <b>NGRBC Principle</b> | <b>Name of the regulatory/ Enforcement agencies/ judicial institutions</b> | <b>Amount (in ₹)</b> | <b>Brief of the Case</b>   | <b>Has an appeal been preferred? (Yes/No)</b> |
| Penalty/ Fine   | NA                     | Joint Commissioner of GST, Haryana   | 25,000               | Alleged penal action on account of GST valuation issue of job work charges by Craftsman Automation Limited on account of scrap generated during job work which is disposed off by job worker with GST payment    | No  |
|                 | NA                     | Principal Commissioner of Customs (Preventive), Chennai                    | 11,446               | Order passed by the Commissioner of Customs confirming the demand of ₹ 11,446 along with equivalent penalty and applicable interest on the classification issue of imported goods                                | No  |
|                 | NA                     | Assistant Commissioner of GST, Faridabad                                   | 83,12,913            | Order passed by the Assistant Commissioner of GST confirming the demand of ₹ 83,12,913 along with equivalent penalty and applicable interest on the issue of eligibility of ITC                                  | Yes   |
|                 | NA                     | Uttar Pradesh GST department   | 7,25,443             | Order passed confirming tax demand of ₹ 72,54,429/- along with penalty of ₹ 7,25,443/- and applicable interest on account of eligibility of Input tax credit   | Yes   |
|                 | NA                     | Assistant Commissioner of GST, Faridabad                                   | 10,000               | Order passed by the Assistant Commissioner of GST confirming the penalty of ₹ 10,000 on the misc issue   | No  |
|                 | NA                     | Karnataka GST department   | 56,610               | Order passed by the Assistant Commissioner of Commercial taxes confirming the tax demand of ₹ 56,610/- along with Penalty of ₹ 56,610/- and interest of ₹ 73,478/- on the issue of reconciliation of tax payment | Yes   |
|                 | NA                     | Assistant Commissioner of GST, Palwal                                      | 12,468               | Order passed by the Assistant Commissioner of GST confirming the tax demand of ₹ 12,468 along with equivalent Penalty of ₹ 12,468/- and applicable interest  | No  |
|                 | NA                     | Assistant Commissioner of Customs, Chennai                                 | 2,72,456             | Order passed by the Commissioner of Customs confirming the demand of ₹ 1,36,228/- along with equivalent fine & penalty and applicable interest on the classification issue of imported goods                     | No  |
|                 | NA                     | Assam GST department   | 44,104               | Order passed by the Assistant Commissioner of GST confirming the demand of ₹ 4,41,044/- along with penalty of ₹ 44,104/- and applicable interest on the classification issue of eligibility of input tax credit  | Yes   |
|                 | NA                     | State Tax Officer of GST, Chennai, Tamil Nadu                              | 20,000               | Order passed by the State tax officer of GST confirming the tax demand of ₹ 56,058 along with Penalty of ₹ 20,000/- and applicable interest  | Yes   |

| <b>Monetary</b> |                          |  |  |   |   |
|-----------------|--------------------------|--|--|---|---|
| <b>Nature</b>   | <b>NGRBC Principle</b>   | <b>Name of the regulatory/ Enforcement agencies/ judicial institutions</b> | <b>Amount (in ₹)</b>   | <b>Brief of the Case</b>  | <b>Has an appeal been preferred? (Yes/No)</b> |
| Penalty/ Fine   | NA                       | Joint Commissioner of GST, Pune, Maharashtra                               | 28,74,487  | Order passed by the Joint Commissioner of GST confirming the tax demand of ₹ 2,87,44,870 along with Penalty of ₹ 28,74,487/- and applicable interest  | No  |
|                 | NA                       | Odisha GST department  | 40,000   | Order passed by the Assistant Commissioner of GST confirming the demand of ₹ 9,108/- along with penalty of ₹ 40,000/- and applicable interest on the eligibility of input tax credit  | No  |
|                 | NA                       | Assistant Commissioner of GST, Agra, Uttar Pradesh                         | 13,33,440  | Penalty confirmed on account of procedural issue in documentation   | No  |
|                 | NA                       | Tamil Nadu GST department  | 5,35,095   | Order passed by the Assistant Commissioner of GST confirming the demand of ₹ 51,63,819/- along with penalty of ₹ 5,35,095/- and interest of ₹ 40,48,316 on the eligibility of input tax credit  | No  |
|                 | NA                       | Bihar Sales tax department   | 3,74,301   | Deputy Commissioner of State Tax has passed an order confirming the penalty of ₹ 3,74,301 on the issue of computation of turnover, disallowance of discounts & sales return. Further, the department has adjusted ₹ 2,88,113 against the said penalty | No  |
|                 | NA                       | Haryana GST department   | 10,40,724  | The Commissioner (Appeals) has confirmed the Penalty of 10% of the excess refund granted.   | No  |
|                 | NA                       | Commercial Taxes Department, Tamil Nadu                                    | 50,000   | Penalty of ₹ 50000/- paid on voluntary basis on the clerical issue in documentation   | No  |
|                 | NA                       | Telangana GST department   | 28,771   | Order passed confirming tax demand of ₹ 2,87,716/- (interest is additional) and penalty of ₹ 28,771/- on account of reversal of Input tax credit  | Yes   |
|                 | NA                       | Telangana GST department   | 20,000   | Order passed confirming tax demand of ₹ 1,86,628/- (interest is additional) and penalty of ₹ 20,000/- on account of reconciliation of Input tax credit  | Yes   |
|                 | NA                       | Rajasthan GST department   | 26,274   | Order passed confirming Interest demand of ₹ 84,094/- and penalty of ₹ 26,274/- on account of late payment of due tax   | No  |
| NA              | Rajasthan GST department | 20,000   | Order passed confirming tax demand of ₹ 3,060/- (interest is additional) and penalty of ₹ 20,000/- on account of wrong availment of Input tax credit | No  |   |

| Monetary        |                 |   |               |  |  |
|-----------------|-----------------|---|---------------|--|--|
| Nature          | NGRBC Principle | Name of the regulatory/ Enforcement agencies/ judicial institutions | Amount (in ₹) | Brief of the Case  | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine   | NA              | Rajasthan GST department  | 20,000        | Order passed confirming tax demand of ₹ 1,310/- (interest is additional) and penalty of ₹ 20,000/- on account of wrong availment of Input tax credit                 | No                                     |
|                 | NA              | Rajasthan GST department  | 32,416        | Order passed confirming tax demand of ₹ 3,24,166/- (interest is additional) and penalty of ₹ 32,416/- on account of wrong availment of Input tax credit              | Yes                                    |
|                 | NA              | Rajasthan GST department  | 31,968        | Order passed confirming tax demand of ₹ 2,35,970/- (interest is additional) and penalty of ₹ 31,968/- on account of wrong availment of Input tax credit              | Yes                                    |
|                 | NA              | Telangana GST department  | 20,000        | Order passed confirming tax demand of ₹ 1,11,900/- (interest is additional) and penalty of ₹ 20,000/- on account of availment of ineligible Input tax credit         | No                                     |
|                 | NA              | Assam GST department  | 1,64,817      | Order passed confirming tax demand of ₹ 16,48,170/- and interest of ₹ 16,48,170/- and penalty of ₹ 1,64,817/- on account of availment of ineligible Input tax credit | No                                     |
|                 | NA              | Telangana GST department (Dy Comm. State Tax)                       | 30,000        | Order passed confirming tax demand of ₹ 1,27,735/- (interest is additional) and penalty of ₹ 30,000/- on account of mismatch in ITC                                  | No                                     |
| Settlement      | NA              | NA  | NA            | NA   | NA                                     |
| Compounding Fee | NA              | NA  | NA            | NA   | NA                                     |

| Non-Monetary |                 |   |               |                   |  |
|--------------|-----------------|---|---------------|-------------------|--|
| Nature       | NGRBC Principle | Name of the regulatory/ Enforcement agencies/ judicial institutions | Amount (in ₹) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment | NA              | NA  | NA            | NA                | NA                                     |
| Punishment   | NA              | NA  | NA            | NA                | NA                                     |

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

| <b>Case Details</b>  | <b>Name of the regulatory/Enforcement agencies/judicial institutions</b> |
|--|--|
| Order passed confirming tax demand of ₹ 2,87,716/- (interest is additional) and penalty of ₹ 28,771/- on account of reversal of Input tax credit   | Appeal filed before Commissioner (Appeals)                               |
| Order passed confirming tax demand of ₹ 1,86,628/- (interest is additional) and penalty of ₹ 20,000/- on account of reconciliation of Input tax credit   | Appeal filed before Commissioner (Appeals)                               |
| Order passed confirming tax demand of ₹ 3,24,166/- (interest is additional) and penalty of ₹ 32,416/- on account of wrong availment of Input tax credit  | Appeal filed before Commissioner (Appeals)                               |
| Order passed confirming tax demand of ₹ 2,35,970/- (interest is additional) and penalty of ₹ 31,968/- on account of wrong availment of Input tax credit  | Appeal filed before Commissioner (Appeals)                               |
| Order passed by the Commissioner of Customs confirming the demand of additional duties (CVD of ₹ 4,25,10,647 and SAD of ₹ 17,00,220) on the valuation issue of imported goods and Penalty of ₹ 9,87,10,867       | Appeal filed before CESTAT   |
| Detention of goods during transit owing to incorrect E-Invoice & e-waybill generated, Penalty of ₹10,35,720/- has been confirmed by the Commissioner Appeals   | Appeal filed before Commissioner (Appeals)                               |
| Penalty of ₹ 22,95,128/- and applicable interest confirmed on delay in payment of tax in import of manpower supply services  | Appeal filed before Commissioner (Appeals)                               |
| Penalty of ₹5,40,850/- has been confirmed by the Commissioner Appeals on account of detention of goods due to incorrect documentation  | Appeal filed before Commissioner (Appeals)                               |
| Order passed by the Assistant Commissioner of GST confirming the demand of ₹ 83,12,913 along with equivalent penalty and applicable interest on the issue of eligibility of ITC                                  | Appeal filed before Commissioner (Appeals)                               |
| Order passed confirming tax demand of ₹ 72,54,429/- along with penalty of ₹ 7,25,443/- and applicable interest on account of eligibility of Input tax credit   | Appeal filed before Commissioner (Appeals)                               |
| Order passed by the Assistant Commissioner of Commercial taxes confirming the tax demand of ₹ 56,610/- along with Penalty of ₹ 56,610/- and interest of ₹ 73,478/- on the issue of reconciliation of tax payment | Appeal filed before Commissioner (Appeals)                               |
| Order passed by the Assistant Commissioner of GST confirming the demand of ₹ 4,41,044/- along with penalty of ₹ 44,104/- and applicable interest on the classification issue of eligibility of input tax credit  | Appeal filed before Commissioner (Appeals)                               |
| Order passed by the State tax officer of GST confirming the tax demand of ₹ 56,058 along with Penalty of ₹ 20,000/- and applicable interest  | Appeal filed before Commissioner (Appeals)                               |

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

Yes, Escorts Kubota Limited is dedicated to upholding ethical business practices by implementing a robust anti-corruption and anti-bribery policy. This policy is applicable to all employees, members of the Board of Directors, and anyone working for the Company in any capacity. Our commitment to integrity is underscored in this policy, which outlines clear guidelines for conduct to ensure that we uphold the highest standards of ethical behaviour.

