July 10, 2026

Asst. Vice President, Listing Deptt.,
National Stock Exchange of India Ltd.
Exchange Plaza, Plot C-1, Block G,
Bandra Kurla Complex,
Bandra (E),
MUMBAI - 400 051
Scrip Code: HEROMOTOCO

The Secretary,
BSE Limited
25th Floor,
Phiroze Jeejeebhoy Towers,
Dalal Street,
MUMBAI - 400 001
Scrip Code: 500182

Subject : Compliance under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir / Madam,

Please find enclosed herewith the Business Responsibility and Sustainability Report along with the assurance statement, for the financial year 2025-26.

Kindly take the same on your records.

Thanking you,

For Hero MotoCorp Limited,

Digitally signed by: PRABHAT SINGH
Date: 2026.07.10 21:20:04 +05'30'

Prabhat Singh
Company Secretary & Compliance Officer

Encl.: as above

ANNEXURE - VIII

Independent Assurance Statement

To,
Hero MotoCorp Limited
Hero MotoCorp Limited, The Grand Plaza, Plot No.2,
Nelson Mandela Road, Vasant Kunj - Phase -II,
New Delhi - 110 070

INTRODUCTION AND OBJECTIVE OF WORK

BUREAU VERITAS has been engaged by **Hero MotoCorp Limited** (hereinafter abbreviated as "**HMCL**") to conduct an independent assurance of the Business Responsibility and Sustainability Report Core (hereinafter abbreviated as "BRSR Core") consisting of the Key Performance Indicators (KPIs) under Environment, Social and Governance (ESG) attributes, which are mentioned in Annexure 17A, of the Securities and Exchange Board of India (SEBI) Master Circular dated January 30, 2026.

The selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation and presentation of information for the BRSR Core is the sole responsibility of the management of HMCL. Bureau Veritas was not involved in the drafting or preparation of the back-up data of HMCL for the BRSR Core. Our sole responsibility was to provide independent assurance on its content.

INTENDED USER

The assurance statement is made solely for HMCL as per the governing contractual terms and conditions of the assurance engagement contract between HMCL and Bureau Veritas. To the extent the law permits, we owe no responsibility and do not accept any liability to any other party other than HMCL for the work we have performed for this assurance report or for our conclusions stated in the paragraph below.

SCOPE OF WORK

- Checking that the data and information included in the BRSR Core (sub-set of BRSR), consisting of a set of Key Performance Indicators (KPIs)/metrics under 9 ESG attributes for the reporting period from April 01, 2025, to March 31, 2026, was fairly presented without material misrepresentation.
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse, and review the information reported.

Reporting criteria: Reporting Framework based on BRSR Core of the Business Responsibility and Sustainability Report as per Annexure 17A of the SEBI Master circular dated January 30, 2026.

The reported information of BRSR core is, based on the following nine ESG attributes:

1. Green-house gas (GHG) footprint
2. Water footprint
3. Energy footprint
4. Embracing circularity - details related to waste management by the entity
5. Enhancing Employee Wellbeing and Safety
6. Enabling Gender Diversity in Business
7. Enabling Inclusive Development
8. Fairness in Engaging with Customers and Suppliers
9. Open-ness of business

Reporting period: April 01, 2025, to March 31, 2026

Assurance standard: The assurance process was conducted in line with the requirements of the ISAE 3000 (Revised) standard.

Level of assurance: Reasonable Assurance

METHODOLOGY USED TO CONDUCT ASSURANCE

HMCL initially submitted the BRSR Core for the reporting period from April 1, 2025, to March 31, 2026, covering the sites that are within the reporting boundaries.

The reporting boundaries considered for this reporting period across multiple sites of HMCL including Neemrana, Dharuhera, Gurugram, Tirupati, Haridwar, Jaipur, and Halol.

The assessment team from Bureau Veritas, for this verification, included the following members:

1. Mr. Amit Kumar - Team Leader,
2. Mr. Ahamed Mohiuddin Syed - Team Member &
3. Mr. Kalyan Dey - Team Member

The assessment was carried out, of the submitted information, based on BRSR core attribute, to verify the data and computations that were prepared by HMCL. On-site visit to the HMCL's manufacturing unit were conducted.

During these visits, direct observations of facilities, interactions with personnel, and review of documentation were undertaken to ensure accuracy and reliability of the submitted information. Additionally, the assessment included an evaluation of the internal control system and other parameters relevant to reasonable assurance, such as adherence to industry standards and regulatory requirements, to provide a comprehensive verification of the data and computations prepared by HMCL.

Bureau Veritas has validated the quantification methodology used by HMCL for the monitoring and calculations of the ESG attributes from its different sources and confirms the same to be in line with accepted practice of standard GHG computations. The materiality threshold of 5% has been considered in this assessment process.

Our work was conducted against the requirements defined in the International Integrated Reporting Framework and National Guidelines for Responsible Business Conduct (NGRBC), along with the requirements of ISAE 3000 Assurance standard and Bureau Veritas' standard procedures and guidelines for external assurance of sustainability information, based on current best practice in independent assurance. The Bureau Veritas assurance process has also involved an Independent Technical Review (ITR) to check for correctness and accuracy of the assurance conclusions as well as adherence to Bureau Veritas internal procedures and/or assurance standard requirements.

CONCLUSIONS

On the basis of our methodology and the activities described above, it is our opinion that the BRSR core of FY 2025-26 of HMCL, containing its reporting and declaration of the various KPIs under ESG attributes is reliable and accurate representation of HMCL's performance towards ESG attributes.

LIMITATIONS AND EXCLUSIONS

Excluded from the scope of our work is any assurance of information relating to:

- Data related to the other subsidiaries/associates of HMCL.
- Activities outside the defined assurance period stated hereinabove.
- Positional statements, expressions of opinion, belief, aim or future intention by HMCL and statements of future commitment.
- Our assurance is limited to the activities and operations of HMCL. The assurance does not extend to the operations undertaken by any other entity outside the scope and boundaries of the HMCL's BRSR Core report that may be associated with or have a business relationship with HMCL.

