Genus
energizing lives

September 05, 2025

BSE Limited, (Corporate Relationship Department), P J Towers, Dalal Street, Fort, Mumbai- 400 001 BSE Code: 530343	National Stock Exchange of India Ltd., (Listing & Corporate Communications), Exchange Plaza, Plot no. C/1, G Block, Bandra-Kurla Complex, Bandra (E) Mumbai - 400 051. NSE Symbol: GENUSPOWER

Dear Sir/Madam,

Sub : Genus Power Infrastructures Limited- Business Responsibility and Sustainability Report (BRSR) for the FY 2024-25

Pursuant to SEBI (LODR) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report (BRSR) of the Company for the FY 2024-25 and the same is available on the website of the Company i.e. www.genuspower.com.

This is for your information and records.

Thanking you,

Yours faithfully,
For Genus Power Infrastructures Limited

PURAN SINGH RATHORE
Digitally signed by PURAN SINGH RATHORE
Date: 2025.09.05 16:25:09 +05'30'

Puran Singh Rathore
(Joint Company Secretary & Compliance Officer)
Encl. as above

'Annexure-I' to the Directors' Report

Business Responsibility & Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L51909UP1992PLC051997
2.	Name of the Listed Entity	Genus Power Infrastructures Limited
3.	Year of incorporation	1992
4.	Registered office address	G-123, Sector-63, Noida, Uttar Pradesh – 201 307
5.	Corporate address	SPL-3, RIICO Industrial Area, Sitapura, Tonk Road, Jaipur, Rajasthan – 302 022
6.	E-mail	cs@genus.in
7.	Telephone	+91-141-7102400/500
8.	Website	www.genuspower.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	• BSE Limited • National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 30,39,28,095
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Anoop Sharma, Chief Manufacturing Officer Tel: +91-141-7102400/500 Email: anoop.sharma@genus.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/services:

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

Sr. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY 2024-25)
1.	Manufacturing of Electronic and Smart Meters	Computer, electronic, Communication and scientific measuring & control equipment	98.29

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

Sr. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Electronic and Smart Meters	26513	98.29

III. Operations:

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

Location	Number of plants	Number of offices	Total
National	7	167	174
International	-	1	1

Plant Locations:

- SPL - 3, RIICO Industrial Area, Sitapura, Tonk Road, Jaipur - 302 022, Rajasthan (R&D Centre)
- SPL - 2A, RIICO Industrial Area, Sitapura, Tonk Road, Jaipur - 302 022, Rajasthan
- Plot No. SP - 1 - 2317, Ramchandrapura Industrial Area, Sitapura Extension, Jaipur - 3020 22, Rajasthan
- Plot No. 12, Sector - 4, IIE, SIDCUL, Haridwar - 249 403, Uttarakhand
- Plot No. 9 & 10, Sector - 2, SIDCUL, Haridwar - 249 407, Uttarakhand
- Plot No. 104, Brahmaputra Industrial Park, Amingaon, Village - Sila Sinduri Ghopa, District - Kamrup (R) - 781 031, Assam
- Plot No. 104 (Unit - 2), Brahmaputra Industrial Park, Amingaon, Village - Sila Sinduri Ghopa, District - Kamrup (R) - 781 031, Assam

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States/UTs)	36
International (No. of Countries)	7

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

- The contribution of exports as a percentage of the total turnover of the entity is 0.82%.

c. A brief on types of customers:

Genus Power Infrastructures Limited is a prominent manufacturer of smart electric meters, gas meters, and water meters. Its major customers include state electricity boards and private utility companies. During the year under review the Company primarily exported to Burundi, Malaysia, Nigeria, Australia, Singapore, Nepal and USA.

IV. Employees:

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		EMPLOYEES				
1.	Permanent (D)	1,591	1,465	92.08	126	7.92
2.	Other than Permanent (E)	2,746	2,693	98.07	53	1.93
3.	**Total employees (D + E)**	**4,337**	**4,158**	**95.87**	**179**	**4.13**
		WORKERS				
4.	Permanent (F)	569	530	93.15	39	6.85
5.	Other than Permanent (G)	3,891	2,223	57.13	1,668	42.87
6.	**Total workers (F + G)**	**4,460**	**2,753**	**61.73**	**1,707**	**38.27**

b. Differently abled Employees and Workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	**Total differently abled employees (D + E)**	**1**	**1**	**100.00**	**0**	**0.00**
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	4	4	100.00	0	0.00
5.	Other than permanent (G)	26	25	96.15	1	3.85
6.	**Total differently abled workers (F + G)**	**30**	**29**	**96.67**	**1**	**3.33**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20.00
Key Management Personnel (Other than BOD)	3	0	0.00

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees/ Workers	12.23%	1.25%	13.48%	8.03%	0.90%	8.93%	9.5%	1.0%	10.5%

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

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

The detail of holding/ subsidiary/ associate companies/ joint ventures as on March 31, 2025:

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Genus Power Solutions Private Limited	WOS	100%	No
2.	Hi-Print Energy Solutions Private Limited	WOS	100%	No
3.	Genus Metering Communication Private Limited	WOS	100%	No
4.	Genus Assam Package-2 SPV Limited	WOS	100%	No
5.	Genus Assam Package-4 SPV Limited	WOS	100%	No
6.	Genus Chhattisgarh PKG-1 SPV Private Limited	SD-WOS	100%	No
7.	Maharashtra Akola Amravati Smart Metering Private Limited	SD-WOS	100%	No
8.	Jammu Smart Metering Private Limited	SD-WOS	100%	No
9.	Durg Rajnandgaon Jagdalpur Smart Metering Private Limited	SD-WOS	100%	No
10.	Kanpur Jhansi Banda Smart Metering Private Limited	SD-WOS	100%	No
11.	Purvanchal EAV-3 Smart Metering Private Limited	SD-WOS	100%	No
12.	Hi-Print Investments Private Limited	SD-WOS	100%	No
13.	Garhwal Smart Metering Private Limited	SD-WOS	100%	No
14.	Himachal Pradesh C Zone Smart Metering Private Limited	SD-WOS	100%	No
15.	Genus Dhundar Smart Metering SPV Private Limited	SD-WOS	100%	No
16.	Genus Braj Smart Metering SPV Private Limited	SD-WOS	100%	No
17.	Genus Rajputana Smart Metering SPV Private Limited	SD-WOS	100%	No
18.	Genus Banas Smart Metering SPV Private Limited	SD-WOS	100%	No
19.	Genus Bikana Smart Metering SPV Private Limited	SD-WOS	100%	No
20.	Genus Marudhara Smart Metering SPV Private Limited	SD-WOS	100%	No
21.	Genus Mewar Smart Metering SPV Private Limited	SD-WOS	100%	No
22.	Genus Shekhawati Smart Metering Solutions SPV Private Limited	SD-WOS	100%	No
23.	Genus Marwar Smart Metering Solutions Private Limited	SD-WOS	100%	No
24.	Genus Assam Package-3 SPV Limited	SD-WOS	100%	No
25.	Hi-Print Technologies Private Limited	WOS	100%	No
26.	Genus Smart Metering Private Limited	WOS	100%	No
27.	Genus Mizoram SPV Private Limited	WOS	100%	No
28.	Genus Advance Metering Private Limited	WOS	100%	No
29.	Genus Metering Infra Private Limited	WOS	100%	No
30.	Genus Smart Energy Private Limited	WOS	100%	No
31.	Genus Smart Technology Private Limited	WOS	100%	No
32.	Genus Alfa Smart Metering Private Limited	WOS	100%	No
33.	Genus Beta Smart Metering Private Limited	WOS	100%	No
34.	Genus Gamma Smart Metering Private Limited	WOS	100%	No
35.	Genus Delta Smart Metering Private Limited	WOS	100%	No
36.	M.K.J. Manufacturing Pvt Ltd	Associate	50%	No
37.	Greentech Mega Food Park Limited	Associate	26%	No
38.	Hop Electric Manufacturing Private Limited	Associate	26%	No
39.	Gemstar Infra Pte. Ltd.	Associate	26%	No