**[https://www.escortskubota.com/images/pdf/EKL\\_Anti\\_Bribery\\_Policy.pdf](https://www.escortskubota.com/images/pdf/EKL_Anti_Bribery_Policy.pdf)**

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

|           | <b>FY 2024-25<br/>(Current Financial Year)</b> | <b>FY 2023-24<br/>(Previous Financial Year)</b> |
|-----------|--|---|
| Directors | NIL  | NIL   |
| KMPs      | NIL  | NIL   |
| Employees | NIL  | NIL   |
| Workers   | NIL  | NIL   |

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

|  | <b>FY 2024-25<br/>(Current Financial Year)</b> |                | <b>FY 2023-24<br/>(Previous Financial Year)</b> |                |
|--|--|----------------|---|----------------|
|  | <b>Number</b>                                  | <b>Remarks</b> | <b>Number</b>                                   | <b>Remarks</b> |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | NIL  | NA             | NIL   | NA             |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | NIL  | NA             | NIL   | NA             |

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

Not Applicable – as EKL not encountered any fines, penalties, or actions from regulators, law enforcement agencies, or judicial institutions related to corruption or conflicts of interest. EKL commitment to operating with integrity and transparency remains steadfast, ensuring that our business practices are above reproach.

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

|                                     | <b>FY 2024-25<br/>(Current Financial Year)</b> | <b>FY 2023-24<br/>(Previous Financial Year)</b> |
|-------------------------------------|--|---|
| Number of days of accounts payables | 80   | 84  |

**9. Open-ness of business**

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

| <b>Parameter</b>            | <b>Metrics</b>  | <b>FY 2024-25<br/>(Current Financial Year)</b> | <b>FY 2023-24<br/>(Previous Financial Year)</b> |
|-----------------------------|---|--|---|
| Concentration of Purchases* | a. Purchases from trading houses as % of total purchases                            | 0  | 0   |
|                             | b. Number of trading houses where purchases are made from                           | 0  | 0   |
|                             | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 0  | 0   |
| Concentration of Sales      | a. Sales to dealers/distributors as % of total sales                                | 82.65  | 80.31   |
|                             | b. Number of dealers/distributors to whom sales are made                            | 2,180  | 2,264   |
|                             | c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors | 9.00   | 9.10  |

| Parameter        | Metrics  | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|------------------|--|--|---|
| Share of RPTs in | a. Purchases (Purchases with related parties/ Total Purchases)                         | 15.70%                                 | 13.87%                                  |
|                  | b. Sales (Sales to related parties/Total Sales)  | 2.60%                                  | 2.83%                                   |
|                  | c. Loans & advances (Loans & advances given to related parties/Total loans & advances) | 4.07%                                  | 2.35%                                   |
|                  | d. Investments (Investments in related parties/ Total Investments made)                | 1.34%                                  | 1.24%                                   |

Note - EKL procures directly from its Supply Chain Partners. It is important to emphasize that these partners, who provide goods and services, are not trading houses.

### Leadership Indicators

#### 1. Awareness programs conducted for value chain partners on any of the principles during the financial year:

| S. No. | Total number of awareness programs held | Topics/principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programs |
|--------|---|--|--|
| 1      | 2                                       | Awareness of ESG/BRSR core framework         | 75.00*   |
| 2      | 194                                     | Sales Training                               | 45   |
| 3      | 175                                     | New Dealer Induction Programme               | 16.77**  |
| 4      | 4                                       | Kaizen Community Program                     | 99.00***   |

\*As a % of Purchase from Supply Chain Partners

\*\* As a % of Total Dealers

\*\*\* As a % of invited partners

#### 2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, EKL has established a code of conduct procedure to effectively prevent and manage conflicts of interest for Board Members and Senior Management that can be accessed @ <https://www.escortskubota.com/images/pdf/EKL-2023-05-10-Code-of-Conduct.pdf>. In addition to this, Escorts Kubota Limited also adheres to the Kubota Group Charter for Action & Code of Conduct, further strengthening its commitment to ethical business practices applicable to all employees and accessible @ [https://www.escortskubota.com/templates/escortsgroup\\_home/images/pdf/KUBOTA-Group-Charter-for-Code-of-Conduct.pdf](https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/KUBOTA-Group-Charter-for-Code-of-Conduct.pdf)

### Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe

#### Essential Indicators

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

|       | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) | Details of improvements in environmental and social impacts   |
|-------|--|---|---|
| R&D   | 86.08                                  | 85.30                                   | The Company has invested on the research and innovation which have resulted in the reduction of emission and improve the efficiency of the processes. Develop alternative fuel machines Development of Trem V, CPCB4 technology |
| Capex | 18.55                                  | 9.55                                    |   |

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

yes

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

37%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:

We do not reclaim our products at the end of their life cycle due to the specific type and usage of the products. However, we ensure that any hazardous waste generated during the production stage is responsibly managed. This includes recycling, incineration, or disposal in landfills through third-party services, in accordance with pollution board regulations and Extended Producer Responsibility (EPR) obligations.

a. Plastics (including packaging)

All plastic waste generated in the plant premises is disposed of through an authorized recycler approved by the Central Pollution Control Board or the State Pollution Control Board.

b. E-waste

All the E-waste is disposed through certified third parties as per e-waste management rule 2022.

c. Hazardous waste

At EKL, we recycle/incinerate/send to landfill our hazardous waste that we generate during the production stage through the third party as per the pollution board and EPR obligations.

d. Other waste

All the other Non-hazardous waste generated is sent to the recycler

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

Yes, we have registered with the Central Pollution Control Board (CPCB) under Plastic waste EPR as Brand owner/Importer & Battery waste EPR as Producer.

Yes, Escorts Kubota Limited has submitted details on the CPCB portal as per CPCB requirement and directions.

### Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format.

No, We have not yet conducted any Life Cycle Perspective / Assessments (LCA) for our products, but we plan to conduct them in the coming year as part of our commitment to sustainability and environmental responsibility.

| NIC Code | Name of Product / Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|----------|---------------------------|---------------------------------|--|---|--|
| -        | Nil                       | Nil                             | Nil  | Nil   | Nil  |

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

No, as not conducted any Life Cycle Perspective/Assessments (LCA) for any of its products.

| Name of Product / Service | Description of the risk / concern | Action Taken |
|---------------------------|-----------------------------------|--------------|
| Nil                       | Nil                               | Nil          |

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

Not Applicable

| Indicate input material | Recycled or re-used input material to total material |                                    |
|-------------------------|--|------------------------------------|
|                         | FY 2024-25 Current Financial Year                    | FY 2023-24 Previous Financial Year |
|                         | Nil  | Nil                                |

**4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

We do not reclaim our products at the end of their life cycle due to the specific type and usage of the products. However, we ensure that any hazardous waste generated during the production stage is responsibly managed.

|                                | FY 2024-25 (Current Financial Year) |          |                 | FY 2023-24 (Previous Financial Year) |          |                 |
|--------------------------------|-------------------------------------|----------|-----------------|--------------------------------------|----------|-----------------|
|                                | Re-Used                             | Recycled | Safely Disposed | Re-Used                              | Recycled | Safely Disposed |
| Plastics (including packaging) | 0                                   | 400*     | 0               | 0                                    | 257**    | 0               |
| E-waste                        | 0                                   | 0        | 0               | 0                                    | 0        | 0               |
| Hazardous waste                | 0                                   | 0        | 0               | 0                                    | 0        | 0               |
| Other waste                    | 0                                   | 0        | 0               | 0                                    | 0        | 0               |

\*Post-consumer plastic waste under the Plastic waste EPR (Extended Producer Responsibility) obligation

\*\* Last Year Number have been restated as per EPR credits

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

| S. No | Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|-------|---------------------------|---|
| 1     | NIL                       | NIL   |

**Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators**

**1. a. Details of measures for the well-being of employees:**

| Category                              | % of employees covered by |                    |               |                    |               |                       |                |                        |          |                     |                |
|---------------------------------------|---------------------------|--------------------|---------------|--------------------|---------------|-----------------------|----------------|------------------------|----------|---------------------|----------------|
|                                       | Total (A)                 | Health insurance * |               | Accident insurance |               | Maternity Benefits ** |                | Paternity Benefits *** |          | Day Care facilities |                |
|                                       |                           | Number (B)         | %(B/A)        | Number (C)         | %(C/A)        | Number (D)            | %(D/A)         | Number (E)             | %(E/A)   | Number (F)          | %(F/A)         |
| <b>Permanent employees</b>            |                           |                    |               |                    |               |                       |                |                        |          |                     |                |
| Male                                  | 3,283                     | 3,242              | 98.75%        | 3,248              | 98.93%        | NA                    | NA             | -                      | -        | 3,283               | 100.00%        |
| Female                                | 215                       | 209                | 97.21%        | 214                | 99.53%        | 213                   | 99.07%         | NA                     | NA       | 215                 | 100.00%        |
| <b>Total</b>                          | <b>3,498</b>              | <b>3,451</b>       | <b>98.66%</b> | <b>3,462</b>       | <b>98.97%</b> | <b>213</b>            | <b>99.07%</b>  | <b>-</b>               | <b>-</b> | <b>3,498</b>        | <b>100.00%</b> |
| <b>Other than Permanent employees</b> |                           |                    |               |                    |               |                       |                |                        |          |                     |                |
| Male                                  | 850                       | 846                | 99.53%        | 846                | 99.53%        | NA                    | NA             | -                      | -        | 850                 | 100.00%        |
| Female                                | 142                       | 142                | 100.00%       | 142                | 100.00%       | 142                   | 100.00%        | NA                     | NA       | 142                 | 100.00%        |
| <b>Total</b>                          | <b>992</b>                | <b>988</b>         | <b>99.60%</b> | <b>988</b>         | <b>99.60%</b> | <b>142</b>            | <b>100.00%</b> | <b>-</b>               | <b>-</b> | <b>988</b>          | <b>99.60%</b>  |

\* excluding FTT and expats, expats are covered under Kubota policy

\*\* excluding expat as covered under Kubota policy and as per the NSE circular: NSE/CML/2024/11, we have not included male in the total figure.

\*\*\* Expats are covered under the Kubota policy

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

| Category                            | % of workers covered by |                  |                |                    |                |                     |                |                    |          |                     |                |
|-------------------------------------|-------------------------|------------------|----------------|--------------------|----------------|---------------------|----------------|--------------------|----------|---------------------|----------------|
|                                     | Total (A)               | Health insurance |                | Accident insurance |                | Maternity Benefits* |                | Paternity Benefits |          | Day Care facilities |                |
|                                     |                         | Number (B)       | %(B/A)         | Number (C)         | %(C/A)         | Number (D)          | %(D/A)         | Number (E)         | %(E/A)   | Number (F)          | %(F/A)         |
| <b>Permanent workers</b>            |                         |                  |                |                    |                |                     |                |                    |          |                     |                |
| Male                                | 1,119                   | 1,119            | 100.00%        | 1,119              | 100.00%        | NA                  | NA             | -                  | -        | 1,119               | 100.00%        |
| Female                              | 5                       | 5                | 100.00%        | 5                  | 100.00%        | 5                   | 100.00%        |                    |          | 5                   | 100.00%        |
| <b>Total</b>                        | <b>1,124</b>            | <b>1,124</b>     | <b>100.00%</b> | <b>1,124</b>       | <b>100.00%</b> | <b>5</b>            | <b>100.00%</b> | <b>-</b>           | <b>-</b> | <b>1,124</b>        | <b>100.00%</b> |
| <b>Other than Permanent workers</b> |                         |                  |                |                    |                |                     |                |                    |          |                     |                |
| Male                                | 11,346                  | 11,098           | 97.81%         | 11,346             | 100.00%        | NA                  | NA             | -                  | -        | 11,346              | 100.00%        |
| Female                              | 245                     | 245              | 100.00%        | 245                | 100.00%        | 245                 | 100.00%        | NA                 | NA       | 245                 | 100.00%        |
| <b>Total</b>                        | <b>11,591</b>           | <b>11,343</b>    | <b>97.86%</b>  | <b>11,591</b>      | <b>100.00%</b> | <b>245</b>          | <b>100.00%</b> | <b>-</b>           | <b>-</b> | <b>11,591</b>       | <b>100.00%</b> |

\*As per the NSE circular: NSE/CML/2024/11, we have not included male in the total figure.