UNCERTAINTY

The reliability of assurance is subject to uncertainty(ies) that are inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions in respect of this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

Statement of independence, impartiality, and competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, and Safety, Social, and Environmental management with almost 200 years history in providing independent assurance services and has necessary expertise for undertaking reasonable assurance of BRSR core. Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with HMCL, its Directors, Managers or officials beyond that required of this assignment. We have conducted this verification independently and there have been no conflict of interest. The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health & safety information, systems and processes and an excellent understanding of Bureau Veritas standard methodology for the Assurance of BRSR Core attribute.

Amit Kumar	**Munji Rama Mohan Rao**
Lead Assurer	Technical Reviewer
Bureau Veritas (India)	Bureau Veritas (India)
Private Limited	Private Limited
Noida, India	Hyderabad, India
Date: May 5, 2026	Date: May 5, 2026

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

TOTAL WORKFORCE (EMPLOYEES + WORKERS)
39,297

FEMALE REPRESENTATION IN THE BOARD
30%

SUPPLIERS ALIGNED TO RESPONSIBLE SOURCING
100%

PRODUCT RECYCLABILITY ACHIEVED
95%+

Nurturing the world's grandest 45,000 sq. m green roof over the world's largest two-wheeler plant at our Haridwar facility

I DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L35911DL1984PLC017354
2	Name of the Listed Entity	Hero MotoCorp Limited
3	Year of incorporation	19-01-1984
4	Registered office address	The Grand Plaza, Plot No. 2, Nelson Mandela Road, Vasant Kunj - Phase-II, New Delhi - 110 070
5	Corporate address	The Grand Plaza, Plot No. 2, Nelson Mandela Road, Vasant Kunj - Phase-II, New Delhi - 110 070
6	E-mail	secretarialho@heromotocorp.com
7	Telephone	+91-11- 46044220
8	Website	www.heromotocorp.com
9	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	The equity shares are listed on BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 40,01,79,554/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name of Contact Person	Mr. Prabhat Singh
	Contact Number of Contact Person	+91-11-46044220
	Email of Contact Person	prabhat1.singh@heromotocorp.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14	Name of assessment or assurance provider	Bureau Veritas (India) Private Limited
15	Type of assessment or assurance obtained	Reasonable Assurance

II PRODUCTS/SERVICES

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

Sl. No.	Description of main activity	Description of business activity	% of turnover
1	Manufacturing	Manufacturing of two-wheelers: motorcycles & scooters	100

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Motorcycles & scooters	30,911	100

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	8	45	53
International	2	2	4

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	35
International (No. of Countries)	52

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

7.40%

c. A brief on types of customers

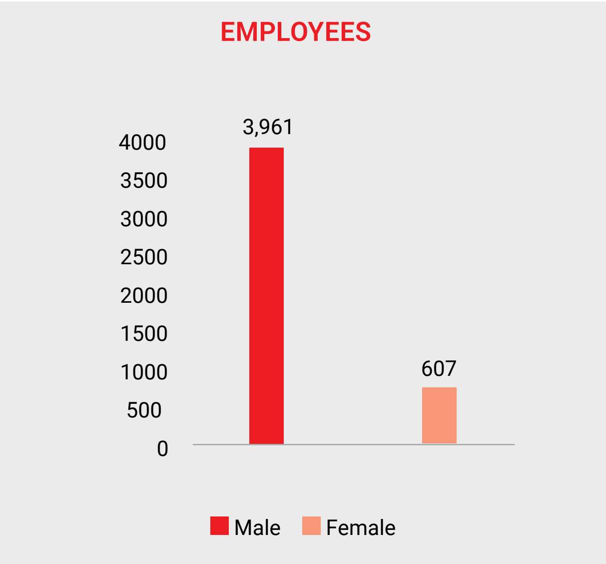
Hero MotoCorp is the world's largest manufacturer of motorcycles and scooters by volume, serving a diverse customer base across 53 countries. Driven by multi generational trust, we maintain manufacturing excellence to deliver high-quality, sustainable mobility solutions that drive inclusive growth and long-term value for our customers worldwide.

IV EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	4,568	3,961	86.71	607	13.29
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	**Total employees (D + E)**	**4,568**	**3,961**	**86.71**	**607**	**13.29**
WORKERS						
4.	Permanent (F)	4,609	4,598	99.76	11	0.24
5.	Other than Permanent (G)	30,120	24,982	82.94	5,138	17.06
6.	**Total workers (F + G)**	**34,729**	**29,580**	**85.17**	**5,149**	**14.83**



b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	10	7	70.00	3	30.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	**Total differently abled employees (D + E)**	**10**	**7**	**70.00**	**3**	**30.00**
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	35	35	100.00	0	0.00
5.	Other than Permanent (G)	69	65	94.20	4	5.80
6.	**Total differently abled workers (F + G)**	**104**	**100**	**96.15**	**4**	**3.85**

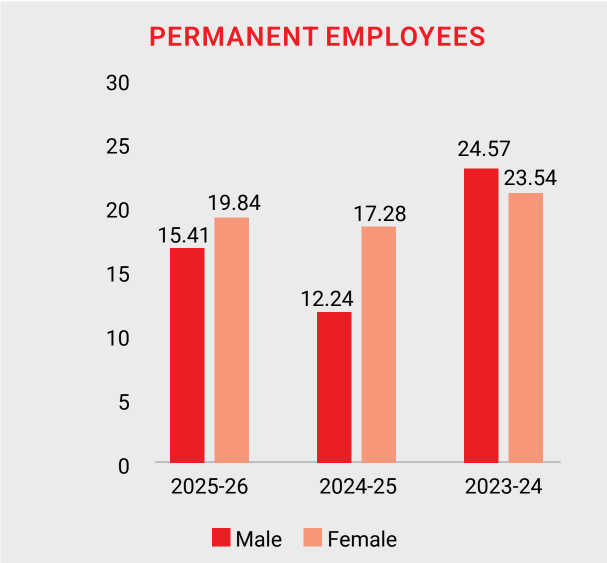
21. Participation/Inclusion/Representation of women