Note - WOS: Wholly Owned Subsidiary; SD-WOS: Step-down Wholly Owned Subsidiary

Entities listed at Sr. No. 1 to 24, though classified as WOS or SD-WOS, have not been consolidated in the Company's consolidated financial statements in accordance with the applicable accounting standards. The entities listed at Sr. Nos. 36 and 37 ceased to be associates of the Company with effect from April 24, 2025, pursuant to the Scheme of Arrangement approved by the Hon'ble NCLT.

VI. CSR Details

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

(ii) Turnover (₹ in lacs) : ₹ 2,44,201.26

(iii) Net worth (₹ In lacs) : ₹ 1,82,683.86

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 Current Financial Year			FY 2023-24 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	Y*	0	0	N/A	0	0	N/A
Investors (other than shareholders)	Y*	0	0	N/A	0	0	N/A
Shareholders	Y*	3	0	N/A	1	0	N/A
Employees and workers	Y*	0	0	N/A	0	0	N/A
Customers	Y*	0	0	N/A	4	0	N/A
Value Chain Partners	Y*	0	0	N/A	0	0	N/A

*Web-link: https://genuspower.com/investor/grievance-management/

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:

Sr. 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.	Energy and Emission Management	Risk	Several risks like increased energy cost evolving regulatory landscapes (carbon taxing), investment in clean technologies, and renewable energy.	The company has a robust strategy in place to decarbonise our operations through improving ratio of renewable energy in energy mix and improving energy efficiency of processes.	Negative
2.	Sustainable Supply Chain	Risk	Incorporating a sustainable supply chain can involve higher costs, such as investing in sustainable materials, and processes, supplier non-compliance to ESG will increase value chain emission.	Implementing Responsible supply chain by collaborating with the major suppliers, prioritising sustainability at the Company level, and conducting a cost-benefit analysis to identify areas where cost savings can be achieved by adopting best practices as RE mix increase.	Negative
3.	Occupational Health & Safety (OHS)	Risk	OHS poses legal and financial risks, reputational risks, employee turnover and absenteeism, reduced productivity, and decreased employee satisfaction.	Implementing effective safety policies and an OHS system, providing appropriate training to employees, conducting regular safety inspections, and fostering a culture of safety in the workplace.	Negative
4.	Human Capital Development	Opportunity	Investing in employee development unlocks opportunities for a skilled workforce, higher productivity and innovation, and improved retention and engagement.	To enhance human capital development, the Company implements structured training and up-skilling programs, offers mentorship and coaching opportunities. A culture of recognition, feedback, and employee engagement is actively fostered, while appreciations are aligned with performance and development goals to retain and motivate talent.	Positive
5.	Corporate Governance	Risk	Weak governance can result in legal and financial exposure, reputational damage, loss of stakeholder trust, and declining shareholder value.	Establishing clear leadership structures, defining roles and responsibilities, and strengthening governance practices to support sustainable business objectives.	Negative
6.	Sustainable Strategy	Opportunity	Adopting a sustainable strategy provides better sustainability performance, accesses new markets, drives innovation, ensures compliance with evolving regulations and standards, cost savings, and improves brand reputation and customer loyalty.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available https://genuspower.com/investor-category/corporate-governance/									
2. Whether the entity has translated the policy into procedures. (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.	The Company's policies adhere to NVG guidelines and comply with both national and international standards. The company's products are certified under various standards, including ISO 9001, ISO 14001, ISO 20000, ISO 27001, ISO 45001, ISO 50001, BIS, NABL, STS, EMC, ISI, S mark, and AEO-T1. To ensure quality and compliance, the Company has obtained BIS certification for ISI Mark and STQC certification for S Mark across its entire range of metering products. Additionally, the Company operates NABL accredited test labs at all its plant locations and R&D centers. It is also a CMMI level 3 certified organisation and holds various international certifications such as KEMA, SGS, STS, ZIGBEE, UL, and DLMS. The company's complete range of Smart Energy Meters and Gas Meters are BIS certified, emphasising its commitment to regulatory requirements and quality standards.								

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

The Company has updated its ESG targets aligned with key performance indicators, establishing clear objectives for the medium- and long-term. The details are as follows:

ESG KPIs and Targets	Key Performance Indicator	Target	Unit	Base Line (FY 25)	Medium term (FY 30)	Long term (FY 40)
Product Stewardship	Life Cycle Assessment	Life Cycle Assessment of major products	No	-	Conduct LCA for one product (as per turnover)	Conduct LCA for top 5 products (as per turnover)
Sustainable Supply Chain	Suppliers assessed on supplier ESG code	Percentage increase in number of suppliers assessed	%	-	50%	100%
	Suppliers from MSME categories	Percentage increase in number of suppliers from MSME category	%	30.26%	35%	40%
Energy and Emissions Management	Energy Intensity	Reduction in energy intensity	GJ/ no. of meters	0.0054	0.0050	0.0040
	Renewable Energy	Percentage increase in renewable energy share	%	16.7%	Min 50%	Min 75%
	Net Zero Carbon Output	Net Zero by 2050	-	-	50% reduction of GHG emissions from base year	Achieve Net Zero by 2050
Water Management and Circular Economy	Water Intensity	Reduction in water intensity	%	17.5Kl/turnover in crores	20% reduction from baseline	30% reduction from baseline
	Rainwater Harvesting	Quantity of rainwater harvested	No.	-	All manufacturing locations as applicable	-
	Waste Recycled	Percentage of in-situ re-use of waste	%	99.8 % of waste is recycled	10% increase	20% increase