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

|  | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|--|--|---|
| Cost incurred on wellbeing measures as a % of total revenue of the Company | 0.24%                                  | 0.27%                                   |

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

| S. No | Benefits               | FY 2024-25 (Current Financial Year)                |  |  | FY 2023-24 (Previous Financial Year)               |  |  |
|-------|------------------------|--|--|--|--|--|--|
|       |                        | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| 1     | PF                     | 98.70  | 100  | Yes  | 99.5   | 100  | Yes  |
| 2     | Gratuity               | 98.70  | 100  | Yes  | 99.5   | 100  | Yes  |
| 3     | ESI                    | 0  | 0.7  | Yes  | 0  | 1.1  | Yes  |
| 4     | Others- please specify | -  | -  | -  | -  | -  | -  |

\*Workmen trainees comes under ESI as per the guidelines and others are covered under company provided medical insurance. Under PF and Gratuity FTT and expats are not considered.

## 3. Accessibility of workplaces

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

Yes, Our premises comply with the Rights of Persons with Disabilities Act 2016, ensuring full accessibility for employees and workers with disabilities. We offer comprehensive assistance to ensure that all visitors and stakeholders can comfortably access EKL offices.

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

Yes, We are dedicated to upholding Equal Employment Opportunity as outlined in the Rights of Persons with Disabilities Act, 2016. Our policy can be accessed through the following link: [https://www.escortskubota.com/templates/escortsgroup\\_home/images/pdf/Equal-Opportunity-Policy.pdf](https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/Equal-Opportunity-Policy.pdf)

Furthermore, our Code of Business Conduct emphasizes our dedication to promoting equal opportunities for all individuals, regardless of gender, age, language, cultural background, sexual orientation, gender identity, health or medical condition, religious beliefs, physical ability, appearance, marital status, etc. Policy can be accessed through the following link: [https://www.escortskubota.com/templates/escortsgroup\\_home/images/pdf/EKL-Code-of-Conduct.pdf](https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/EKL-Code-of-Conduct.pdf)

We strive to create a workplace that values diversity and inclusion for all employees.

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

| Gender | Permanent employees |                | Permanent workers   |                |
|--------|---------------------|----------------|---------------------|----------------|
|        | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male   | -                   | -              | -                   | -              |
| Female | 100.00              | 83.33          | -                   | -              |
| Total  | 100.00              | 83.33          | -                   | -              |

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

|                                | Yes/No (If Yes, then give details of the mechanism in brief)   |
|--------------------------------|--|
| Permanent Workers              | Yes, we have grievance redressal committees, plant wise, that meet monthly to address workmen grievances |
| Other than Permanent Workers   | Yes, The Contractor takes care of the grievances if any raised by the employee                           |
| Permanent Employees            | Yes, as per the Grievance Redressal Policy mentioned in the HR Policy Manual                             |
| Other than Permanent Employees | Yes, The Contractor takes care of the grievances if any raised by the employee                           |

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

| Category                  | FY 2024-25<br>(Current Financial Year)            |   |         | FY 2023-24<br>(Previous Financial Year)           |   |         |
|---------------------------|---|---|---------|---|---|---------|
|                           | Total employees/workers in respective category(A) | No. of employees/workers in respective category, who are part of association(s) or Union(B) | % (B/A) | Total employees/workers in respective category(C) | No. of employees/workers in respective category, who are part of association(s) or Union(D) | % (D/C) |
| Total Permanent Employees | 3,498   | -   | 0.00%   | 3,311   | -   | 0.00%   |
| Male                      | 3,283   | -   | 0.00%   | 3,133   | -   | 0.00%   |
| Female                    | 215   | -   | 0.00%   | 178   | -   | 0.00%   |
| Total Permanent Workers   | 1,124   | 1,124   | 100.00% | 1,220   | 1,220   | 100.00% |
| Male                      | 1,119   | 1,119   | 100.00% | 1,213   | 1,213   | 100.00% |
| Female                    | 5   | 5   | 100.00% | 7   | 7   | 100.00% |

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

| Category         | FY 2024-25 (Current Financial Year) |                               |        |                      |        | FY 2023-24 (Previous Financial Year) |                               |        |                      |        |
|------------------|-------------------------------------|-------------------------------|--------|----------------------|--------|--------------------------------------|-------------------------------|--------|----------------------|--------|
|                  | Total (A)                           | On Health and safety measures |        | On Skill upgradation |        | Total (D)                            | On Health and safety measures |        | On Skill upgradation |        |
|                  |                                     | No.(B)                        | % B/A  | No.(C)               | % C/A  |                                      | No.(E)                        | % E/D  | No.(F)               | % F/D  |
| <b>Employees</b> |                                     |                               |        |                      |        |                                      |                               |        |                      |        |
| Male             | 3,283                               | 673                           | 20.50% | 2,959                | 90.13% | 3,169                                | 640                           | 20.20% | 2,735                | 86.30% |
| Female           | 215                                 | 61                            | 28.37% | 206                  | 95.81% | 178                                  | 30                            | 16.85% | 161                  | 90.45% |
| Total            | 3,498                               | 734                           | 20.98% | 3,165                | 90.48% | 3,347                                | 670                           | 20.02% | 2,896                | 86.53% |

| Category       | FY 2024-25 (Current Financial Year) |                               |               |                      |              | FY 2023-24 (Previous Financial Year) |                               |               |                      |               |
|----------------|-------------------------------------|-------------------------------|---------------|----------------------|--------------|--------------------------------------|-------------------------------|---------------|----------------------|---------------|
|                | Total (A)                           | On Health and safety measures |               | On Skill upgradation |              | Total (D)                            | On Health and safety measures |               | On Skill upgradation |               |
|                |                                     | No.(B)                        | % B/A         | No.(C)               | % C/A        |                                      | No.(E)                        | % E/D         | No.(F)               | % F/D         |
| <b>Workers</b> |                                     |                               |               |                      |              |                                      |                               |               |                      |               |
| Male           | 1,119                               | 363                           | 32.44%        | -                    | 0.00%        | 1,213                                | 1,180                         | 97.28%        | 1,188                | 97.94%        |
| Female         | 5                                   | 1                             | 20.00%        | -                    | 0.00%        | 7                                    | 6                             | 85.71%        | 6                    | 85.71%        |
| <b>Total</b>   | <b>1,124</b>                        | <b>364</b>                    | <b>32.38%</b> | <b>-</b>             | <b>0.00%</b> | <b>1,220</b>                         | <b>1,186</b>                  | <b>97.21%</b> | <b>1,194</b>         | <b>97.87%</b> |

Note : All Employees (Excluding other than permanent employees) and all workers (Excluding other than permanent workers) active as on March 31 of respective financial year, are considered.

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

| Category         | FY 2024-25<br>(Current Financial Year) |              |                | FY 2023-24<br>(Previous Financial Year) |              |                |
|------------------|--|--------------|----------------|---|--------------|----------------|
|                  | Total (A)                              | No.(B)       | % B/A          | Total (C)                               | No.(D)       | % D/C          |
| <b>Employees</b> |  |              |                |   |              |                |
| Male             | 3,283                                  | 3,283        | 100.00%        | 3,169                                   | 3,169        | 100.00%        |
| Female           | 215                                    | 215          | 100.00%        | 178                                     | 178          | 100.00%        |
| <b>Total</b>     | <b>3,498</b>                           | <b>3,498</b> | <b>100.00%</b> | <b>3,347</b>                            | <b>3,347</b> | <b>100.00%</b> |
| <b>Workers</b>   |  |              |                |   |              |                |
| Male             | 1,119                                  | 1,119        | 100.00%        | 1,213                                   | 1,213        | 100.00%        |
| Female           | 5                                      | 5            | 100.00%        | 7                                       | 7            | 100.00%        |
| <b>Total</b>     | <b>1,124</b>                           | <b>1,124</b> | <b>100.00%</b> | <b>1,220</b>                            | <b>1,220</b> | <b>100.00%</b> |

Note: Includes only permanent employees.

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

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

Yes, All our operational facilities are certified with ISO 45001 & ISO 14001. Escorts Kubota Limited has implemented a robust health and safety management system across the business. We have an EHS policy, applicable to all employees and workers and multiple processes implemented to eliminate risk in the system that can be accessed at [https://www.escortskubota.com/templates/escortsgroup\\_home/images/pdf/EHS-Policy-Full-Version-2023.pdf](https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/EHS-Policy-Full-Version-2023.pdf) and <https://www.escortskubota.com/images/quality-policy/EKL-Environment-Occupational-Health-&-Safety-Policy.pdf>.

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

At Escorts Kubota Limited, the health and safety of our employees is our top priority. As an ISO 45001 certified company, we follow strict guidelines to identify risks and develop mitigation plans to ensure a safe working environment. Our centralized team has developed clear protocols which are regularly updated, and all employees undergo regular training to address any potential work-related hazards. By consistently reviewing and updating our mitigation plans, we are committed to maintaining a safe workplace for all.

**c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)**

Yes, All sites are equipped with incident and hazard reporting procedures to ensure the safety of the workforce by identifying and addressing unsafe working conditions. Various platforms and processes are in place to report hazards, such as the Safety Observation tour (SOT) where line managers actively engage with workers to address safety concerns. Additionally, an online safety risk reporting mechanism is available. Regular training sessions are conducted on Safety Risk Assessment, Mock Drill Fire-Disaster Management, Emergency Management, and Driving Safety. A monthly Safety Committee meeting involving all workers is held to ensure ongoing safety improvements.

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

Yes, All plants are equipped with a dedicated occupational health center that provides round-the-clock access to routine and nonroutine employees. A full-time doctor is on staff to provide regular medications and general treatment, with the Company also supplying necessary medicines. If further assistance is needed, the doctor can help to arrange for outside medications.

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

| Safety Incident/Number  | Category  | FY 2024-25               | FY 2023-24                |
|---|-----------|--------------------------|---------------------------|
|   |           | (Current Financial Year) | (Previous Financial Year) |
| Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked) | Employees | 0                        | 0                         |
|   | Workers   | 0.05                     | 0.09                      |
| Total recordable work-related injuries  | Employees | 0                        | 0                         |
|   | Workers   | 2                        | 3                         |
| No. of fatalities   | Employees | 0                        | 0                         |
|   | Workers   | 0                        | 0                         |
| High-consequence work-related injury or ill health (excluding fatalities)     | Employees | 0                        | 0                         |
|   | Workers   | 0                        | 1                         |

\* The safety-related data for the previous year has been restated due to a revised understanding and correction of previously reported figures.

**12. Describe the measures taken by the entity to ensure a safe and healthy work place.**

Escorts Kubota Limited is dedicated to maintaining a safe and healthy workplace for all employees. Our manufacturing plants are certified in ISO 45001 and ISO 14001, reflecting our commitment to safety and environmental responsibility. We closely monitor performance in safety, environment, and compliance on a monthly basis and have a structured accountability system in place.