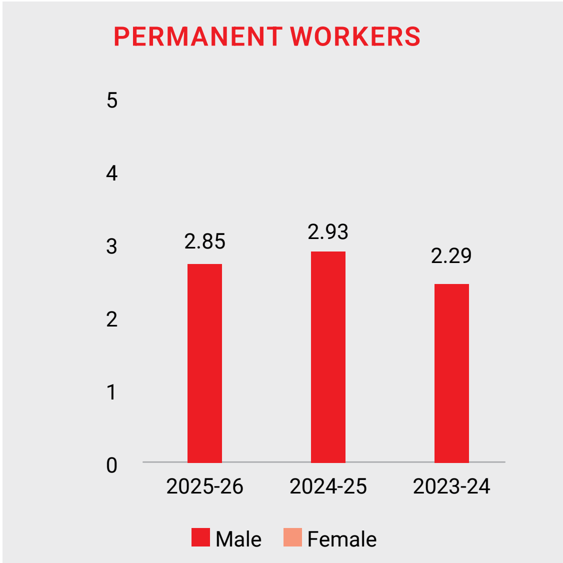
	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30.00
Key Management Personnel	3	0	0.00

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY) [values in %]			FY 2024-25 (Turnover rate in previous FY) [values in %]			FY 2023-24 (Turnover rate in the year prior to the previous FY) [values in %]		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.41	19.84	16.00	12.24	17.28	12.86	24.57	23.54	24.47
Permanent Workers	2.85	0.00	2.84	2.93	0.00	2.93	2.29	0.00	2.29





V HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES

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

Sl. No..	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, particiaptes in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Hero Tech Center Germany GmbH	Subsidiary	100.00	No
2	HMCL Netherlands B.V.	Subsidiary	100.00	No
3	HMCL Colombia S.A.S.	Subsidiary	58.79	No
4	HMCL Niloy Bangladesh Limited	Subsidiary	55.00	No
5	HMCL Americas Inc.	Subsidiary	100.00	No
6	HMC MM Auto Limited	Subsidiary	60.00	No
7	Hero MotoCorp Do Brasil LTDA	Subsidiary	100.00	No
8	Hero FinCorp Limited	Associate	40.45	No
9	Ather Energy Limited	Associate	30.07	No
10	Euler Motors Private Limited	Associate	34.12	No

VI CSR DETAILS

24. CSR Details

Whether CSR is applicable as per Section 135 of Companies Act, 2013	Yes
Turnover (in ₹)	46,830.14 crore
Net worth (in ₹)	21,578.09 crore

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 2025-26			FY 2024-25		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	https://www.heromotocorp.com/en-in/company/reports-and-policies/key-policies.html	1	0	Resolved	1	0	Resolved
Investors (other than shareholders)	Yes	https://www.heromotocorp.com/en-in/key-policies.html	0	0	0	0	0	-
Shareholders	Yes	https://www.heromotocorp.com/content/dam/hero-aem-website/in/en-in/company-section/investors/investor-relations/investor-relation-cards/Shareholders%27%20Referencer.pdf	2,656	170	Pending complaints were resolved during FY 2026-27	1,296	7	Pending complaints were resolved in FY 2025-26
Employees and workers	Yes	https://www.heromotocorp.com/en-in/key-policies.html	53	1	0	41	3	-
Customers	Yes	https://www.heromotocorp.com/content/dam/hero-aem-website/in/en-in/company-section/reports-and-polices/policies/pdfs/ethical-marketing-policy.pdf	24,816	614	97.52% closed	32,115	103	99.68% closed
Value Chain Partners	Yes	https://www.heromotocorp.com/en-in/key-policies.html	57	1	-	11	01	-

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.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	End of Life Vehicle	R	Navigating through the ELV-EPR obligation in the initial years will be challenging as the system is in an evolving phase which will create financial stress in the short-term.	Develop a robust value chain by ensuring a steady feedstock supply, partnering with RVSFs and recyclers, and make attractive propositions for customers to get them into organised market from unorganised market.	Negative Implications
2	Diversified EV portfolio	O	Strategic partnership with Euler Motors, a leading manufacturer in electric 3-wheeler space. The partnership will help in becoming a reckoning force in the overall EV domain.	1. R&D on emerging mobility vehicles. 2. Diversifying the EV portfolio. 3. Expanding our market within and outside India. 4. Accelerating charging infrastructure for expanding EV adoption.	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines on Responsible Business Conduct (NGRBC) principles and core elements.

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe.

PRINCIPLE 3

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

PRINCIPLE 4

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

PRINCIPLE 5

Businesses should respect and promote human rights.

PRINCIPLE 6

Businesses should respect, protect and make efforts to restore the environment.

PRINCIPLE 7

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

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

PRINCIPLE 9

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

	Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1 a)	**Whether your entity's policy/ policies cover each priniciple and its core elements of the NGRBCs (Yes/ No)**	Yes								
b)	**Has the policy been approved by the Board? (Yes/ No)**	Yes, all our policies are approved by the Board of Directors. The policies covering the NGRBCs priniciples are available on the Company's website under 'Key Policies' section.								
c)	**Web link of the policies, if available**	https://www.heromotocorp.com/en-in/company/reports-and-policies/key-policies.html								
2	**Whether the entity has translated the policy into procedures (Yes/ No)**	Yes, the Company has translated the policies as applicable into procedures and practices in all spheres of activities that the Company does. Example- To ensure adherence to the Company's Code of Conduct, Ethics Committee has been constituted to investigate the violations. Further, the Company has well defined SOPs to handle the stakeholders' grievances.								
3	**Do the enlisted policies extend to your value chain partners? (Yes/ No)**	Yes, the Company's relevant policies covering the above 9 NGRBCs principles is expected to be adhered by all its stakeholders. 100% of our direct supply chain partner groups signed the Sustainable Procurement Guidelines agreement and Supplier's Code of Conduct.								

	Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4	**Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle**	Robust vigilance mechanism in compliance with the provision of the Companies Act, 2013 and SEBI Regulations.	ISO 9001 – Quality Management Systems IATF 16949 – Quality Management Systems for Automotive Production ISO 17025 – General Requirements for the Competence of Testing and Calibration Laboratories.	ISO 45001 – Occupational Health and Safety Management Systems ISO 22000 - Food Safety Management Systems.	International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information GRIStandards - Global Reporting Initiative Standards for Sustainability Reporting S&P Global Corporate Sustainability Assessment (CSA) - Assessment framework for corporate sustainability performance.	UN Global Compact and UN Guiding Principles on Business and Human Rights.	ISO 14001 - Environmental Management Systems ISO 50001 - Energy Management Systems Carbon Disclosure Project (CDP) on Climate Change & Water -Framework for environmental disclosure.	National Guidelines on Responsible Business Conduct (NGRBC)	United Nations Sustainable Development Goals (UN SDGs)	ISO 27001 - Information Security Management Systems ISO 9001 - Quality Management Systems

5	**Specific commitments, goals and targets set by the entity with defined timelines, if any**	Hero MotoCorp aims to embed sustainability into its long-term strategy by focusing on responsible business practices, fostering inclusive growth and contributing to a low carbon future. Our sustainability goals are: 1. 100% Carbon Neutral Operations (Scope 1+2) by 2030 2. 100% Zero Waste-to-Landfill Facilities by 2025 3. 500% Water Positive Facilities by 2025 4. 100% Green Dealerships by 2030 5. 95% Product Recyclability by 2025 6. 30% Gender Diversity by 2030
6	**Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**	Carbon Neutral Operations (Scope 1+2) - Achieved 45% carbon neutrality in FY 2025-26 Zero Waste-to-Landfill Facilities - Achieved 100% in FY 2023-24, one year ahead of target year. Water Positive Facilities - Achieved 500% water positivity. Green Dealerships - Achieved 50% in FY 2025-26. Product Recyclability - All our products are more than 95% recyclable as per AIS 129. Gender Diversity - Achieved 14.6% in FY 2025-26.
	Governance, leadership and oversight	
7	**Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements**	Sustainability remains at the core at Hero MotoCorp as we strive to shape a more inclusive, equitable and sustainable future. This commitment is more than a motto; it demonstrates our responsibility towards the environment, society, and our stakeholders. Over the years, we've made steady progress towards our Environmental, Social, and Governance (ESG) goals: 1. 100% carbon neutral operation by 2030 and achieved 45% carbon neutrality in FY 2025-26. 2. 100% Zero Waste-to-Landfill Facilities by 2025 achieved in FY 2023-24, one year ahead of target year. 3. Achieved 500% Water Positive Facilities by FY 2025. 4. 100% Green Dealerships by 2030 and achieved 50% by FY 2025-26. 5. 95 % product recyclability by 2025 and all our products are more than 95% recyclable as per AIS 129; and 6. 30% Gender Diversity by 2030 14.6% Gender Diversity in FY 2025-26. As we move forward, Hero MotoCorp remains steadfast in its ESG commitments—adopting a future-focused approach that combines innovation, responsibility, and empathy. Our journey is not just about compliance; it is about creating real impact—for our planet, our people, and the generations to come
8	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**	Name: Mr. Vikram Sitaram Kasbekar Designation: Executive Director & Chief Technology Officer DIN: 00985182
9	**Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.**	Yes, the Sustainability and Corporate Social Responsibility Committee (SCSR Committee) is responsible for decision making on sustainability related issues. The composition of SCSR Committee is as under: 1. Ms. Vasudha Dinodia- Non-Executive Director and Chairperson of SCSR Committee, 2. Ms. Tina Trikha- Non-Executive Independent Director and Member of SCSR Committee, 3. Prof. Jagmohan Singh Raju- Non-Executive Independent Director and Member of SCSR Committee, 4. Ms. Camille Miki Tang- Non-Executive Independent Director and Member of SCSR Committee,

10	**Details of review of NGRBCs by the Company**	
	Subject	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee
	Performance against above policies and follow up action	Committee of the Board
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Any other Committee, Sustainability Steering Committee comprising C-level executives
	Subject	**Frequency (Annually/Half-yearly/Quarterly/Any other-please specify)**
	Performance against above policies and follow up action	Quarterly
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Quarterly
11	**Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes, provide name of the agency.**	Yes, Bureau Veritas (India) Private Limited
12	**If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated**	
	The entity does not consider the Principles material to its business (Yes/No)	Not Applicable
	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.

6,060 MWh
Energy Conserved

5.28 lakh
CSR Beneficiaries (1.5 lakh from Armed Forces)

123
Energy Efficiency and Green House Gases (GHG) Reduction Projects

90%
Value Chain Partners Aligned to ESG Practices

Centre for innovation & Technology, Jaipur

PRINCIPLE 1

BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	10	Covering all principles	100.00
Key Managerial Personnel	10	Covering all principles	100.00
Employees other than BoD and KMPs	2,559	Women in Leadership, Building a culture of information security awareness, Art of storytelling, The Art of staying forward, Code of Conduct, Prevention of Sexual Harassment at Workplace,	98.88
Workers	1,275	Emergency Preparedness, Machine Based Learning, Pneumatics Training, Code of Conduct, Safety Training, Kaizen Training, 5S Training, EHS Training, Sanskaar Training, Prevention of Sexual Harassment at Workplace, Behaviour Based Safety Training.	100.00

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)
Penalty/Fine		NIL		
Settlement				
Compounding fee				

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	
Punishment			

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.