ESG KPIs and Targets	Key Performance Indicator	Target	Unit	Base Line (FY 25)	Medium term (FY 30)	Long term (FY 40)
Compliance Management	ISO 14001:2015 (Environmental Management) certification	100% compliance all the time	-	100	-	-
	ISO 50001:2018 (Energy Management) certification	100% compliance all the time	-	100	-	-
	ISO 45001:2018 (Occupational Health and Safety Management Systems) certification	100% compliance all the time	-	100	-	-
	ISO 9001:2015 (Quality Management) certification	Percentage of sites with ISO 9001:2015 certification	%	100% of sites certified	100% of sites certified	-
	ISO 27001:2022 (Information Security Management) certification	Percentage of sites with ISO 27001:2022 certification	%	100% of sites certified	100% of sites certified	-
Human Rights across Value Chain	Employees trained in human rights	Number of employees trained in human rights	%	100	100	100
	Cases reported vs closed on human rights	Number of cases reported vs closed on human rights	%	100	100	100
	Sites assessed for Human Rights	Number of sites assessed for Human Rights	No.	-	75% sites assessed	100% sites assessed
Employee Training and Development	Training and Development	Reduce turnover rate of employees	%	13.48	< 8	< 7
		Employee engagement score (out of 100)	No.	NA	> 75	> 90
Employee Wellbeing	Good and Fairness Practices in Employment	Share of differently-abled employees in total staff workforce	%	0.02	0.5	1
		Share of differently-abled workers in total workers workforce	%	0.60	1	2
		Share of women employees in total staff workforce	%	4.13	15	30
		Share of women workers in total workers workforce	%	38.27	50	60
Occupational Health & Safety	Occupational Health and Safety	Maintain zero fatalities for employees and workers	No.	0	0	0
		Maintain LTIFR of a set value for employees and workers	PPM	0	0	0

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has updated its ESG targets aligned with key performance indicators, setting clear objectives for the medium term (FY'30) and long-term (FY'40), using FY'25 as the base year. The performance against each ESG target will be evaluated as outlined above. To reduce GHG emissions, the Company has adopted renewable energy sources, emphasising its dedication to environmental sustainability and proactive climate change mitigation. Additionally, the Company has implemented effective water management and biodiversity initiatives. The company prioritises its employees and workers by providing training programs to enhance skills and knowledge, along with initiatives to increase the participation of women in the workforce. This approach fosters a culture of continuous improvement and development. Furthermore, the Company has maintained zero non-compliance and is implementing a robust compliance management system to ensure this continues. These initiatives reflect the Company's commitment to being a responsible corporate citizen, and it is on track to achieve its mid-term and long-term targets.
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Genus Power has a clear vision and objective centered around enabling utility providers to efficiently serve society with world-class metering products, solutions, and services. Our core values i.e. Trust & Respect, Integrity, Customer Focus, Inclusive Growth, and Innovation are not just principles but integral components of their ESG (Environmental, Social, and Governance) framework and sustainability practices. The Company has established its medium-term, and long-term ESG goals for FY'30 and FY'40 respectively, keeping the baseline year FY'25 on several key areas: Energy emissions, water management, compliance, sustainable supply chains, and employee well-being. These goals provide a roadmap for their strategic initiatives in the coming years. The Company specialises in manufacturing and deploying 'smart meters & smart metering solutions' globally. These sophisticated advanced systems accurately monitor energy consumption in real-time, providing customers with precise billing information and detail insights into their energy usage patterns. By facilitating efficient energy management, Genus's products contribute significantly to conserving energy, minimising waste, and lowering carbon emissions, thus benefiting both the economy and the environment. The Company places a strong emphasis on social responsibility, striving to make a positive impact on society. They prioritise initiatives that promote equal opportunities irrespective of caste or gender, foster employee engagement and well-being, and empower communities through comprehensive CSR programs. Their efforts are directed towards promotion of health care including preventive health care, promotion of education including special education and employment enhancing vocational skills, protection of National Heritage, art and culture, and animal welfare. Further, Genus Power maintains robust governance practices that go beyond mere compliance. They ensure transparency and accountability in their operations, striving for continuous improvement and exploring new market opportunities. Given their industry focus on smart meters, they place a significant emphasis on cybersecurity, actively monitoring and mitigating cybersecurity risks to safeguard their products and customers. We have consistently emphasised that aligning value creation with sustainable business practices are mutually reinforcing goals. Therefore we are confident that our ESG initiatives will contribute to generating enduring value for all our stakeholders in the long run.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Managing Director and CEO +91-141-7102400 ceo@genus.in
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.	The Board has established the Risk Management Committee to support the Board in overseeing the management of key risks, including strategic, financial, operational, sectoral, sustainability (Environment, Social, and Governance), information and cyber security, and compliance risks.

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)
	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9
Performance against above policies and follow up action	Director	Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Director	

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.	No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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

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

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics/ principles covered under the training and its impact	Percentages of persons in respective category covered by the awareness programs
Board of Directors (BoD)	4	Strategic Planning and Business enrichment and ethical business practice	100%
Key Managerial Personnel (KMPs other than board members)	20	Leadership and governance	100%
Employees other than BoD and KMPs	12	Cyber Security, Executive Excellence, Personal Effectiveness, Artificial Intelligence, skill development Code of Conduct for employees etc.	35%
Workers	70	Skill development, Quality Policies Health and Safety, Quality Policies, HR Policy Electrical Safety, Personal Effectiveness, Operational excellence, etc.	90%

2. Details of fines/ penalties/punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
a. Monetary					
Penalty/ Fine	Nil	N/A	N/A	N/A	N/A
Settlement	Nil	N/A	N/A	N/A	N/A
Compounding fee	Nil	N/A	N/A	N/A	N/A
b. Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	N/A	N/A		N/A
Punishment	Nil	N/A	N/A		N/A

The Company had no monetary and non-monetary 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 FY25 for violation of any of the NGRBC principles.

Orders issued by various authorities including demand notice, interest and penalty thereon, have been disclosed to the stock exchanges in line with the requirement of Regulation 30 of the SEBI Listing Regulations.

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	Not Applicable

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

Genus power has zero tolerance for any form of bribery or corruption, and has an Anti- Bribery and Anti-Corruption Policy. The policy applies to all employees of the Company, subsidiaries, distributors, agents, intermediaries, independent contractors, consultants, representatives, joint venture partners, accountants, lawyers, lobbyists, customs brokers, logistics companies, logistics workers, intermediaries, mentors, supply-chain partners, appraisers, experts, sellers, suppliers, warehouse workers, and sub-contractors. All of the Company's facilities must adhere to a variety of anti-bribery and anti-corruption laws and regulations. All employees and third parties are well informed of the Company's zero tolerance policy to bribery and corruption, during the commencement of the Company's business engagement with them. At the time of joining, new employees are given a copy of the policy and are apprised about its importance. Trainings are conducted throughout the Company as part of the prevention, identification, and detection of anti-corruption issues. Wherever it operates, the Company maintains the highest standards and does not tolerate bribery or corruption. The policy can be accessed at https://genuspower.com/wp-content/uploads/2025/06/Anti-Bribery-and-Anti-Corruption-Policy-ABAC.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.