We prioritize adherence to local, state, and national regulations, as well as ISO standards, to guide our comprehensive safety policies and procedures. Regular training sessions on health and safety protocols, first aid, fire drills, and machinery handling are conducted to keep our workforce informed and prepared. In addition, we conduct regular risk assessments to identify potential hazards and provide appropriate personal protective equipment (PPE) to all employees.

Safety is a top priority at each manufacturing plant, with separate safety committees ensuring the involvement of both workers and management. Our group safety committee oversees the implementation of standardized safety processes. We also have an annual safety environment plan that guides strategic actions, along with monthly tracking to ensure progress.

Furthermore, we offer training and development opportunities to employees regularly, with a focus on safety, environment, and compliance. Our goal is zero level-1 incidents through the use of inherently safe machinery and strict process guidelines. Employee motivation is encouraged through various activities and celebrations, such as National Safety Week and Environment Week.

To promote safe behavior and engagement among employees, we conduct organization-wide training, awareness programs, and motivational activities. A Reward/Recognition & Consequence Management system has been implemented to address work behaviors and situations, ensuring accountability and reinforcing safety practices.

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

|                    | FY 2024-25<br>(Current Financial Year) |                                       |         | FY 2023-24<br>(Previous Financial Year) |                                       |         |
|--------------------|--|---------------------------------------|---------|---|---------------------------------------|---------|
|                    | Filed during the year                  | Pending resolution at the end of year | Remarks | Filed during the year                   | Pending resolution at the end of year | Remarks |
| Working Conditions | 9,137                                  | 1,227                                 |         | 14,211                                  | 503                                   |         |
| Health & Safety    | 89                                     | 0                                     |         | 2,357                                   | 79                                    |         |

**14. Assessments for the year:**

|                             | % of your plants and offices that were assessed<br>(by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Health and safety practices | 100.00   |
| Working Conditions          | 100.00   |

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

At Escorts Kubota Limited, the safety and well-being of our employees is our utmost priority. We have implemented a robust safety system that encompasses regular safety inspections, operation control, monitoring, audits, and assessments to proactively identify and mitigate any potential risks. Any incidents are thoroughly reviewed to identify areas for improvement, and company-wide enhancements are implemented to prevent recurrence. Our dedicated site leadership takes immediate action to address any safety concerns and ensure a safe working environment for all employees.

**Leadership Indicators**

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

**a. Employees (Y/N)**

Yes

**b. Workers (Y/N)**

Yes

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

Escorts Kubota Limited is dedicated to upholding all statutory requirements regarding transactions. We guarantee that all relevant statutory dues are deducted and deposited following regulations. Our internal and statutory audit process includes a review of proof of submission for statutory dues. Furthermore, our manpower contractor provides monthly copies of ESI/ PF challans and Electronic Challan Receipts to our Employee Relations team for validation. This team cross-checks the challans with wage sheets and salary bank transfer sheets submitted by the contractor.

We maintain high expectations for our value chain partners in terms of business responsibility, prioritizing transparency and accountability.

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

|           | Total no. of affected employees/workers |   | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment |   |
|-----------|---|---|---|---|
|           | FY 2024-25<br>(Current Financial Year)  | FY 2023-24<br>(Previous Financial Year) | FY 2024-25<br>(Current Financial Year)  | FY 2023-24<br>(Previous Financial Year) |
| Employees | Nil                                     | Nil                                     | NA  | NA                                      |
| Workers   | Nil                                     | Nil                                     | NA  | NA                                      |

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

No

5. Details on assessment of value chain partners:

|                             | % of value chain partners<br>(by value of business done with such partners) that were assessed |
|-----------------------------|--|
| Health and safety practices | 63.86  |
| Working Conditions          | 63.86  |

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

Nil

## **Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders**

### **Essential Indicators**

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

Our engagement approach acknowledges the unique priorities of each stakeholder group. Insights gathered from these engagements validate our performance and offer new perspectives. We identify key stakeholders based on their material influence on the Company and the impact of our decisions on them. Using various tools and frameworks including double materiality process, we prioritize these stakeholders and their material issues. Feedback from these engagements is crucial for enhancing our decision-making processes, business practices, and overall performance. Initially selecting from a broad list of potential stakeholders, EKL has identified six key internal and external groups that directly influence our decision-making and are actively engaged in the materiality assessment.

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

| S. No | Stakeholder Group                     | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other  | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement  |
|-------|---------------------------------------|--|--|---|--|
| 1     | Government and regulatory authorities | No   | <ul style="list-style-type: none"> <li>Email</li> <li>website</li> <li>Annual Reports/ Compliance Filings</li> <li>Advertisement</li> </ul>  | Regular   | <ul style="list-style-type: none"> <li>Regulatory &amp; Legal requirements</li> <li>Technology &amp; Innovation</li> <li>Capacity expansion</li> </ul>   |
| 2     | Employees                             | No   | <ul style="list-style-type: none"> <li>Feedback and connect sessions/Employee surveys/Townhalls</li> <li>Training &amp; safety programs - Classroom and Virtual</li> <li>Engagement &amp; R&amp;R programs</li> <li>Regular update on Intranet/Emails/HRIS/ Notices Board/Website</li> </ul> | Regular   | <ul style="list-style-type: none"> <li>Business Performance Update and action planning</li> <li>Employee engagement &amp; recognition/employee pulse check</li> <li>Training and Development</li> <li>Performance assessment &amp; KRA cascading</li> <li>Grievance redressal</li> </ul>   |
| 3     | Customer                              | No   | <ul style="list-style-type: none"> <li>Pamphlets</li> <li>E-Mail</li> <li>Meetings</li> <li>Newspapers</li> <li>Website</li> <li>Advertisement</li> <li>SMS</li> <li>Notice Boards</li> </ul>  | Regular   | <ul style="list-style-type: none"> <li>Customer Satisfaction</li> <li>Customer complaints</li> <li>Extending product &amp; services</li> </ul>   |
| 4     | Suppliers                             | No   | <ul style="list-style-type: none"> <li>Annual Supplier Convention</li> <li>Supplier Audits</li> <li>Informal Interaction</li> <li>E-Mail</li> <li>Newspapers</li> <li>Website</li> <li>Advertisement</li> </ul>  | Regular   | <ul style="list-style-type: none"> <li>Transparent, fair &amp; accountable supply chain practice</li> <li>Supplier financial health/reputation</li> <li>Service Quality</li> <li>Access to knowledge on sustainable supply chain practices</li> <li>Innovation &amp; Technology</li> </ul> |

| S. No | Stakeholder Group        | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other  | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement   |
|-------|--------------------------|--|--|---|---|
| 5     | Local Community          | No   | <ul style="list-style-type: none"> <li>Community Meetings</li> </ul>   | Regular/Event Based   | <ul style="list-style-type: none"> <li>CSR Initiatives</li> <li>Creation of job opportunities</li> <li>Relationship development</li> </ul>  |
| 6     | Investors & shareholders | No   | <ul style="list-style-type: none"> <li>Annual General Meetings</li> <li>E-Mail</li> <li>Newspapers</li> <li>Advertisement</li> <li>Stock Exchanges</li> <li>Annual Report</li> </ul> | Regular/Event Based   | <ul style="list-style-type: none"> <li>Discussion on financial &amp; non-financial performance, market value of shares</li> <li>Shareholder returns</li> <li>Effective &amp; robust corporate governance</li> </ul> |

### Leadership Indicators

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

EKL's committees facilitate communication between stakeholders to address economic, environmental, and social issues. Through regular meetings with the board, committee members provide valuable feedback gathered from stakeholders, ensuring that all relevant topics are effectively communicated to the board.

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

No

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

We consistently strive to act as responsible corporate citizens, particularly in support of marginalized and vulnerable segments of our society. Our Corporate Social Responsibility (CSR) policy is thoughtfully crafted with a clear and strategic focus, aimed at maximizing our positive impact on both society and the environment through our dedicated initiatives.

To enhance administrative efficiency and ensure that our efforts are well-directed and effective, we have categorized our CSR projects into four key areas: Agriculture, Healthcare, Environment, Education and Livelihood Enhancement. Furthermore, the Escorts Kubota Advanced Farming Institutes in Kurukshetra and Bengaluru play a crucial role in enhancing the skills and capacities of farmers.

These categories not only demonstrate our commitment to tackling some of the most pressing challenges of our time but also provide a guiding framework for all our CSR initiatives, ensuring a cohesive approach to social responsibility.

**Principle 5 - Businesses should respect and promote human rights****Essential Indicators**

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

| Category               | FY 2024-25<br>(Current Financial Year) |  |               | FY 2023-24<br>(Previous Financial Year) |  |                |
|------------------------|--|--|---------------|---|--|----------------|
|                        | Total (A)                              | No. of employees/<br>workers covered (B) | % (B/A)       | Total (C)                               | No. of employees/<br>workers covered (D) | % (D/C)        |
| <b>Employees</b>       |  |  |               |   |  |                |
| Permanent              | 3,498                                  | 3,417                                    | 97.70%        | 3,347                                   | 3,347                                    | 100.00%        |
| Other than permanent   | 992                                    | 880                                      | 88.71%        | 788                                     | 788                                      | 100.00%        |
| <b>Total Employees</b> | <b>4,490</b>                           | <b>4,297</b>                             | <b>95.70%</b> | <b>4,135</b>                            | <b>4,135</b>                             | <b>100.00%</b> |
| <b>Workers</b>         |  |  |               |   |  |                |
| Permanent              | 1,124                                  | 1,091                                    | 97.06%        | 1,220                                   | 1,220                                    | 100.00%        |
| Other than permanent   | 11,591                                 | 11,492                                   | 99.15%        | 10,741                                  | 10,741                                   | 100.00%        |
| <b>Total Workers</b>   | <b>12,715</b>                          | <b>12,583</b>                            | <b>98.96%</b> | <b>11,961</b>                           | <b>11,961</b>                            | <b>100.00%</b> |

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

| Category                    | FY 2024-25<br>(Current Financial Year) |                          |       |                           |         | FY 2023-24<br>(Previous Financial Year) |                          |       |                           |         |
|-----------------------------|--|--------------------------|-------|---------------------------|---------|---|--------------------------|-------|---------------------------|---------|
|                             | Total<br>(A)                           | Equal to<br>Minimum Wage |       | More than<br>Minimum Wage |         | Total<br>(D)                            | Equal to<br>Minimum Wage |       | More than<br>Minimum Wage |         |
|                             |  | No.(B)                   | % B/A | No.(C)                    | % C/A   |   | No.(E)                   | % E/D | No.(F)                    | % F/D   |
| <b>Employees</b>            |  |                          |       |                           |         |   |                          |       |                           |         |
| <b>Permanent</b>            | 3,498                                  | -                        | 0.00% | 3,498                     | 100.00% | 3,347                                   | -                        | 0.00% | 3,347                     | 100.00% |
| Male                        | 3,283                                  | -                        | 0.00% | 3,283                     | 100.00% | 3,169                                   | -                        | 0.00% | 3,169                     | 100.00% |
| Female                      | 215                                    | -                        | 0.00% | 215                       | 100.00% | 178                                     | -                        | 0.00% | 178                       | 100.00% |
| <b>Other than permanent</b> | 992                                    | -                        | 0.00% | 992                       | 100.00% | 788                                     | -                        | 0.00% | 788                       | 100.00% |
| Male                        | 850                                    | -                        | 0.00% | 850                       | 100.00% | 696                                     | -                        | 0.00% | 696                       | 100.00% |
| Female                      | 142                                    | -                        | 0.00% | 142                       | 100.00% | 92                                      | -                        | 0.00% | 92                        | 100.00% |
| <b>Workers</b>              |  |                          |       |                           |         |   |                          |       |                           |         |
| <b>Permanent</b>            | 1,124                                  | -                        | 0.00% | 1,124                     | 100.00% | 1,220                                   | -                        | 0.00% | 1,220                     | 100.00% |
| Male                        | 1,119                                  | -                        | 0.00% | 1,119                     | 100.00% | 1,213                                   | -                        | 0.00% | 1,213                     | 100.00% |
| Female                      | 5                                      | -                        | 0.00% | 5                         | 100.00% | 7                                       | -                        | 0.00% | 7                         | 100.00% |
| <b>Other than permanent</b> | 11,591                                 | -                        | 0.00% | 11,591                    | 100.00% | 10,741                                  | -                        | 0.00% | 10,741                    | 100.00% |
| Male                        | 11,346                                 | -                        | 0.00% | 11,346                    | 100.00% | 10,504                                  | -                        | 0.00% | 10,504                    | 100.00% |
| Female                      | 245                                    | -                        | 0.00% | 245                       | 100.00% | 237                                     | -                        | 0.00% | 237                       | 100.00% |