Sl. No.	Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	Not applicable	

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

   Yes, Hero MotoCorp has adopted an Anti-Corruption and Anti-bribery policy. The policy reiterates Company's stance of zero tolerance towards bribery and corrupt practices. The Anti-Bribery and Anti-Corruption Policy ensures compliance with all applicable laws by prohibiting improper payments, gift(s) or incentives of any kind or donations or otherwise offered or received from any person, including third parties and/or government public official(s) in the private sector and customers in order to obtain any favours, influence business decisions or take any form of unfair advantage. The policy is available on the website of the Company at the following link:

   https://www.heromotocorp.com/content/dam/hero-aem-website/in/en-in/company-section/reports-and-polices/policies/pdfs/HMCL_Anti_Bribery_and_Anti_Corruption_Policy_v2_06_Dec_2023.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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

   Not Applicable

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	65	64

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.00	0.01
	b. Number of trading houses where purchases are made	1	2
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100.00	100.00
Concentration of Sales	a. Sales to dealer/distributors as % of total sales	99.66	98.89
	b. Number of dealers/distributors to whom sales are made	1,087	1,054
	c. Sales to top 10 dealers/distributors as % of total sales to dealer/distributors	4.14	3.99
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	6.67	7.17
	b. Sales (Sales to related parties as % of Total Sales)	3.44	2.59
	c. Loan & advances (Loans & advances given to related parties as % of Total loans & advances)	0.00	0.00
	d. Investments (Investments in related parties/Total Investments made)	1.36	0.25

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics/principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
25	ESG requisites under the Sustainable Partner Development Programme (SPDP), Fire & Safety, carbon emission reduction, water impact, human rights policy adherence, Conflict Mineral Response Template Adherence policy, sustainable sourcing.	90

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

Yes, the Code of Conduct of the Company has a principle on management of conflict of interest to identify actual potential conflict of interest of the Company with its directors and employees, which may arise during the course of is business activities. The policy is available at https://www.heromotocorp.com/en-in/company/reports-and-policies/key-policies.html

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	2.0	1.4	1. Energy Security 2. Lower carbon Emission 3. Better air quality 4. Sustainable Mobility (EV expansion) 5. Circular Economy & Resource Conservation 6. Water Stewardship 7. Employee Wellbeing & Inclusive Culture 8. Occupational Health & Workplace Safety
Capex	90.8%	86	

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

   Yes, Sustainable procurement guidelines are released, and all Supply Chain Partners (SCPs) have given their agreement and consent to abide by these guidelines.

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

   100%

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)

   Motorcycles and scooters that reach their end-of-life, as defined by the Ministry of Road Transport and Highways (MoRTH), are collected at our dealerships or through authorised collection agents. These vehicles are subsequently sent to a Registered Vehicle Scrapping Facility (RVSF), where they are dismantled and the various types of waste are segregated. Regarding plastic waste, all post-consumer plastic packaging waste is collected and safely disposed off through authorised Plastic Waste Processors. Every year, the Company fulfils the 100% of EPR Obligations under the Plastic Waste Management Rules, 2016 every year. Furthermore, any plastic waste segregated at the RVSF is disposed of through authorised plastic waste recyclers.

   (b) E-waste

   The E-waste segregated at RVSF is dispossed off by Registered E-waste Recyclers or Refurbishes authorised by the State Pollution Control Board (SPCB).

   (c) Hazardous waste

   Waste like used oil and other hazardous waste are dispossed off by Registered Recyclers authorised by the SPCB.

   (d) Other waste

   The parts like steel and aluminium, ferrous and non-ferrous are sent for recycling.

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, EPR is applicable to HMCL's activities. Further, HMCL's waste collection plan is in line with the EPR plan submitted to the Pollution Control Board.

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?**

   Yes, the details are provided hereunder:

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.
30911	VIDA-V2, HD-X440, SPLENDOR PLUS-XTEC, SPENDOR +, XTREME 125CC, PASSION PLUS, and HF DELUXE	80	HMCL conducts cradle-to-grave Life Cycle Assessment (LCA) based on ISO 14040 and 14044 international standards to comprehensively evaluate the environmental impacts of the product's life cycle. We use the CML (Centre of Environmental Science at Leiden) impact assessment methodology framework in conducting life cycle assessments to quantify various environmental impact categories, i.e. Abiotic Depletion Potential (ADP), Acidification Potential (AP), Eutrophication Potential (EP), Global Warming Potential (GWP), Ozone Depletion Potential (ODP), Human Toxicity Potential (HTP), Photochemical Oxidant Creation Potential (POCP), primary energy demand and blue water consumption. We target LCA study for approximately 80% of the sales volume in FY 2025-26.	Yes	Yes	https://www.heromotocorp.com/en-in/company/sustainability/product-stewardship.html

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
Idle start stop system (i3s) implementation	Higher fuel consumption.	i3S improves fuel efficiency by up to 5% and ensures carbon footprint reduction in the use phase of the product and hence substantial reduction in scope 3 emissions.
Super Splendor, Glamour, Passion, HF Deluxe	Fuel economy reduced by 6% after E20 Introduction	Efficiency reduction mitigated by engineering change in engine.
Dead Volume in Fuel tank	Fuel which always remains in fuel tank unused and utilised	Fuel Dead volume reduced in fuel tank by 0.5 litres (58% reduction)
Eco mode by ECU	Smart control of rinding modes through ECU	The ECU, leveraging the Ride by wire system, is capable of instantaneously modifying the engine's power delivery and throttle response characteristics. For instance, an 'Eco' mode can provide a smoother, more fuel-efficient delivery profile, while a 'Power' mode can offer a sharper, more responsive throttle for enhanced acceleration.
Green Procurement	Sustainable Partner Development Programme	HMCL scaled up its Sustainable Partner Development Programme, ensuring that Tier-1 suppliers adhere to the same environmental standards, thereby reducing the "embedded carbon" in every vehicle produced.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Steel	12.77	10.20
Aluminium	58.99	60.50

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	1,443	0	0	1,470
E-waste	0	0	0	0	0	0
Hazardous waste	0	1,056	0	0	0	0
Other waste						

Plastic packaging that goes with our products & parts is collected with the help of waste management agency and safely disposed to authorised recyclers. The quantity mentioned hereabove is in line with our Plastic Waste EPR targets for FY2025-26.

The hazardous waste (used oil) recovered during the servicing of motorcycles and scooters is collected and disposed of to the authorised recyclers. The quantity of used oil recycled is 1,056 MT as per our EPR targets of used oil.