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. **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. During the reporting period, our company did not experience any incident involving conflicts of interest, corruption, fines, penalties, or actions taken by regulatory bodies, law enforcement agencies, or judicial institutions. Consequently, no corrective actions or investigations were necessary.

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

Particular	FY 2024-25 Current Financial Year	FY 2023-24 Current Financial Year
Number of days of accounts payables	122	138

9. **Open-ness of business**

Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, are outlined below in the prescribed format:

Parameter	Metrics	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	NA	NA
	b. Number of dealers/ distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	2.20%	0.69%
	b. Sales (Sales to related parties/ Total Sales)	48.79%	11.88%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	84.92%	90.28%
	d. Investments (Investments in related parties/ Total Investments made)	72.65%	68.71%

Leadership Indicators

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

During the financial year the Company conducted the following activities/programs for value chain partners:

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
5	Suppliers meet 2024 for Business development	80
	Suppliers meet China 2024 for Business Development	20
	Supplier BTP Portal for Supplier Relationship Management	100
	Kaizen (Quality, cost and Delivery)	80
	E S G Awareness	80
	Rewards and reorganisation for Quality, Delivery, safety, Long-Term relationship	100

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, we have established various codes and policies to effectively manage conflicts of interest among Board members. Genus requires all Board members to submit a mandatory declaration to ensure compliance with the Code of Conduct, a requirement that also extends to Senior Management personnel of the Company. Additionally, Genus has a conflict-of-interest policy, which complements the GPIL Code of Business Conduct and Ethics Policy. This policy applies to everyone working for the Company, including Directors, probationers, trainees, temporary staff, and contractual staff. By adhering to these standards, we aim to uphold and enforce proper business conduct.

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 Current Financial Year	FY 2023-24 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	1.15	2.06	-
Capex	0.08	0.12	-

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

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

Yes, Genus Power Infrastructures Ltd has implemented a comprehensive procurement policy that ensures raw materials are sourced from authorised suppliers in line with our environmentally friendly practices. These sources are meticulously chosen to meet our sustainability standards and contribute to a more sustainable future. We achieve 100% of our sourcing from non-conflict zones.

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

The products of Genus Power sold are utilised and disposed by the end customers at the end of product's life. Genus Power sensitises its end customers regarding proper and safe procedures related to product usage and disposal.

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

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

Yes, Extended Producer Responsibility (EPR) is applicable to Genus Power. The company is registered as a brand owner under CPCB (Central Pollution Control Board) for disposal of MLP (Multi Layered Packaging) and other plastic waste generated due to their products as per the EPR Action Plan. The company is also registered as a producer for waste battery in line with the provisions under Battery Waste Management Rules, 2022. The waste falling under these categories is disposed off safely as per the regulations.

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?**

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
The Company has set a target to conduct a Life Cycle Assessment of at least one of its products for FY'30 and for five products till FY'40.						

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.

Name of Product/ Service	Description of the risk/ concern	Action Taken
The Company has not conducted a Life Cycle Assessment (LCA) of its products. However, we actively monitor potential social and environmental issues during production and disposal through stakeholder feedback, internal audits, and compliance reviews.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Plastic	7.00	6.50

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

	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)	445.70	Nil	6.34	221.28	Nil	3.15
E-waste	Nil	Nil	48.82	Nil	Nil	29.85
Hazardous waste	Nil	Nil	3.43	Nil	Nil	6.96
Other waste	Nil	Nil	1,283.25	Nil	Nil	592.31

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	1,465	1,465	100	1,465	100	-	-	0	0	1,465	100
Female	126	126	100	126	100	126	100	-	-	126	100
Total	1,591	1,591	100	1,591	100	126	7.92	0	0	1,591	100
Other than Permanent employees											
Male	2,693	2,693	100	2,693	100%	-	100	0	0	2,693	100
Female	53	53	100	53	100%	53	100	-	-	53	100
Total	**2,746**	**2,746**	**100**	**2,746**	**100%**	**53**	**1.94**	**0**	**0**	**2,746**	**100**

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	530	530	100	530	100	0	0	0	0	530	100
Female	39	39	100	39	100	39	100	0	0	39	100
Total	**569**	**569**	**100**	**569**	**100**	**39**	**685**	**0**	**0**	**569**	**100**
Other than Permanent workers											
Male	2,223	2,223	100	2,223	100	-	0	0	0	2,223	100
Female	1,668	1,668	100	1,668	100	1,668	100	0	0	1,668	100
Total	**3,891**	**3,891**	**100**	**3,891**	**100**	**1,668**	**100**	**0**	**0**	**3,891**	**100**

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.26	0.40

2. Details of retirement benefits for the Current FY and Previous FY.

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.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y

3. Accessibility of workplaces

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

Yes. The Company is equipped with the necessary amenities to make the workplace accessible to employees and workers with disabilities. The Company also has improved accessibility and facilities for Cafeteria and washroom for disabled employee.

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

Yes, the Company is an equal opportunity provider. The Company's Code of Conduct and Human Resource Policies outlines providing of equal opportunity to all without any discrimination.

Weblink of the policy: https://genuspower.com/wp-content/uploads/2025/06/Business-Ethics-and-Responsibility-Code.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100	100	100	100
Total	**100**	**100**	**100**	**100**

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

Yes, the Company has a structured grievance redressal mechanism that has following three stages of redressal:

First Stage: The aggrieved employee shall represent his/her grievance either in person or in writing to the officer in their department, which should be acknowledged by a written reply and should be sent to the worker under the signature of the Reporting Manager/HOD within 10 days.

Second Stage: If the employee is not satisfied, he may request the Reporting Manager/HOD to forward his/her Grievance to the Grievance Committee.

Third Stage: If the employee is not satisfied with the reply given by the Grievance Committee, he can represent the matter to the higher authority. i.e., CHRO/CEO/Director.

The representation will be disposed off within 15 days.