### 3. Details of remuneration/salary/wages:

#### a. Median remuneration/wages

|                                  | Male   |  | Female |  |
|----------------------------------|--------|--|--------|--|
|                                  | Number | Median remuneration/ salary/wages of respective category | Number | Median remuneration/ salary/wages of respective category |
| Board of Directors (BoD)*#       | 15     | 28,35,000  | 3      | 22,10,000  |
| Key Managerial Personnel*        | 4      | 3,33,57,799  | -      | -  |
| Employees other than BoD and KMP | 3,279  | 11,00,004  | 214    | 7,87,650   |
| Workers                          | 1,119  | 10,62,224  | 5      | 12,01,502  |

\*Mr. Nikhil Nanda, Mr. Seiji Fukuoka and Mr. Bharat Madan, who are BoDs are also KMP, as per the Companies Act, 2013, and shown along with KMP.

#Directors who have waived their sitting fee have not been considered to calculate the median.

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

|   | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|---|--|---|
| Gross wages paid to females as % of total wages | 3.83                                   | 3.48                                    |

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

Yes

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

At EKL, we are committed to upholding human rights and addressing any grievances related to human rights issues. We have established reporting avenues for employees, customers, suppliers, and other stakeholders to raise concerns or make disclosures regarding any actual or potential violations of our Company's code, policies, or laws, including human rights violations. All reports made through these avenues are thoroughly reviewed, and appropriate action is taken if necessary. We value transparency and accountability in handling these matters to ensure a safe and respectful environment for everyone involved.

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

|                                   | FY 2024-25<br>(Current Financial Year) |                                       |         | FY 2023-24<br>(Previous Financial Year) |                                       |         |
|-----------------------------------|--|---------------------------------------|---------|---|---------------------------------------|---------|
|                                   | Filed during the year                  | Pending resolution at the end of year | Remarks | Filed during the year                   | Pending resolution at the end of year | Remarks |
| Sexual Harassment                 | 1                                      | 0                                     | NA      | 6                                       | 0                                     | NA      |
| Discrimination at workplace       | 0                                      | 0                                     | NA      | 0                                       | 0                                     | NA      |
| Child Labour                      | 0                                      | 0                                     | NA      | 0                                       | 0                                     | NA      |
| Forced Labour/Involuntary Labour  | 0                                      | 0                                     | NA      | 0                                       | 0                                     | NA      |
| Wages                             | 0                                      | 0                                     | NA      | 0                                       | 0                                     | NA      |
| Other human rights related issues | 0                                      | 0                                     | NA      | 0                                       | 0                                     | NA      |

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

|   | <b>FY 2024-25<br/>(Current Financial Year)</b> | <b>FY 2023-24<br/>(Previous Financial Year)</b> |
|---|--|---|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 1  | 6   |
| Complaints on POSH as a % of female employees/workers   | 0.18   | 1.35  |
| Complaints on POSH upheld   | 1  | 6   |

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

Escorts Kubota Limited is committed to providing equal opportunities to all individuals and is intolerant towards discrimination and/or harassment based on race, sex, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identification and expression (including transgender identity), political opinion, medical condition, language as protected by applicable laws.

The Company has a Whistle blower Policy to protect the whistleblower. The identity of the complainant remains confidential, in case a complaint is filed, and action is taken on immediate basis.

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

Yes

**10. Assessments for the year**

|                                  | <b>% of your plants and offices that were assessed<br/>(by entity or statutory authorities or third parties)</b> |
|----------------------------------|--|
| Child Labour                     | 100  |
| Forced Labour/Involuntary Labour | 100  |
| Sexual Harassment                | 100  |
| Discrimination at Workplace      | 100  |
| Wages                            | 100  |
| Others – please specify          | Not Applicable   |

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

Nil

**Leadership Indicators**

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

Escorts Kubota Limited regularly through training convey its employees on Code of Conduct. The Company strives to uphold the basic principles of human rights in all its operations. This is in alignment with its codes and policies. The Company regularly sensitizes its employees on the Code of Conduct, Human Rights through various training and awareness programs.

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

To uphold our commitment to human rights, EKL have started Human Rights Due Diligence (HRDD) process in FY24-25, following the UN Guiding Principles on Business and Human Rights and aligned with Kubota Corporation's support for the UN Global Compact. This process will identify and mitigate potential human rights risks in our operations and will be externally reviewed next year. Our goal is to align our practices with international human rights standards and positively impact the communities we serve, emphasizing transparency and accountability in our efforts.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the registered and corporate office and all plants have ramps for easy movement of differently abled visitors. Most of the offices are located in commercial premises which may be on the ground floor or have elevators and infrastructure for differently abled visitors.

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

|                                  | <b>% of value chain partners (by value of business done with such partners) that were assessed</b> |
|----------------------------------|--|
| Sexual Harassment                | 63.83  |
| Discrimination at Workplace      | 63.83  |
| Child Labour                     | 63.83  |
| Forced Labour/Involuntary Labour | 63.83  |
| Wages                            | 63.83  |
| Others – please specify          | Not Applicable   |

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

Not Applicable

**Principle 6 - Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

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

| <b>Parameter</b>  | <b>FY 2024-25<br/>(Current Financial Year)</b> | <b>FY 2023-24<br/>(Previous Financial Year)</b> |
|---|--|---|
| <b>From renewable sources</b>   |  |   |
| Total electricity consumption (A)   | 5.37   | 5.44  |
| Total fuel consumption (B)  | 0.00   | 0   |
| Energy consumption through other sources (C)  | 0.00   | 0   |
| <b>Total energy consumed from renewable sources (A+B+C)</b>   | <b>5.37</b>                                    | <b>5.44</b>                                     |
| <b>From non-renewable sources</b>   |  |   |
| Total electricity consumption (D)   | 212.74   | 205.98  |
| Total fuel consumption (E)  | 201.06   | 193.54  |
| Energy consumption through other sources (F)  | 0  | 0   |
| <b>Total energy consumed from non-renewable sources (D+E+F)</b>   | <b>413.81</b>                                  | <b>399.52</b>                                   |
| <b>Total energy consumed (A+B+C+D+E+F)</b>  | <b>419.18</b>                                  | <b>404.96</b>                                   |
| <b>Energy intensity per rupee of turnover</b><br><i>(Total energy consumption/ Revenue from operations)</i>   | $37.76 \times 10^{-10}$                        | $37.91 \times 10^{-10}$                         |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br><i>(Total energy consumption/ revenue from operations adjusted for PPP)</i> | $7.80 \times 10^{-8}$                          | $7.83 \times 10^{-8}$                           |
| <b>Energy intensity in terms of physical output</b>   | $3.65 \times 10^{-3}$                          | $3.45 \times 10^{-3}$                           |
| Energy intensity (optional) – the relevant metric may be selected by the entity   |  |   |

\*All the values are in Tera Joules, The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 by World Bank for India which is 20.66. Intensity in terms of physical output is calculated on total tractor and construction machines produced.

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

Yes, Grant Thornton Bharat LLP.

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

Not Applicable, as we do not fall under DC Category

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

| Parameter  | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|--|--|---|
| Water withdrawal by source (in kilolitres)   |  |   |
| (i) Surface water  | -                                      | -                                       |
| (ii) Groundwater   | 4,45,813.96                            | 4,77,865.59                             |
| (iii) Third party water (Municipal water supplies)   | -                                      | 69,902.74                               |
| (iv) Seawater / desalinated water  | -                                      | -                                       |
| (v) Others   | 68,772.05                              | -                                       |
| <b>Total volume of water withdrawal (in kilolitres)<br/>(i + ii + iii + iv + v)</b>  | 5,14,586.01                            | 5,47,768.33                             |
| <b>Total volume of water consumption (in kilolitres)</b>   | 3,08,696.88                            | 4,13,232.82                             |
| <b>Water intensity per rupee of turnover</b><br><i>(Total water consumed / Revenue from operations)</i>  | 27.81 x 10 <sup>-7</sup>               | 38.68 x 10 <sup>-7</sup>                |
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br><i>(Total water consumption / Revenue from operations adjusted for PPP)</i> | 5.74 x 10 <sup>-5</sup>                | 7.99 x 10 <sup>-5</sup>                 |
| <b>Water intensity in terms of physical output</b>   | 2.68                                   | 3.53                                    |
| <b>Water intensity (optional) – the relevant metric may be selected by the entity</b>  | -                                      | -                                       |

\*Water withdrawal includes city water & ground water only. The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 by World Bank for India which is 20.66. Intensity in terms of physical output is calculated on total tractor and construction machines produced.

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

Yes, Grant Thornton Bharat LLP.

- 4. Provide the following details related to water discharged:**

| Parameter  | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|--|--|---|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |  |   |
| (i) To Surface water   | 2,05,889.13                            | 1,34,535.51                             |
| - No treatment   | -                                      | -                                       |
| - With treatment – please specify level of treatment                         | 2,05,889.13                            | 1,34,535.51                             |

| Parameter  | FY 2024-25<br>(Current Financial Year) |                     | FY 2023-24<br>(Previous Financial Year) |                     |
|--|--|---------------------|---|---------------------|
|  | Value                                  | Please specify unit | Value                                   | Please specify unit |
| (ii) To Groundwater                                  | -                                      |                     | -                                       |                     |
| - No treatment                                       | -                                      |                     | -                                       |                     |
| - With treatment – please specify level of treatment |  |                     |   |                     |
| (iii) To Seawater                                    | -                                      |                     | -                                       |                     |
| - No treatment                                       | -                                      |                     | -                                       |                     |
| - With treatment – please specify level of treatment | -                                      |                     | -                                       |                     |
| (iv) Sent to third parties                           | -                                      |                     | -                                       |                     |
| - No treatment                                       | -                                      |                     | -                                       |                     |
| - With treatment – please specify level of treatment | -                                      |                     | -                                       |                     |
| (v) Others   | -                                      |                     | -                                       |                     |
| - No treatment                                       | -                                      |                     | -                                       |                     |
| - With treatment – please specify level of treatment | -                                      |                     | -                                       |                     |
| <b>Total water discharged (in kilolitres)</b>        | 2,05,889.13                            |                     | 1,34,535.51                             |                     |

**Note:**

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

Yes, Grant Thornton Bharat LLP.