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
Plastic Packaging	100
Lubrication/Hydraulic Oil	5

HMCL is registered with Central Pollution Control Board as a brand owner under Plastic Waste Management Rules, 2016. HMCL has met 100% of the EPR targets of the Plastic Waste.

HMCL has fulfilled the EPR target of FY 2024-25 by recycling 5% of the oil sold in FY 2022-23.

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	3,961	3,961	100.00	3,961	100.00	0	0.00	3,961	100.00	3,961	100.00
Female	607	607	100.00	607	100.00	607	100.00	0	0.00	607	100.00
Total	**4,568**	**4,568**	**100.00**	**4,568**	**100.00**	**607**	**13.29**	**3,961**	**86.71**	**4,568**	**100.00**
Other than Permanent employees											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	**0**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	4,598	4,598	100.00	4,598	100.00	0	0.00	4,598	100.00	4,598	100.00
Female	11	11	100.00	11	100.00	11	100.00	0	0.00	11	100.00
Total	**4,609**	**4,609**	**100.00**	**4,609**	**100.00**	**11**	**0.24**	**4,598**	**99.76**	**4,609**	**100.00**
Other than Permanent workers											
Male	24,982	24,982	100.00	24,982	100.00	0	0.00	697	2.79	24,982	100.00
Female	5,138	5,138	100.00	5,138	100.00	5,138	100.00	0	0.00	5,138	100.00
Total	**30,120**	**30,120**	**100.00**	**30,120**	**100.00**	**5,138**	**17.06**	**697**	**2.31**	**30,120**	**100.00**

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.07	0.07

2. **Details of retirement benefits:**

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	NA	100	100	NA
ESI	100	100	Yes	100	100	Yes
Others - please specify	-	-	-	-	-	-

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

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

Yes, the Company has adopted an Equal Opportunity Policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and the Rules framed thereunder. The policy is on the Company's intranet and is available to internal stakeholders. We also have human rights policy in place which encourages an inclusive work environment, wherein diversity is valued, and equal opportunities are available to all the employees and stakeholders. The policy is available at the Company's website at: https://www.heromotocorp.com/content/dam/hero-aem-website/in/en-in/company-section/reports-and-polices/policies/pdfs/Human-Rights-Policy-HRP.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	77.78	100.00	100.00
Female	100.00	80.77	100.00	0.00
Total	**100.00**	**78.10**	**100.00**	**100.00**

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

	Yes/No	If yes, then give details of the mechanism in brief
Permanent Workers	Yes	1. Union Representatives raise concerns on behalf of the workforce through Union & Management meeting. 2. Various committees i.e. Canteen, Safety, Sports, cultural & participation and suggestion platforms to address specific workplace grievances & issues. 3. Regular connects facilitate open dialogue with management.
Other than Permanent Workers	Yes	1. Various committees/CFTs i.e. Canteen, Safety, Sports, cultural, awareness address specific workplace issues. 2. Regular connects facilitate open dialogue with management. 3. HR helpdesk on daily basis to solve grievances and support individual and group of employee.
Permanent Employees	Yes	1. Open Door Policy for direct communication with managers/HR. 2. Regular connects facilitate open dialogue with management. 3. BetterWorks etc. to share feedback and grievances confidentially.
Other than Permanent Employees	Yes	1. Open Door Policy for direct communication with managers/HR. 2. Regular connects facilitate open dialogue with management. 3. Focus Group Discussion for direct communication with managers/HR.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	**4,568**	**0**	**0.00**	**4,839**	**0**	**0.00**
- Male	3,961	0	0.00	4,197	0	0.00
- Female	607	0	0.00	642	0	0.00
Total Permanent Workers	**4,609**	**3,267**	**70.88**	**4,688**	**3,331**	**71.05**
- Male	4,598	3,267	71.05	4,679	3,331	71.19
- Female	11	0	0.00	9	0	0.00

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3,961	717	18.10	2810	70.94	4,197	529	12.60	2,864	68.24
Female	607	157	25.86	572	94.23	642	192	29.91	551	85.83
Total	**4,568**	**874**	**19.13**	**3,382**	**74.04**	**4,839**	**721**	**14.90**	**3,415**	**70.57**
Workers										
Male	4,598	3,947	85.84	2,621	57.00	4,679	4,679	100.00	4,679	100.00
Female	11	7	63.64	6	54.55	9	9	100.00	9	100.00
Total	**4,609**	**3,954**	**85.79**	**2,627**	**57.00**	**4,688**	**4,688**	**100.00**	**4,688**	**100.00**

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3,961	3,961	100.00	4,197	4,197	100.00
Female	607	607	100.00	642	642	100.00
Total	**4,568**	**4,568**	**100.00**	**4,839**	**4,839**	**100.00**
Workers						
Male	4,598	4,598	100.00	4,679	4,679	100.00
Female	11	11	100.00	9	9	100.00
Total	**4,609**	**4,609**	**100.00**	**4,688**	**4,688**	**100.00**

10. Health and safety management system:

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

Yes, Hero MotoCorp Limited is committed to building a robust Occupational Safety & Health culture by implementing high safety standards and leveraging technological advancements. Central to this mission is the empowerment of our workforce through active participation and consultation. The Company has an Occupational Health & Safety Policy with a focus to prevent any work-related injury and ill health of employees, permanent & non-permanent workers, contractors, community and all interested parties by eliminating or reducing hazards. The Company believes in building inherent safety mechanisms in its machines, equipments and processes and put in the best efforts to provide safe and comfortable working conditions. The Occupational Health Management system cover the entire operations of our plants and facilities. All plants are certified for ISO 45001. The system covers all aspects of hazard management and control, safety training, regulatory compliances, fire prevention and control, management of chemicals substances, healthy working conditions, etc. The Company has established a system in place to support the value chain partners as well as to assess the risk in the value chain.