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has a grievance redressal mechanism covering all employees and workers
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 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	**1,591**	**0**	**0.00**	**1,184**	**0**	**0.00**
Male	1,465	0	0.00	1,093	0	0.00
Female	126	0	0.00	91	0	0.00
Total Permanent Workers	**569**	**0**	**0.00**	**460**	**0**	**0.00**
Male	530	0	0.00	427	0	0.00
Female	39	0	0.00	33	0	0.00

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)
Permanent Employees										
Male	1,465	1,465	100	1,465	100	1,093	1,093	100	1,093	100
Female	126	126	100	126	100	91	91	100	91	100
Total	**1,591**	**1,591**	**100**	**1,591**	**100**	**1,184**	**1,184**	**100**	**1,184**	**100**
Permanent Workers										
Male	530	530	100	530	100	427	427	100	427	100
Female	39	39	100	39	100	33	33	100	33	100
Total	**569**	**569**	**100**	**569**	**100**	**460**	**460**	**100**	**460**	**100**

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent Employees						
Male	1,465	1,465	100	1,093	1,093	100
Female	126	126	100	91	91	100
Total	**1,591**	**1,591**	**100**	**1,184**	**1,184**	**100**
Permanent Workers						
Male	530	530	100	427	427	100
Female	39	39	100	33	33	100
Total	**569**	**569**	**100**	**460**	**460**	**100**

10. **Health and safety management system**

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

Yes, Genus Power is certified to the ISO 45001:2018 Occupational Health and Safety (OHS) Management System standard across all its facilities. Regular awareness sessions and trainings on safety-related topics are conducted for the workforce. Periodic safety reviews are carried out by safety committees at each manufacturing plant, led by the respective plant heads. Any safety-related incidents are reported by the Chief Manufacturing Officer (CMO) during the monthly management review meetings. All employees and workers at our manufacturing sites 100% of them are covered under the occupational health and safety management system.

Ensuring safety isn't just a checkbox it's ingrained in everything we do. Our commitment to safety is reflected in our stringent protocols, which meticulously adhere to all safety regulations. Beyond compliance, we take proactive measures to safeguard the well-being of our employees, because their safety is paramount. Our dedication to cultivating a culture of responsibility, vigilance, and resilience resonates not only within our operations but also in how we care for our extended Genus Power family. By adhering to rigorous safety standards and implementing proactive measures, we provide peace of mind to our employees' families, knowing their loved ones are working in a secure environment.

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

Hazard Identification and Risk Assessment (HIRA) process is adopted for identification of work-related hazards across operations. Periodic safety audits are conducted to monitor the compliance to the system requirements and any deviations are immediately highlighted and corrective actions taken. Safety committees are defined and Safety is audited time to time.

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

Yes, Genus Power has implemented a safety incident reporting and management process to ensure that any work-related incidents are reported and addressed by implementing appropriate corrective actions.

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

Genus Power facilitates the visit of a registered medical practitioner on a weekly basis that provides consultation to the employees and staff and to their families. The medical personnel are trained for BLS, CME (Continuing Medical Education) by renowned NABH Certified Healthcare Centers. Genus also has tie-ups with leading hospitals across locations for handling and prioritising medical emergency.

Additionally, the Company provides comprehensive medical coverage for both employees and workers, through medical insurance and/or the Employees' State Insurance (ESI) scheme. This coverage ensures that individuals have access to essential healthcare services, including hospitalisation, medical treatments, consultations, medications, and diagnostic tests.

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

Safety Incident/Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.556
Total recordable work-related injuries	Employees	0	0
	Workers	0	4
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company prioritises the well-being of its employees, especially those in manufacturing facilities. To ensure a safe and healthy workplace, the Company has implemented a SHE (Safety, Health, and Environment) Policy. Regular safety training is provided to all employees and workers to prevent occupational injuries and illnesses. Additionally, Hazard Identification and Risk Assessment (HIRA) and periodic safety audits are conducted to maintain a safe and healthy work environment.

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

	FY 2024-25 Current Financial Year			FY 2023-24 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	0	0	N/A	0	0	N/A
Health & Safety	0	0	N/A	0	0	N/A

14. Assessments for the year.

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

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

The Company has a robust Safety committee audited by external agency and safety management system to address all significant risks arising from assessments of health & safety practices and working conditions. All unsafe acts and conditions identified during safety observation are closed with corrective action within the stipulated time. Effectiveness check on closure action is confirmed by sample audits.

Leadership Indicators

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

Yes, the Company provides a group personal accident policy for all employees, providing coverage for disability, permanent disability, and accidental death.

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

The company has implemented "Standard Terms and Conditions" for contracts with its value chain partners, encompassing provisions for tax and duty payments, legal compliance, statutory obligations, indemnification, audit rights, and other pertinent matters. These terms and conditions mandates value chain partners to meet statutory dues such as PF, gratuity, insurance, and taxes. To ensure adherence, the Company conducts regular reviews of these contractual obligations, verifying that its value chain partners adhere to all statutory requirements and make the necessary payments.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 Current Financial Year	FY 2023-24 Current Financial Year	FY 2024-25 Current Financial Year	FY 2023-24 Current Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, the Company offers transition assistance programs to support employee's post-retirement. Based on the performance of employees, the Company provides the facility of part time working with Company. Additionally, the Company encourages employees to explore entrepreneurship opportunities, providing support for startup ventures.

5. Details on assessment of value chain partners.

Genus Power assesses its value chain partners through a Supplier Code of Conduct, which helps identify suppliers committed to safety, ethical practices, environmental protection, and continuous improvement. By following this code, Genus ensures it does business responsibly, minimising pollution, promoting a healthy and safe environment, and meeting all stakeholder expectations as well as legal and statutory requirements.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	100
Working conditions	100

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

No significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners has been reported.

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.

The stakeholder engagement process begins with identifying the key stakeholder groups from a broader set of potential stakeholders. This selection is guided by assessing both the extent to which each group influences the Company's ability to create value and the impact the Company has on them. The primary stakeholders include employees, suppliers, customers, investors and shareholders, government authorities, industry associations, and the broader community. Each of these groups plays a vital role in shaping our business and supporting our long-term success.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	• Group Communication Meeting • Foundation Day • Training Programs • Annual health check-ups, celebrations, • In-house publications • Open Houses • Notice Boards • Intranet (HROne HRMS Portal)	• Newsletters-Quarterly, • Emails – As and when required • Periodically	• Employee engagement activities • Training, awareness • Welfare programs
Suppliers	Yes*	• Regular business meetings • Vendor meets	• Frequent and as need based	• Business related discussions • Awareness and training programs • Workshops and seminars
Customers	No	• Regular business meetings • Customer satisfaction surveys • Advertisements, publications • Social media	• Frequent and as need based	• Updating customers on new product launches • Understanding the customer requirements
Investors and Shareholders	No	• Quarterly results • Annual Reports • Earnings call • Analysts meet • Press releases • Website, Email • Newspaper advertisement, • Intimation to stock exchanges • Annual General Meetings • Investor meetings/ conferences	• Annual and as need based	• To inform the current performance of the Company and its future plans
Industry associations/ Regulators	No	• Conferences and seminars • Working committee meetings • Surveys	• Conferences • Summits	• Good practice and initiatives • Compliance
Communities	Yes	• Community Visits & meetings • Awareness programs and surveys	• Frequent and as need based	• Support CSR projects

*Some communities are identified as vulnerable and marginalised part

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.**

   The Company is committed to meaningful stakeholder engagement as a cornerstone of its vision for sustainable and inclusive growth. The Board of Directors provides oversight through the Corporate Social Responsibility (CSR) Committee, which evaluates, monitors, and guides the Company's CSR initiatives and sustainability efforts. Management submits regular progress reports on these matters to the CSR Committee. The Company has established an internal ESG Committee consisting of senior management, tasked with overseeing ESG objectives. This Committee is supported by a dedicated operational team that drives the execution of ESG strategies.