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

Zero Liquid Discharge (ZLD) is a key focus for us. No water leaves our site untreated, except for rainwater, and we recycle water in our manufacturing processes. All plants feature rainwater recharge pits.

Domestic wastewater is treated through STP, while process wastewater is handled by ETP, both utilizing advanced methods. Treated water is reused for processing and cooling.

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

| Parameter   | FY 2024-25<br>(Current Financial Year) |                     | FY 2023-24<br>(Previous Financial Year) |                     |
|---|--|---------------------|---|---------------------|
|   | Value                                  | Please specify unit | Value                                   | Please specify unit |
| NOx   | 13.57                                  | MT                  | 54.4                                    | MT                  |
| SOx   | 1.45                                   | MT                  | 2.48                                    | MT                  |
| Particulate matter (PM)                               | 25.52                                  | MT                  | 103.24                                  | MT                  |
| Persistent organic pollutants (POP)                   |  | MT                  |   | MT                  |
| Volatile organic compounds (VOC)                      | 242.83                                 | MT                  |   | MT                  |
| Hazardous air pollutants (HAP)                        |  | MT                  |   | MT                  |
| Others-Ozone Depleting Substances (HCFC - 22 or R-22) |  |                     |   |                     |

**Note:**

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

No

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

| Parameter   | Unit  | FY 2024-25<br>(Current Financial Year) | *FY 2023-24<br>(Previous Financial Year) |
|---|---|--|--|
| <b>Total Scope 1 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>  | Metric tonnes of CO <sub>2</sub> Equivalent                 | 11,639.29                              | 11,573.60                                |
| <b>Total Scope 2 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>  | Metric tonnes of CO <sub>2</sub> Equivalent                 | 42,962.51                              | 40,967.19                                |
| Total Scope 1 and Scope 2 emissions intensity per rupee of turnover<br><b>(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)</b>   | tCO <sub>2</sub> e/₹ revenue from operations                | 4.92 x 10 <sup>-7</sup>                | 4.92 x 10 <sup>-7</sup>                  |
| <b>Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | tCO <sub>2</sub> e/Revenue from operations adjusted for PPP | 10.16 x 10 <sup>-6</sup>               | 10.16 x 10 <sup>-6</sup>                 |
| <b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>   | tCO <sub>2</sub> e/physical output                          | 0.47                                   | 0.45                                     |
| <b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity  |   |  |  |

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 by World Bank for India which is 20.66. Intensity in terms of physical output is calculated on total tractor and construction machines produced.

**Note:**

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

Yes, Grant Thornton Bharat LLP.

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

Yes, in order to reduce carbon footprint and promote sustainability, We have implemented substantial improvements to our energy sources, particularly for scope 1 & 2 emissions. We have replaced outdated diesel gensets with eco-friendly gas gensets and have also made the switch from diesel forklifts to electric forklifts. These changes not only decrease harmful emissions but also decrease our dependence on fossil fuels. Furthermore, we are actively increasing the use of solar power in our operational areas. By investing in solar energy, we are reinforcing our dedication to renewable energy sources and playing our part in creating a cleaner, more sustainable future for our communities.

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

**Total Waste generated**

| Parameter   | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|---|--|---|
| <b>Total Waste generated (in metric tonnes)</b>   |  |   |
| Plastic waste (A)   | 104.8                                  | 136.71                                  |
| E-waste (B)   | 5.18                                   | 0.99                                    |
| Bio-medical waste (C)   | 0.17                                   | 0.94                                    |
| Construction and demolition waste (D)   | 0                                      | 0                                       |
| Battery waste (E)   | 56.10                                  | 42.62                                   |
| Radioactive waste (F)   | 0                                      | 0                                       |
| Other Hazardous waste, Please specify if any (G)  | 1,009.06                               | 1,028.27                                |
| <b>Other Non-hazardous waste generated (H), Please specify, if any.</b>   |  |   |
| <b>Total Non-Hazardous Waste Generated (H)</b>  | 16,010.58                              | 17,858.53                               |
| <b>Total (A+B + C + D + E + F + G + H)</b>  | 17,185.90                              | 19,068.06                               |
| <b>Waste intensity per rupee of turnover</b><br>(Total waste generated / Revenue from operations)   | 1.55 x 10 <sup>-7</sup>                | 1.79 x 10 <sup>-7</sup>                 |
| <b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total waste generated / Revenue from operations adjusted for PPP) | 31.98 x 10 <sup>-7</sup>               | 36.88 x 10 <sup>-7</sup>                |
| <b>Waste intensity in terms of physical output</b>  | 0.15                                   | 0.16                                    |
| <b>Waste intensity (optional)</b> - the relevant metric may be selected by the entity   | -                                      | -                                       |

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)**

| Category of waste               | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|---------------------------------|--|---|
| (i) Recycled                    | 15,987.26                              | 17,858.53                               |
| (ii) Re-used                    | -                                      | -                                       |
| (iii) Other recovery operations | -                                      | -                                       |
| <b>Total</b>                    | 15,987.26                              | 17,858.53                               |

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

| Category of waste               | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|---------------------------------|--|---|
| (i) Incineration                | 800.76                                 | 1,029.21                                |
| (ii) Landfilling                | 208.47                                 | 324.61                                  |
| (iii) Other disposal operations | 23.32                                  | -                                       |
| <b>Total</b>                    | <b>1,032.55</b>                        | <b>1,353.82</b>                         |

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 by World Bank for India which is 20.66. Intensity in terms of physical output is calculated on total tractor and construction machines produced.

**Note:**

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

Yes, Grant Thornton Bharat LLP.

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

EKL has implemented comprehensive waste management procedures and established dedicated storage facilities for hazardous and non-hazardous wastes, considering both environmental impacts and commercial viability.

We have started waste segregation using color-coded bins and storage from pilot areas. We have environmentally sound disposal procedures for hazardous waste, partnering with authorized vendors approved by the State Pollution Control Board.

To enhance waste management, we have started improving our packaging by replacing wooden pallets with returnable metal ones at pilot areas, reducing wooden waste. Our Oil Filtration Unit cleans industrial lubricants, extending equipment longevity and efficiency. We convert food waste into compost for gardening, encourage reduced paper usage, promote recycling, and provide designated bins for paper to facilitate recycling efforts.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:**

Not Applicable

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

Not Applicable

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

Yes, company is compliant with the applicable environment law/guidelines

| S. No | Specify the law/regulation/guidelines which was not complied with | Provide details of the noncompliance | Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|-------|---|--------------------------------------|---|---------------------------------|
| 1     | NA  | NA                                   | NA  | NA                              |

**Leadership Indicators**

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

**Consolidated data for water stress area**

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

- (i) Name of the Area: Nil
- (ii) Nature of operations: Nil
- (iii) Water withdrawal, consumption and discharge in the following format: Nil

| Parameter   | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|---|--|---|
| <b>Water withdrawal by source (in kilolitres)</b>       |  |   |
| (i) Surface Water                                       | -                                      | -                                       |
| (ii) Groundwater  | -                                      | -                                       |
| (iii) Third party water                                 | -                                      | -                                       |
| (iv) Seawater/desalinated water                         | -                                      | -                                       |
| (v) Others  | -                                      | -                                       |
| <b>Total volume of water withdrawal (in kilolitres)</b> | -                                      | -                                       |

| Parameter   | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|---|--|---|
| <b>Total volume of water consumption (in kilolitres)</b>                              | -                                      | -                                       |
| <b>Water intensity per rupee of turnover</b> (Water consumed/turnover)                | -                                      | -                                       |
| <b>Water intensity</b> (optional) – the relevant metric may be selected by the entity | -                                      | -                                       |
| <b>Water discharge by destination and level of treatment (in kilolitres) entity</b>   |  |   |
| (i) Into surface water  | -                                      | -                                       |
| - No treatment  | -                                      | -                                       |
| - With treatment – please specify level of treatmentt                                 | -                                      | -                                       |
| (ii) Into Groundwater   | -                                      | -                                       |
| - No treatment  | -                                      | -                                       |
| - With treatment – please specify level of treatmentt                                 | -                                      | -                                       |
| (iii) Into Seawater   | -                                      | -                                       |
| - No treatment  | -                                      | -                                       |
| - With treatment – please specify level of treatmentt                                 | -                                      | -                                       |
| (iv) Sent to third-parties  | -                                      | -                                       |
| - No treatment  | -                                      | -                                       |
| - With treatment – please specify level of treatmentt                                 | -                                      | -                                       |
| (v) Others  | -                                      | -                                       |
| - No treatment  | -                                      | -                                       |
| - With treatment – please specify level of treatmentt                                 | -                                      | -                                       |
| <b>Total water discharged (in kilolitres)</b>   | -                                      | -                                       |

**Note:**

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

No

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

| Parameter  | Unit  | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|--|---|--|---|
| <b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO <sub>2</sub> equivalent | 24,610.56*                             | 32,592.19*                              |
| <b>Total Scope 3 emissions per rupee of turnover</b>   |   | 2.22 x 10 <sup>-7</sup>                | 3.05 x 10 <sup>-7</sup>                 |
| <b>Total Scope 3 emission intensity (optional)</b> – the relevant metric may be selected by the entity   |   |  |   |

\*From Category 3 (Fuel & Energy not included in Scope 1 & 2), Category 5 (Waste Generated in operations), Category 6 (Business Travel) & Category 7 (Employee Commute)

**Note:**

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

No

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities**

Not Applicable

4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

| S. No | Initiative undertaken       | Details of the initiative (Web-link, if any, may be provided along with summary)   | Outcome of the initiative              |
|-------|-----------------------------|--|--|
| 1     | Moving to Gas Gensets       | EKL has discontinued all Diesel Gensets and switched to Gas Genset for power generation. 4 gas gensets were installed with the capacity of 1950 kVA each.  | Reduction in CO <sub>2</sub> emission. |
| 2     | Moving to Electric Forklift | EKL has replaced Diesel forklift to electric forklifts. This year, 36 forklift has been replaced.  | Reduction in CO <sub>2</sub> emission. |
| 3     | Water Saving Projects       | We have installed inhouse RO and DM water plant to reduce the water consumption. We have started using the ETP discharge water reused in vehicle washing facility. We have also started reusing the STP discharge water in flushing, air washer and gardening. | Reduction in water consumption         |
| 4     | Energy Saving Projects      | We have started installing VFD drive in booth blower and air compressor motors.  | Reduction in CO <sub>2</sub> emission. |

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

Yes, EKL has an Enterprise Risk Management (ERM) framework that allows for efficient resource allocation. Our ERM framework addresses critical risks in four domains: strategic, operational, financial, and compliance risks, that can be accessed @ <https://www.escortskubota.com/images/pdf/Policy-on-risk-management.pdf>

The systematic and proactive approach enables us to identify and manage risks effectively.

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

Nil

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

**For Upstream value chain partners** We engaged with 80% of value chain partners based on Value for BRSR core assessment, of which 63.84% has filled assessment.

**For Downstream value chain partners** We engaged with 10% of value chain partners based on Value for BRSR core assessment, of which 1 has filled assessment.