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

At Hero MotoCorp, Hazard identification is done through a structured and documented procedure namely Hazard Identification and Risk Assessment (HIRA) where all the risks of a particular section are captured and assessed. Hazards are categorised into Physical, Mechanical, Electrical, Chemical, Biological and Others. The main element of HIRA is to identify all materials, agents, conditions or activities with the potential to cause injury or illness, damage to the business and its property. While carrying out Hazard Assessment, all the activities in each section are selected to identify the significant risks. For all the significant risks, control measures are defined to mitigate the risks as per the hierarchy of safety controls. More focus is given on elimination of Hazards and engineering controls. We have the integration of advanced AI and IoT-based solutions to monitor and mitigate unsafe practices and behaviour on the shop floor in real-time. AI-based safety capturing is no longer just a "futuristic concept" – it is a core driver of financial and operational resilience by shifting from reactive (learning from accidents) to predictive (preventing them before they happen).

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

Yes, the workers are empowered to report unsafe and unhealthy working conditions to their immediate supervisor/safety committee, who will promptly investigate the situation and take appropriate corrective actions. The contact numbers of the safety department are displayed at prominent place, the worker is free to call and report the issues directly.

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

Yes, the employees and workers can access to health centres 24 X 7 and can take treatment for non-occupational medical services. OPD's and health camps are also organised regularly to help the employees to access non occupational medical care. Online consultation with the doctors is available to all employees through platforms like mfine, mantra care, etc.

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

Safety Incident/Number	Category*	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.13	0.19
	Workers	0.37	0.26
Total recordable work-related injuries	Employees	2	3
	Workers	19	11
No. of fatalities	Employees	0	1
	Workers	0	0
High consequence works related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

The management initiated a safety culture transformation journey across all plants during the year. The project dedicated to elevating the safety and wellbeing of every employee through a multi-layered, proactive strategy. This initiative focuses on strengthening our internal oversight by reinforcing inter-plant safety audits and establishing a robust governance mechanism that tracks both lead and lag safety indicators across all plants. We are bridging the gap between perception and practice by conducting safety perception surveys. To ensure we remain at the cutting edge, we are benchmarking with external best practices, developing e-learning modules, and cultivating shopwise HIRA Subject Matter Experts (SMEs) supported by Cross-Functional Teams. We have the integration of advanced AI and IoT-based solutions to monitor and mitigate unsafe practices and behaviour on the shop floor in real-time. AI-based safety capturing is no longer just a "futuristic concept"—it is a core driver of financial and operational resilience by shifting from reactive (learning from accidents) to predictive (preventing them before they happen). To protect our employees from the potential risk of accidents during material handling and traffic movement within the plant premises, the following protective measures have been implemented and are currently being practiced:

- Engineering Controls in MHE like biometric sensors for controlled access, speed control governors, and reverse horns.
- Administrative Controls in MHE like mandatory induction and refresher training, alongside an authorisation system for MHE operators, implementation of an MHE audit system.
- Infrastructure Upgradation like provision of comfortable driver rest areas, strengthening of road safety equipment (e.g., cones, barriers, traffic lights, high-visibility clothing).

Emergency preparedness remained a focus area across all the plants where mock drills were conducted in coordination with the State Disaster Response Force (SDRF) and National Disaster Response Force (NDRF) with different mock scenarios. Scenarios based on easy to understand emergency mitigation protocols were developed. Safety training remained a key focus area for employee awareness on safety procedures, work instructions through a structured safety induction programme. The safety process addressed through on the job safety training of the employees for awareness on specific hazards/risk and safety controls during operations. A behaviour observation system was deployed for controlling the unsafe behaviours on the shop floor.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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		0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year:

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

Corrective and preventive actions are taken after root cause analysis of every incident. All corrective and preventive action have been implemented for the reported incidents, if any. No actions are currently in process.

LEADERSHIP INDICATORS

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

a. Employees (Y/N)

Yes

b. Workers (Y/N)

Yes

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

Business agreements, as applicable, mandates the value chain partners to comply with all the statutory laws, regulations and rules made thereunder.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	1	1	0
Workers	0	0	0	0

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	17.5
Working Conditions	17.5

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.

The risks identified during the safety assessment of each supplier are closed by the respective supplier with a proper action plan. No significant risks are pending for action.

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.

Stakeholders are key individuals or groups that significantly influence and impact our organisation's operations. We recognise that our activities are shaped by a diverse range of stakeholders. We proactively identify and map both our internal and external stakeholders, including employees, customers, shareholders, investors, Non-Governmental Organisations (NGOs), local communities, dealers, suppliers, media, government entities, regulators, industrial associations, rating agencies and the broader industry ecosystem. Understanding and addressing the needs and concerns of our stakeholders in a transparent and ethical manner is paramount for building strong, long-lasting relationships. By placing a strong emphasis on stakeholder engagement, we ensure our alignment with their expectations, effectively mitigating risks and enhancing our reputation in the marketplace. For more information, details of the Stakeholder Engagement section will be available in our Integrated Annual Report for 2025-26.

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	Notice Board	Others - please specify	Discussion on long-term strategy and welcome their insights and perspective.
Customers	No	Advertisement	Ongoing	Customer feedback on product and services, digital engagements and rewards.
Suppliers	No	E-mail	Ongoing	Discussion on business volume, quality, assessments and audits including sustainability aspects.
Regulatory agencies and government institutions	No	E-mail	As and when required	Statutory compliance, Policy strengthening and social economic benefits to stakeholders.
Shareholders and Investors	No	Others- Website, E-mail	As and when required	Dividend distribution matters, Updates on new product launches, Addressing their key concern areas or queries, Industry specific inputs such as update on financials operational matters or regulatory updates.
Local Community	Yes	Community Meetings	Ongoing	Promote activities to raise awareness on green, safe and sustainable living for inclusive prosperity.
International organisations and rating agencies	No	E-mail	As and when required	Understand rating agency requirements and create an action plan to improve upon the ratings.
Dealerships	No	E-mail	Ongoing	Capacity building sessions for knowledge sharing, pre-delivery inspection quality check points and customer grievance redressal mechanism.
Industrial associations	No	Others- Community Meetings	As and when required	Cross-industrial collaborations, Emerging regulations, industry response and preparedness and timely compliances.