   Furthermore, we enable shareholders to engage with the Board at the Annual General Meeting, helping us understand evolving ESG concerns and take timely action. These insights inform our sustainability strategy to address key issues and create a positive impact across our operations and communities.

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.**

   The company carries out materiality assessments and stakeholder engagement exercises to identify and prioritise sustainability issues that are most important to its stakeholders. Based on these findings, the Company defines the material topics that warrant focused attention and action. These topics inform the development of strategies, policies, objectives, and goals aimed at addressing the identified issues. To ensure effectiveness, the Company has established monitoring mechanisms to track progress and evaluate whether the strategies and policies are achieving the intended outcomes.

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

   Our Company is committed to building a sustainable future. Through our CSR outreach programs, we actively engage with vulnerable and marginalised communities. These initiatives go beyond philanthropy to include holistic community development, institution building, and sustainability efforts. We focus on integrating and empowering these groups through programs in education, healthcare and rural development.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,591	1,591	100	1,184	1,184	100
Other than permanent	2,746	2,746	100	190	190	-
Total employees	**4,337**	**4,337**	**100**	**1,374**	**1,374**	**100**
Workers						
Permanent	569	569	100	460	460	100
Other than permanent	3,891	3,891	100	3,873	3,873	100
Total workers	**4,460**	**4,460**	**100**	**4,333**	**4,333**	**100**

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**1,591**	**0**	**0**	**1,591**	**100**	**1,184**	**0**	**0**	**1,184**	**100**
Male	1,465	0	0	1,465	100	1,093	0	0	1,093	100
Female	126	0	0	126	100	91	0	0	91	100
Other than Permanent	**2,746**	**0**	**0**	**2,746**	**100**	**190**	**0**	**0**	**0**	**0**
Male	2,693	0	0	2,693	100	180	0	0	0	0
Female	53	0	0	53	100	10	0	0	0	0
Workers										
Permanent	**569**	**0**	**0**	**569**	**100**	**435**	**0**	**0**	**435**	**100**
Male	530	0	0	530	100	410	0	0	410	100
Female	39	0	0	39	100	25	0	0	25	100
Other than Permanent	**3,891**	**0**	**0**	**3,891**	**100**	**2,442**	**0**	**0**	**2,442**	**100**
Male	2,223	0	0	2,223	100	1,223	0	0	1,223	100
Female	1,668	0	0	1,668	100	1,219	0	0	1,219	100

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

   a. **Median remuneration/wages:**

   The median remuneration for Board of Directors, Key Managerial Personnel, Employees and Workers is confidential and hence not disclosed.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	40.00	33.71

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

   Yes. The Company has a focal point to address human rights and impacts. The Human Resource (HR) is responsible for addressing any issues arising from human rights.

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

   The Company's structured grievance redressal mechanism serves the platform for addressing human rights issues. The mechanism has three stages of addressal:

   First Stage: The aggrieved employee shall represent his/her grievance either in person or in writing to the officer in their concern dept, which should be acknowledged by a written reply and should be sent to the worker under the signature of the Reporting Manager/HOD within 10 days.

   Second Stage: If the employee is not satisfied, he may request the Reporting Manager/HOD to forward his/ her Grievance to the Grievance Committee.

   Third Stage: If the employee is not satisfied with the response given by the Grievance Committee, he can escalate the matter to the higher authority. i.e., CHRO/CEO/Director.

   The representation will be disposed off within 15 days.

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

	FY 2024-25 Current Financial Year			FY 2023-24 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	1	under review due to further investigation	0	0	N/A
Discrimination at workplace	0	0	N/A	0	0	N/A
Child Labour	0	0	N/A	0	0	N/A
Forced Labour/ Involuntary Labour	0	0	N/A	0	0	N/A
Wages	0	0	N/A	0	0	N/A
Other human rights related issues	0	0	N/A	0	0	N/A

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	-
Complaints on POSH as a % of female employees/ workers	0.05	-
Complaints on POSH upheld	1	-

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

   The POSH (Protection of women from Sexual Harassment) committee & grievance redressal mechanism helps in preventing adverse consequences to the complainant in discrimination and harassment cases.

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

   The Company requires all its suppliers and distributors to adhere to its Code of Business Ethics, which includes a strong commitment to upholding human rights. This agreement is renewed annually to ensure continued compliance. Genus maintains a strict non-discrimination policy, ensuring equal treatment regardless of race, religion, age, nationality, gender, or any factor unrelated to merit or capability. The Company enforces a zero-tolerance stance on abuse, harassment, and workplace violence. It also strictly prohibits the use of child or forced labor and implements comprehensive measures to minimise occupational risks and promote a safe and healthy working environment.

10. **Assessments of the year**

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

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

    No significant risks/concerns from the assessment conducted were reported.

Leadership Indicators

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

   Genus Power is committed to preventing any human rights violations and ensures compliance with its policy through a mechanism implemented by the HR department. There were no human rights complaints in FY 2024-25, hence no business process is being modified as a result of addressing human rights complaints. However, the Company is proactively forming committees as needed address human rights grievances/complaints.

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

   The Company did not conduct any Human Rights due diligence.

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

   Yes. The Company is equipped with the necessary amenities to make the workplace accessible to visitors with disabilities.

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

   Assessment of value chain partners is carried out by Genus Power through their "Supplier Code of Conduct". The Supplier Code of Conduct is designed to support Genus's process for identifying suppliers that demonstrate a firm commitment to safety, ethics, environment and continuous improvement. The "Supplier Code of Conduct" clearly outlines the following:

   - All Suppliers must provide a safe and healthy working environment to all their employees
   - Suppliers should refrain from all forms of forced labor
   - Working time shall not exceed the legal limit
   - Suppliers should refrain from using child workers
   - Suppliers should refrain from discrimination
   - Suppliers should support a precautionary approach to environmental challenges and work actively to reduce environmental impact
   - Genus does not accept bribery and corruption and expects its suppliers to refrain from corrupt practices

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100%
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

   No significant risks/concerns from the assessment conducted were reported.

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

Essential Indicators

1. **Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:**

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	9,317.00 GJ	11,235.00 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	9,317.00 GJ	11,235.00 GJ
From non-renewable sources		
Total electricity consumption (D)	45,756.00 GJ	36,281.00 GJ
Total fuel consumption (E)	702.00 GJ	598.00 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	46,458 GJ	36,879.00 GJ
Total energy consumed (A+B+C+D+E+F)*	55,775.00 GJ	48,114.00 GJ
Energy intensity per rupee of turnover (Total energy consumed (Kilo Joules)/ Revenue from operations)*	2.28	4.00
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP) #	47.10	81.73
Energy intensity in terms of physical output	0.0054	0.0070
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

The figures of the previous year have been restated.