8. **How many Green Credits have been generated or procured:**

a. By the listed entity - NIL

b. By the top ten (in terms of value of purchases and respectively) value chain partners - NIL

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

**Essential Indicators**

**1. a. Number of affiliations with trade and industry chambers/associations.**

5

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

| S. No | Name of the trade and industry chambers associations            | Reach of trade and industry chambers/associations (State/National) |
|-------|---|--|
| 1     | CII – Confederation of Indian Industry                          | National   |
| 2     | FICCI- Federation of Indian Chambers of Commerce & Industry     | National   |
| 3     | TMA - Tractors & Mechanization Association                      | National   |
| 4     | ICEMA - Indian Construction Equipment Manufacturers Association | National   |
| 5     | FIA - Faridabad Industry Association                            | State  |

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

Not Applicable

**Leadership Indicators**

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

Not Applicable

**Principle 8 - Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

Social Impact Assessment (SIA) has not been conducted for any project in FY 2024-25

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

Not Applicable

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

Community members are encouraged to voice any concerns or grievances by contacting us through phone, email, or letter. Our contact information can be found at <https://www.escortskubota.com/contact-us>. Once raised, we carefully evaluate and address each concern or grievance, taking necessary actions to resolve the issue.

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

|   | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|---|--|---|
| Directly sourced from MSMEs/small producers | 20.78                                  | 19.32                                   |
| Directly from within India                  | 94.56                                  | 96.23                                   |

**Note:**

The percentage calculations were based on the quantity of input materials sourced.

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

| Location     | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|--------------|--|---|
| Rural        | 0                                      | 0                                       |
| Semi-urban   | 0                                      | 0                                       |
| Urban        | 0                                      | 0                                       |
| Metropolitan | 100.00                                 | 100.00                                  |

(Place to be categorized as per RBI Classification System - rural/semi-urban/urban/metropolitan)

### Leadership Indicators

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

Not Applicable

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

Not Applicable

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

No

- b. **From which marginalized/vulnerable groups do you procure?**

Not Applicable

- c. **What percentage of total procurement (by value) does it constitute?**

Not Applicable

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge**

Not Applicable

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

Nil

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

| S. No | CSR Project                          | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|-------|--------------------------------------|---|--|
| 1     | Agriculture                          | 6,169                                       | 50%  |
| 2     | Environment                          | 18,000                                      | 60%  |
| 3     | Healthcare                           | 28,800                                      | 60%  |
| 4     | Education and Livelihood Enhancement | 19,611                                      | 100%   |

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

### Essential Indicators

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

Ensuring customer satisfaction is our top priority at EKL. We have established robust mechanisms to receive and address consumer complaints and feedback effectively. The EKL Sales and Service team oversees multiple communication channels, including Toll-Free numbers, the Dedicated Customer App (HUMDUM Plus), the CARE device, Social Media Platforms, and a dedicated email address specifically for customer complaints. Adherence to standard operating procedures for grievance redressal is a cornerstone of our commitment to promptly and efficiently addressing customer concerns.

To gain a comprehensive understanding of our customers' needs and preferences, we regularly analyze the Customer Empathy Index and the Service Quality Index. The Customer Empathy Index evaluates factors like Complaint Appointment, Turnaround Time, and Customer Satisfaction, while the Service Quality Index analyzes Post-Service Feedback, Doorstep Services, and First Time Right metrics.

In our efforts to enhance customer communication, we have introduced a "Care" device in our tractors to provide immediate customer support to farmers. Each customer issue undergoes thorough analysis, leading to the timely implementation of corrective actions to achieve a satisfactory resolution and prevent future occurrences.

Furthermore, we offer personalized services like tailored training programs for farmers on tractor maintenance and operation, equipping customers with the knowledge and skills needed to optimize the performance of our products.

We actively solicit feedback from customers through surveys and focus groups to continuously enhance our offerings. Our unwavering dedication to customer satisfaction is exemplified by our constant pursuit of exceeding expectations and delivering exceptional service at EKL.

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

|   | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product | 100.00                            |
| Safe and responsible usage                                  | 100.00                            |
| Recycling and/or safe disposal                              | 0.00                              |

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

|                                | FY 2024-25<br>(Current Financial Year) |                                   | Remarks | FY 2023-24<br>(Previous Financial Year) |                                   | Remarks |
|--------------------------------|--|-----------------------------------|---------|---|-----------------------------------|---------|
|                                | Received during the year               | Pending resolution at end of year |         | Received during the year                | Pending resolution at end of year |         |
| Data privacy                   | NIL                                    | NIL                               | NA      | NIL                                     | NIL                               | NA      |
| Advertising                    | NIL                                    | NIL                               | NA      | NIL                                     | NIL                               | NA      |
| Cyber-security                 | NIL                                    | NIL                               | NA      | NIL                                     | NIL                               | NA      |
| Delivery of essential services | NIL                                    | NIL                               | NA      | NIL                                     | NIL                               | NA      |
| Restrictive Trade Practices    | NIL                                    | NIL                               | NA      | NIL                                     | NIL                               | NA      |
| Unfair Trade Practices         | NIL                                    | NIL                               | NA      | NIL                                     | NIL                               | NA      |
| Other                          | NIL                                    | NIL                               | NA      | NIL                                     | NIL                               | NA      |

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

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | Nil    | NA                 |
| Forced recalls    | Nil    | NA                 |

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes, Escorts Kubota Limited has a comprehensive policy on Cyber Security and risks that clearly outlines the Company's approach to data privacy. This policy is easily accessible on the Company's intranet. Additionally, EKL's risk policy also briefly covers data protection.

The external data privacy policy is available at the following link: <https://www.escortskubota.com/privacy-policy.html>

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

Not Applicable

**7. Provide the following information relating to data breaches:****a. Number of instances of data breaches**

0

**b. Percentage of data breaches involving personally identifiable information of customers**

Not Applicable

**c. Impact, if any, of the data breaches**

Nil

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

1. Company Website: [www.escortskubota.com](http://www.escortskubota.com)
2. Company social media channels
3. Company authorized Dealerships and Distributors
4. Company Toll Free Number 1800-309-1694 & 1800-180-4488
5. Customer App (HUMDUM Plus)
6. Print Media and Electronic Media
7. Influencer Meets

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

At Escorts Kubota Limited, we collaborate closely with partners and customers to develop sustainable materials and drive expansion into new markets. For each customer we offer comprehensive installation services including demonstrations, usage guidance, product information, warranties, and other essential details. Our mobile apps, tutorials, and customer care helpline (1800-103-2010) are designed to help customers make full use of our products and explain about do and don't with all policies at a fingertip with just one click.

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

Not Applicable

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, Customers are not only given access to detailed product information through owner's manuals, brochures, and stickers on the vehicle, but they are also provided with personalized guidance at the time of final delivery. A comprehensive walkthrough on safer usage is shared with customers to ensure that they fully understand how to operate the vehicle responsibly. This not only enhances customer satisfaction but also promotes safe driving practices and proper maintenance of the product.

Yes, Escorts Kubota Limited conducts customer satisfaction surveys periodically to understand customer review/satisfaction level. Also, the Company maintains customer Satisfaction Index through call center and feedback based on service records internally.

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**Independent Practitioner’s reasonable assurance report on non-financial Information pertaining to CORE attributes of Business Responsibility and Sustainability Report (“BRSR Core Information”) and limited assurance and Type 2 Moderate assurance report on identified non-financial information other than BRSR Core Information contained in Escorts Kubota Limited’s Integrated Annual Report for financial year 2024 – 25**

**To**  
**The Board of Directors**

**Escorts Kubota Limited**  
**Faridabad, Haryana, India**

1. We have been engaged to perform an assurance engagement for Escorts Kubota Limited (formerly Escorts Limited) (‘EKL’ or ‘the Company’) vide our engagement letter dated 13 February 2025 to provide, reasonable assurance on non-financial information pertaining to CORE attributes of Business Responsibility and Sustainability Report (“BRSR Core Information” / “Subject Matter 1”) included in BRSR report of the Company and limited assurance and Type 2 Moderate assurance on identified non-financial information other than BRSR Core Information included in the Integrated Annual report of the Company for the financial year ended 31 March 2025 (“Subject Matter 2”) (‘Subject Matter 1 and Subject Matter 2 together referred as “Identified Sustainability Information”), prepared by management in accordance with the Criteria stated below. This assurance engagement has been carried out by a multi-disciplinary team including assurance practitioners and engineers.

**Identified Sustainability Information**

2. The Identified Sustainability Information for the financial year ended 31 March 2025 is summarised below:

The BRSR Core Information (Subject Matter 1) for the financial year ended 31 March 2025 included in BRSR Report is summarised below:

| Attribute        | Principle       | Key Performance Indicator  |
|------------------|-----------------|--|
| Energy footprint | Principle 6 – 1 | <ul style="list-style-type: none"> <li>Total energy consumption (in Joules or multiples)</li> <li>% of energy consumed from renewable sources</li> <li>Energy intensity</li> </ul> |

| Attribute   | Principle          | Key Performance Indicator  |
|---|--------------------|--|
| Water footprint   | Principle 6 – 3    | <ul style="list-style-type: none"> <li>Total water consumption</li> <li>Water consumption intensity</li> </ul>   |
|   | Principle 6 – 4    | Water Discharge by destination and levels of Treatment   |
| Greenhouse (GHG) footprint  | Principle 6 – 7    | <ul style="list-style-type: none"> <li>Greenhouse gas emissions (Scope 1 and Scope 2 emissions)</li> <li>GHG Emission Intensity (Scope 1 + 2)</li> </ul>   |
| Embracing circularity - details related to waste management by the entity | Principle 6 – 9    | <ul style="list-style-type: none"> <li>Details related to waste generated by the entity (category wise)</li> <li>Waste intensity</li> <li>Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations</li> <li>For each category of waste generated, total waste disposed by nature of disposal method</li> </ul> |
| Enhancing Employee Wellbeing and Safety                                   | Principle 3 – 1(c) | Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company  |
|   | Principle 3 – 11   | Details of safety related incidents: <ul style="list-style-type: none"> <li>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</li> <li>Total recordable work-related injuries</li> <li>No. of fatalities</li> <li>High consequence work-related injury or ill-health (excluding fatalities)</li> </ul>                                     |
| Enabling Gender Diversity in Business                                     | Principle 5 – 3(b) | Gross wages paid to females as % of total wages paid by the entity   |
|   | Principle 5 – 7    | Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013   |
| Enabling Inclusive Development  | Principle 8 – 4    | Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India   |
|   | Principle 8 – 5    | Job creation in smaller towns – Wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the locations, as % of total wage cost   |

| Attribute   | Principle       | Key Performance Indicator   |
|---|-----------------|---|
| Fairness in Engaging with Customers and Suppliers | Principle 1 – 8 | Number of days of accounts payables   |
|   | Principle 9 – 7 | Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events  |
| Open-ness of business                             | Principle 1 – 9 | Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties |

3. The identified non-financial information other than BRSR Core Information (“Subject Matter 2”) for the financial year ended 31 March 2025 included in the Integrated Annual report is summarised below:

| Series                           | Material Issue | GRI    | Key Performance Indicator   |
|----------------------------------|----------------|--------|---|
| GRI – 2 General Disclosures 2021 |                | 2 – 1  | Organizational details  |
|                                  |                | 2 – 2  | Entities included in the organization’s sustainability reporting            |
|                                  |                | 2 – 3  | Reporting period, frequency and contact point                               |
|                                  |                | 2 – 4  | Restatements of information   |
|                                  |                | 2 – 5  | External assurance  |
|                                  |                | 2 – 6  | Activities, value chain and other business relationships                    |
|                                  |                | 2 – 7  | Employees   |
|                                  |                | 2 – 9  | Governance structure and composition  |
|                                  |                | 2 – 10 | Nomination and selection of the highest governance body                     |
|                                  |                | 2 – 11 | Chair of the highest governance body  |
|                                  |                | 2 – 12 | Role of the highest governance body in overseeing the management of impacts |
|                                  |                | 2 – 13 | Delegation of responsibility for managing impacts                           |
|                                  |                | 2 – 14 | Role of the highest governance body in sustainability reporting             |

| Series                       | Material Issue                         | GRI    | Key Performance Indicator                                    |
|------------------------------|--|--------|--|
|                              |  | 2 – 15 | Conflicts of interest  |
|                              |  | 2 – 16 | Communication of critical concerns                           |
|                              |  | 2 – 17 | Collective knowledge of the highest governance body          |
|                              |  | 2 – 18 | Evaluation of the performance of the highest governance body |
|                              |  | 2 – 19 | Remuneration policies  |
|                              |  | 2 – 20 | Process to determine remuneration                            |
|                              |  | 2 – 22 | Statement on sustainable development strategy                |
|                              |  | 2 – 23 | Policy commitments   |
|                              |  | 2 – 24 | Embedding policy commitments                                 |
|                              |  | 2 – 25 | Processes to remediate negative impacts                      |
|                              |  | 2 – 26 | Mechanisms for seeking advice and raising concerns           |
|                              |  | 2 – 28 | Membership associations                                      |
| 2 – 29                       | Approach to stakeholder engagement     |        |  |
| GRI – 3 Material Topics 2021 |  | 3 – 1  | Process to determine material topics                         |
|                              |  | 3 – 2  | List of material topics                                      |
|                              |  | 3 – 3  | Management of material topics                                |
| GRI – 200 Economic           | 201 – Economic Performance (2016)      | 201-1  | Direct economic value generated and distributed              |
|                              | 203 – Indirect Economic Impacts (2016) | 203-1  | Infrastructure investments and services supported            |
| GRI – 300 Environment        | 302 – Energy (2016)                    | 302-1  | Energy consumption within the organization                   |
|                              |  | 302-3  | Energy intensity (on revenue)                                |

| Series              | Material Issue                               | GRI   | Key Performance Indicator  |
|---------------------|--|---|--|
|                     | 303 – Water and Effluents (2018)             | 303-3   | Water withdrawal   |
|                     |  | 303-4   | Water discharge  |
|                     |  | 303-5   | Water Consumption  |
|                     | 305 – Emissions (2016)                       | 305-1   | Direct (Scope 1) GHG emissions   |
|                     |  | 305-2   | Energy indirect (Scope 2) GHG emissions  |
|                     |  | 305-4   | GHG emissions intensity (on revenue)   |
| 306 – Waste (2020)  | 306-3  | Waste generated (Hazardous) and (Non-Hazardous) |  |
| GRI – 400 Social    | 401 – Employment (2016)                      | 401-1   | New employee hires and employee turnover (age and gender)  |
|                     |  | 401-2   | Benefits provided to full-time employees that are not provided to temporary or part-time employees |
|                     |  | 402-3   | Parental leave   |
|                     | 403 – Occupational Health and Safety (2018)  | 403-8   | Workers covered by an occupational health and safety management system                             |
|                     |  | 403-9   | Work-related injuries  |
|                     | 405 – Diversity and Equal Opportunity (2016) | 405-1   | Diversity of governance bodies and employees (age and gender)                                      |
|                     | 408 – Child Labor (2016)                     | 408 – 1   | Operations and suppliers at significant risk for incidents of child labor                          |
|                     | 409 – Forced or Compulsory Labor             | 409 – 1   | Operations and suppliers at significant risk for incidents of forced or compulsory labor           |
| 415 – Public Policy | 415 – 1                                      | Political Contributions                         |  |

4. Boundary of the report covers EKL's operations in India, which includes:
  - Escorts Kubota Limited Corporate Office located in Faridabad, Haryana
  - Knowledge Management Centre
  - Agri Machinery Business Division
  - Construction Equipment Business Division
  - Railway Equipment Business Division
  - Escort's Training and Development Centre (ETDC)
  - Data for Diversity of governance bodies and employees (age and gender) is only limited to Permanent Employees
  
5. Our assurance engagement is with respect to the Identified Sustainability Information for the reporting boundary as mentioned above for financial year ended 31 March 2025 only unless otherwise stated and we

have not performed any procedures with respect to earlier periods or any other elements included in the Integrated Annual Report, therefore, do not express any opinion/conclusion thereon.

### Criteria

6. The Company has prepared the Subject Matter 1 included in the BRSR report in accordance with ('BRSR Framework'):
  - a) Regulation 34(2)(f) of the Securities and Exchange Board of India ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('LODR Regulations') as amended, read with SEBI Master circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11 November 2024 and SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28 March 2025; and
  - b) SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024 read with BRSR Core Reporting Standard formulated by Industry Standards Forum.
7. The Company has prepared the Subject Matter 2 included in the Integrated Annual report based on the principles of the International Integrated Reporting Framework published by the International Integrated Reporting Council ('IIRC') of the Value Reporting Foundation with reference to Global Reporting Initiative ('GRI') Sustainability Reporting Standards ('the GRI Standards') issued by Global Sustainability Standards Board (GSSB).

(The criteria used to prepare Subject Matter 1 and Subject Matter 2 above together has been referred as 'Criteria')

### Management's Responsibilities

8. The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR Report and the Integrated Annual Report and the measurement of the Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

### Inherent limitations

9. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

### Practitioner's Independence and Quality Control

10. We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants ('IESBA'), which is founded on fundamental principles of integrity, objectivity, professional competence, and due care, confidentiality and professional behaviour.
11. Our firm applies International Standard on Quality Management (ISQM) 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements

### Practitioner's Responsibility

12. Our responsibility is to express a reasonable assurance in the form of an opinion on the Subject Matter 1 and express a limited assurance in the form of a conclusion on the Subject Matter 2, based on the procedures we have performed and evidence we have obtained.

13. 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” (‘ISAE 3000 (Revised)’) issued by the International Auditing and Assurance Standards Board (‘IAASB’). This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Subject Matter 1 is prepared, in all material respects, in accordance with the BRSR Framework and limited assurance about whether anything has come to our attention that causes to believe that the Subject Matter 2 is not prepared in all material respects with respect to GRI Standards.
14. A reasonable assurance engagement involves assessing the suitability in the circumstances of the Company’s use of BRSR Framework as the basis for the preparation of the Subject Matter 1, assessing the risks of material misstatement of the Subject Matter 1 whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Subject Matter 1.
15. A limited assurance engagement undertaken in accordance with ISAE 3000 involves assessing the suitability in the circumstances of the Company’s use of the GRI Standards as the basis for the preparation of the Subject Matter 2, identifying areas where material misstatement is likely to arise in the Subject Matter 2 whether due to fraud or error, designing and performing procedures to address identified risk areas as necessary in the circumstances, and evaluating the overall presentation of the Subject Matter 2.
16. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.
17. Our responsibility is also to provide Type 2 Moderate Assurance in accordance with third version of AA1000 Assurance Standard (‘AA100AS v3’) issued by AccountAbility which requires us to obtain limited evidence from internal sources and parties, evidence gathering is restricted to corporate/management levels in the organization to conclude on the nature and extent of adherence of the Report to the AA Accountability Principles 2018 (‘AA1000AP, 2018’), i.e., Inclusivity, Materiality, Responsiveness and Impact including the conclusion on reliability and quality, accuracy and completeness of the specified performance information and to assess and report findings. Moderate assurance will provide users with a relatively lower level of confidence in an organization’s disclosure on the Subject Matter 2 it refers to.
18. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.
19. Given the circumstances of the engagement, in performing the procedures listed above, our work procedures included the following:
  - Performed walkthrough and discussion with individual data owners for understanding business processes and data management processes at corporate office of the Company.
  - Visited the site at all the plants in Faridabad for data and document verification.
  - Interviewed senior executives to understand the reporting process, governance, systems and controls in place during the reporting period.
  - Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Company to support relevant performance disclosures within our scope.
  - Reviewed the materiality assessment process
  - Evaluated the suitability and application of Criteria and that the Criteria have been applied appropriately to the Identified Sustainability Information.
  - Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.

- Re-performed calculations to check accuracy of claims.
- Reviewed data from independent sources, wherever available.
- Reviewed data, information about sustainability performance indicators and statements in the report.
- Reviewed and verifying information/ data as per the Criteria.
- Reviewed accuracy, transparency and completeness of the information/ data provided.

20. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion on Subject Matter 1.

21. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Subject Matter 2 have been prepared, in all material respects, with reference to GRI Standards.

### Exclusions

22. Our assurance engagement scope excludes the following and therefore we do not express an opinion/ a conclusion on the same:

- Any disclosure other than those mentioned in the Identified Sustainability Information section above
- Operations of the Company other than those mentioned in paragraph 2, 3 and 4 above on Scope of Assurance
- Data and information outside the defined reporting period
- Data related to Company's financial performance, strategy and other related linkages expressed in the Integrated Annual Report.
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Identified Sustainability Information with reporting frameworks other than those mentioned in Criteria above.
- While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.
- The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

### Opinion

23. Based on the procedures we have performed and the evidence we have obtained, the Subject Matter 1 included in the BRSR report for the financial year ended 31 March 2025 is prepared in all material respects, in accordance with the BRSR Framework.

### Conclusion

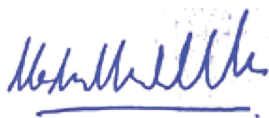
24. Based on the procedures we have performed and the evidences we have obtained, nothing has come to our attention that causes us to believe that Company's Subject Matter 2 contained in the Integrated Annual report for the financial year ended 31 March 2025, is not prepared, in all material respects with reference to the GRI Standards.

25. Our conclusions on the Subject Matter 2's adherence to the AA1000 Accountability Principles of Inclusivity, Materiality, Responsiveness and Impact including the conclusion on Reliability and Quality of the information are as follows:

- **Inclusivity** – The Company has identified its key stakeholder groups based on the level of influence and impact the company has on these stakeholder groups. We are not aware of any matter that would lead us to conclude that the company has not applied the principle of inclusivity in engaging with the key stakeholder groups identified in the report.
- **Materiality** – The Company has reported on material topics across economic, environmental, social, and governance aspects, post stakeholder consultations. Nothing has come to our attention that causes us to believe that material issues so identified have been excluded from the Report by the Company.
- **Responsiveness** - The Company has demonstrated their commitment to understand stakeholder concerns, as evident from the various stakeholder consultation and engagement mechanisms that have been applied. We are not aware of any matter than would lead us to believe that the Company has not applied the responsiveness principle in its engagement with stakeholders identified in the Report on material aspects covering its sustainability performance.
- **Impact** - The Company acknowledges its impact on the wider society and has established policies and processes to measure, monitor and evaluate the economic, environmental and social impacts for select aspects material to the Company and its key stakeholders. Basis the information provided to us, we are not aware of any matter that would lead us to conclude that the criteria related to the impact principle has not been applied for the key stakeholders.
- **Reliability and Quality** - The data collected has been adequately recorded, compiled, analyzed and disclosed. The data when subject to examination will establish the quality and materiality of the information. The data trail has been traced up to the source of information and recording & compilation has been done with working sheets. The data has been sourced from data owners to validate the authenticity of the information.

#### Restriction on use

26. Our assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, this report may not be suitable for any other purpose and should not be used by any other party other than the Board of Directors of the Company. Further, we do not accept or assume any duty of care or liability for any other purpose or to any other party to whom this report is shown or into whose hands it may come without our prior consent in writing.



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#### Grant Thornton Bharat LLP

Abhishek Tripathi

Partner

Dated: 17<sup>th</sup> June 2025

Place: Grant Thornton Bharat LLP

Plot No. 19A, 2nd Floor, Sector – 16A,

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