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. The assessment was carried out internally.

* The total energy consumption includes all production units and the corporate office of the Company except leased branches and sales offices.

For the purpose of calculating revenue adjusted for Purchasing Power Parity (PPP), a conversion factor of ₹ 20.662/USD for FY 2024-25 and ₹ 20.432/USD for FY 2023-24 has been considered, based on IMF data (Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC)

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

No. none of our sites/ facilities are identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	42,214.37	39,147.8
(iii) Third party water (PHED)	540	540.0
(iv) Seawater/ desalinated water	00	0
(v) Others (Rainwater storage)	1.4	1.3
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**42,754.37**	**39,687.8**
Total volume of water consumption (in kiloliters) *	**42,754.37**	**39,687.8**
Water intensity per rupee of turnover (Water consumed/ turnover in rupee)	0.0000019	0.0000033
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) #	0.00003926	0.00006743
Water intensity in terms of physical output	0.0041	0.0058
Water intensity *(optional)* – the relevant metric may be selected by the entity **(water intensity per crore of rupees of turnover)**	17.5	33.07

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. The assessment was carried out internally.

* The total volume of water consumption includes all production units and the corporate office of the Company except leased branches and sales offices.

For the purpose of calculating revenue adjusted for Purchasing Power Parity (PPP), a conversion factor of ₹ 20.662/USD for FY 2024-25 and ₹ 20.432/USD for FY 2023-24 has been considered, based on IMF data (Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC)

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- 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 (Water sent for treatment to Central Effluent Treatment Plant) *	9,119	8,230
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – Tertiary treatment		
Total water discharged (in kilo liters)	**9,119**	**8,230**

* The wastewater in the Haridwar location plant is discharged to a Central Effluent Treatment Plant (CETP) for further treatment.

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

No

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

The wastewater at the Jaipur and Assam manufacturing unit of Genus Power is treated in a STP (Sewage Treatment Plant) of 25 KLD (Kilolitres per Day) each which is then used for gardening purposes. The wastewater at Haridwar manufacturing location is treated at a CETP (Central Effluent Treatment Plant).

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

Parameter	Please specify unit	Max Limit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx	$\mu g/m^3$	80	< 6	< 6
SOx	$\mu g/m^3$	80	< 2	< 2
Particulate matter (PM2.5)	$\mu g/m^3$	60	34	25
Particulate matter (PM10)	$\mu g/m^3$	100	70	48
Persistent organic pollutants (POP)	$\mu g/m^3$		0	0
Volatile organic compounds (VOC)	$\mu g/m^3$		0	0
Hazardous air pollutants (HAP)	$\mu g/m^3$		0	0
Others – please specify				

* The data mentioned is the instantaneous values for the workplace ambient air quality which is monitored on a periodic basis and all the air emission parameters are within prescribed limits.

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, an independent assessment for air emissions is carried out by Omega Test House, Jaipur.

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tons of CO_2 equivalent	244.00	200.00
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tons of CO_2 equivalent	8,078.24	6,732.31
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		0.000000340	0.000000577
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP) #		0.0000070	0.0000118
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.00080	0.00099
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity ***(emissions per crore of rupees of turnover)***		3.40	5.77

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.

For the purpose of calculating revenue adjusted for Purchasing Power Parity (PPP), a conversion factor of ₹20.662/USD for FY 2024-25 and ₹20.432/USD for FY 2023-24 has been considered, based on IMF data (Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC)

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

Genus Power has undertaken several initiatives and projects aimed at reducing Green House Gas (GHG) emissions. The Company has installed rooftop solar panels and wind energy power plants to utilise renewable energy and reduce dependency on grid energy consumption. Additionally, other energy efficiency measures include installing energy-efficient motors, LED lights, and drives in injection molding machines, all of which contribute to lowering GHG emissions.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Waste generated (in metric tons)		
Plastic waste **(A)**	452.04	224.43
E-waste **(B)**	48.80	29.85
Bio-medical waste **(C)**	0	0
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	0	0
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	3.43	60.96
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,283.25	592.31
Total (A+B + C + D + E + F + G + H)	**1,787.52**	**907.55**
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.0073	0.0075
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output	0.17	0.13
Waste intensity (optional) – 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 tons)		
Category of waste		
(i) Recycled	445.70	221.28
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**-**	**-**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste*		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	**-**	**-**

* All the wastes are disposed of through certified vendors.

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

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.**

Genus Power has an E-waste policy that outlines the process of proper disposal at the end-of-life of the electronic items as per E-Waste Management & Handling Rules 2016 and 2018. There are dedicated personnel at the manufacturing locations that have the responsibility of proper monitoring of the disposal of E-waste. The procedure of disposal and the vendors designated for disposal of E-waste are audited periodically and the E-waste policy also reviewed periodically and updated with the evolving practices.

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.**

The Company does not have operations in Ecologically sensitive areas.

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

As per the Environmental Impact Assessment ("EIA") notification 2006, the Company is not required to carry out environmental impact assessment for the reporting year.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
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, the Company is compliant with the applicable environmental laws/regulations/guidelines.

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

Leadership Indicators

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

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

(i) Name of the area: Jaipur

(ii) Nature of operations: Manufacturing

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	12,261	12,249
(iii) Third party water	180	180
(iv) Seawater/ desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	**12,441**	**12,429**
Total volume of water consumption (in kilolitres)	**12,441**	**12,429**
Water intensity per crore of turnover (Water consumed/ turnover in crores)	5.09	10.35
Water intensity *(optional)* – the relevant metric may be selected by the entity	-	-

The figures of the previous year have been restated.

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres) *		
(i) Into Surface water	0	
- No treatment	0	0
- With treatment - please specify level of treatment		0
(ii) Into Groundwater	0	
- No treatment	0	0
- With treatment - please specify level of treatment		0
(iii) Into Seawater	0	
- No treatment	0	0
- With treatment - please specify level of treatment		0
(iv) Sent to third parties	0	
- No treatment	0	0
- With treatment - please specify level of treatment		0
(v) Others	0	
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	**0**	**0**

* The wastewater in the Jaipur location plant is not discharged but reused in gardening purposes.

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	11,03,804.90	6,49,297.64
Total Scope 3 emissions per rupee of turnover		0.000045	0.000054
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity ***(emissions per crore of rupees of turnover)***		452.00	540.82

Note: Scope 3 emissions for the Company is being reported for purchased of goods and services, capital goods, Upstream/ downstream transportation and distribution, waste generated in operations, business travel, employee Commute and use of sold products

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, the assessment was carried out internally.

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.

The Company does not operate in any ecologically sensitive areas.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of Solar Panels	Solar rooftop installation and utilisation to minimise the dependency on the grid power	Reduction of power consumption from the grid
2.	Reuse of exhaust heat of machine	Exhaust heat of machine is reused to prevent heat dissipation to atmosphere which is then reused in machine heating.	Reuse of heat and prevention of heat dissipation to atmosphere
3.	Heating jackets on moulding machine heaters	Heating jackets are provided for the heaters in the Injection Moulding process	Heat dissipation to atmosphere is minimised thereby saving power in the process
4.	Utilisation of Wind Energy	Wind energy power plant to minimise the dependency on the grid power	Reduction of power consumption from the grid
5.	Installation of IE3 motors	The non-efficient motors were replaced with energy efficient IE3 motors	Around 10% power saving with energy efficient motors
6.	Transparent shed sheets for daylighting	To harness the natural daylight, transparent sheets were fixed in the shed of the manufacturing plant	Minimised artificial shed light requirement during the day

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

Yes, the Company has a Business Continuity and Disaster Management Plan. Each department has a detailed evacuation strategy for emergencies. Fire extinguishers are strategically located throughout the manufacturing premises and offices. Additionally, safety training sessions are regularly conducted for all employees and workers.

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

No significant adverse impact to the environment from the value chain partners was observed in the reporting year.

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

We are committed to assessing the environmental impacts of our value chain partners. Currently, we are raising awareness among them through various meetings organised with our value chain partners. In addition to developing our business relationships, the Company aims to encourage our partners to adopt sustainable practices, aligning our collective efforts towards greater environmental responsibility.

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.

The Company is a member of 5 trade and industry chambers/ associations.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4	Federation of Rajasthan Trade and Industry (FORTI)	State
5	State Infrastructure & Industrial Development Corporation (SIDCUL)	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.

Name of authority	Brief of the case	Corrective action taken
No corrective actions were taken or are currently underway in relation to any anti-competitive conduct involving the Company.		

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
1.	Genus Power, in collaboration with the Indian Electrical & Electronics Manufacturers' Association (IEEMA), contributed to the development of the "Public Procurement Order," which highlights the capabilities and competitiveness of Indian meter manufacturers in the market.				
2.	In 2021, Genus Power, together with IEEMA, provided inputs for the Ministry of Electronics and Information Technology (MeitY) to develop a five-year Phased Manufacturing Program for smart meters. This program, which included recommendations on import duties and related charges, was subsequently presented as part of India's Annual Budget.				

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.**

During FY 2024-25, the Company has not undertaken any SIA in compliance with laws such as the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Not Applicable					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

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

Genus Power operates in industrial zones and as such no grievances from any neighboring communities have been reported so far. However, in the event of occurrence of such grievances, a dedicated grievance redressal mechanism is in place monitored by the management.

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

The company holds a strong belief that the growth and sustainability of micro, small, and medium-sized enterprises (MSMEs) are crucial for the advancement and prosperity of the nation. The company maintained its focus on choosing small and local vendors and manufacturers located near its plants and within the region. At the same time, it upheld its standards for selecting goods and services based on sustainability, reliability, and price.

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	30.26%	33.98%
Directly from within India	48.40%	40.40%

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 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	-	-
Semi-urban	-	-
Urban	20.88	28.45
Metropolitan	79.12	71.55

(Place to be categorised 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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

The Company did not undertake any CSR projects in the designated aspirational districts during the reporting year.

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

(b) From which marginalised/ 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 as the Company does not have any intellectual properties owned or acquired by the entity (in the current financial year), based on traditional knowledge:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil				

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

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

Sr. No.	CSR Projects	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining of quality of soil, air and water	Approximately 1,500 cows supported through Gaushalas for shelter, care, and feeding initiatives, along with about 3,500 residents from nearby rural communities benefiting from the construction of a community center to promote environmental and welfare awareness.	100%
2	Promoting education; including special education and employment enhancing vocation skills especially among children, woman, elderly and the differently-abled and livelihood enhancement projects	Beneficiaries were supported through vocational training programs, school adoption and teacher support initiatives, assistance for higher education, development of skill training infrastructure, provision of transport facilities, and comprehensive care—including education, nutrition, and health—for orphaned children across multiple locations.	100%
3	Eradicating hunger and poverty and malnutrition, promoting health care including preventive health care	Support was extended through access to medical treatment and discounted healthcare services for underprivileged patients, along with preventive health and yoga programs. Additional initiatives included educational assistance for higher studies and the construction of a facility to accommodate patients and their attendants.	100%
4	Art & Culture	Cultural activities aimed at sustaining and promoting art and culture helped benefit a significant number of individuals from the community.	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.**

An effective consumer complaints mechanism is in place to ensure that complaints and feedback are addressed promptly and efficiently. The company addresses customer enquiry through email id: info@genus.in

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% of our products are energy efficient with guidance manual on safe, responsible usage and safe disposal
Safe and responsible usage	
Recycling and/or safe disposal	

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

The Company has not received any consumer complaints with respect to data privacy, advertising, cyber security, restrictive trade practices, and unfair trade practices during the financial year 2024-25 and 2023-24.

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential Services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

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

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

Yes. The Company has implemented a comprehensive Cyber Security Policy that applies to all employees, vendors, contractors, and any individuals with access to Genus systems, software, or hardware. The policy outlines clear security protocols and specifies disciplinary measures for any instances of non-compliance.

Web-link: https://genuspower.com/investor-category/corporate-governance/

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

No issues related to advertising or the delivery of essential services were reported during the year. In the event such matters arise, they are addressed by the Corporate Office in Jaipur, which assesses each case based on its nature, value, and territorial jurisdiction. Ongoing monitoring and resolution are also overseen by the Corporate Office to ensure appropriate action.

7. **Provide the following information relating to data breaches:**
   a. **Number of instances of data breaches:** Nil
   b. **Percentage of data breaches involving personally identifiable information of customers:** NA
   c. **Impact, if any, of the data breaches:** NA

Leadership Indicators

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

Information relating to all the products and services provided by the Company are available on the Company's website.

https://genuspower.com/

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

The company provides training programs to inform and educate the utility about metering products. They also share user manual and product catalogue for usage of product and services.

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

None of the products have risk of disruption of essential services

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

The smart meters are marked as per end customer requirement. The customers provide the required specifications to be printed in the nameplate of the smart meter. All the products have the mandatory BIS (Bureau of Indian Standards) marking.

Yes, the Company carries out consumer satisfaction survey of their products. The company receives feedback from consumers at regular intervals of time. During the pre-delivery and post-delivery phases of the products and services the consumers share their feedback and certificates.

For and on behalf of the Board of Directors

Ishwar Chand Agarwal
Chairman
DIN: 00011152

Jaipur, August 30, 2025