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.**

   To realise the HMCL vision of a "Greener, Safer, and Equitable" world, we engage a strategic network of internal and external stakeholders. Our process begins with rigorous field-based needs assessments, followed by tailored project conceptualisation and the onboarding of subject matter experts for high-impact execution. The Board maintains oversight via quarterly updates, while the Sustainability & Corporate Social Responsibility Committee provides critical feedback to refine our long-term strategy.

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.**

   Yes, Hero MotoCorp's CSR strategy is anchored in a multi-tier consultation process designed to maximise socio-economic impact. Central to this approach is a rigorous Need Assessment Exercise conducted across all HMCL plant locations—Neemrana, Dharuhera, Gurugram, Tirupati, Haridwar, and Halol—to identify specific community priorities and developmental gaps. To ensure objectivity and depth, this process included a comprehensive identification of relevant stakeholders guided by a third-party study, which mapped the influence and needs of various groups. By synthesising findings from this independent study with direct input from local residents, community leaders, and government officials, we are able to align our technical implementation with the unique geographical and social requirements of each region. This data-driven methodology ensures that our interventions—whether in water conservation, infrastructure, or healthcare—are both evidence-based and deeply rooted in the actual needs of the people residing near our operational hubs. The information coming from the need assessment exercise has been used to prioritise community needs such as projects on healthcare, skill development and natural resource management around HMCL plant locations which then has translated into expansion of the Jeevika project across all plant locations and community pond development at Halol in this FY.

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

   Hero MotoCorp drives systemic social change by prioritising the concerns of vulnerable and marginalised groups through a diverse SCSR portfolio that fosters empowerment, inclusion, and resilience. This commitment to equity is demonstrated through our education programmes, which impacted 14,000 students in FY 2025-26 by providing after-school support to 13,000 children via 542 ASHA centres, granting 710 merit-cum-means scholarships at BML Munjal University, and modernising infrastructure at 37 schools. Our dedication to inclusivity further extends to supporting 90+ athletes through partnerships with the Paralympic Committee of India (PCI), Indian Deaf Cricket Association (IDCA) and the Mary Kom Regional Boxing Foundation, resulting in global milestones like the Silver and Bronze medals at the World Para Athletics Championship 2025. Simultaneously, we address the unique needs of the armed forces community by supporting 1.5 lakh beneficiaries through the Veerangana Sewa Kendra and providing ex gratia assistance to 100 families of fallen soldiers in partnership with the Directorate of Indian Army Veterans (DIAV). Specialised care is also provided through the Navy Wives Welfare Association (NWWA)-partnered CHETNA centres, which offer developmental therapies to 184 children with neurodevelopmental disorders, while the Jeevika programme empowers women from vulnerable communities by providing vocational training to 745 candidates across 13 centres to foster financial independence. Additionally, we mitigate workplace risks for the marginalised gig-economy workforce by training 2500+ workers in Delhi, Gurugram, Haridwar and Jaipur under the Surakshit Saathi campaign, equipping them with essential road safety and emergency care skills. Combined, these multifaceted efforts underscore a holistic strategy to uplift marginalised segments of society and build a more equitable future.

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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	4,568	4,497	98.45	4,839	4,839	100.00
Other than permanent	0	0	0.00	0	0	0.00
Total Employees	**4,568**	**4,497**	**98.45**	**4,839**	**4,839**	**100.00**
Workers						
Permanent	4,609	3,419	74.18	4,688	4,688	100.00
Other than permanent	30,120	7,901	26.23	26,148	0	0.00
Total Workers	**34,729**	**11,320**	**32.60**	**30,836**	**4,688**	**15.20**

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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	**4,568**	**0**	**0.00**	**4,568**	**100.00**	**4,839**	**0**	**0.00**	**4,839**	**100.00**
Male	3,961	0	0.00	3,961	100.00	4,197	0	0.00	4,197	100.00
Female	607	0	0.00	607	100.00	642	0	0.00	642	100.00
Other than permanent	**0**	**0**	**0.00**	**0**	**0.00**	**0**	**0**	**0.00**	**0**	**0.00**
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	**4,609**	**0**	**0.00**	**4,609**	**100.00**	**4,688**	**0**	**0.00**	**4,688**	**100.00**
Male	4,598	0	0.00	4,598	100.00	4,679	0	0.00	4,679	100.00
Female	11	0	0.00	11	100.00	9	0	0.00	9	100.00
Other than permanent	**30,120**	**0**	**0.00**	**0**	**0.00**	**26,148**	**0**	**0.00**	**200**	**0.76**
Male	24,982	0	0.00	0	0.00	22,106	0	0.00	100	0.45
Female	5,138	0	0.00	0	0.00	4,042	0	0.00	100	2.47

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹ in crore)	Number	Median remuneration/ salary/wages of respective category (₹ in crore)
Board of Directors (BoD)	7	1.29	3	1.26
Key Managerial Personnel	3	3.59	0	0
Employees other than BoD and KMP	3,957	0.19	607	0.14
Workers	4,598	0.10	11	0.03

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	7.11	7.44

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, we have various committees within the Company responsible for addressing human rights impacts or issues caused or contributed by the business, such as the Prevention of Sexual Harassment (POSH) Committee and Ethics Committee etc.

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

The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Company is committed to provide a safe business environment and workplace for everyone, irrespective of ethnicity, religion, sexual orientation, race, caste, gender, region, disability, work, designation and such other parameters.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	19	6	Resolution under progress	14	3	Resolution under progress
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wagest	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	19	14
Complaints on POSH as a % of female employees/workers	0.36	0.30
Complaints on POSH upheld	10	5

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

   Company's Vigil Mechanism/Whistle Blower policy ensure protection of the complainant from discrimination, victimisation, retaliation or adoption of any unfair employment practices.

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

   Yes, agreements provide that all the statutory and regulatory laws including human rights to have a safe working place, timely payment of dues, etc. are required to be complied by the service provider.

10. **Assessments for the year:**

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

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

    Not Applicable

LEADERSHIP INDICATORS

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

   The Company has a well-defined Human Rights policy. The Code of Conduct of the Company is based on GBS Codex and respects the rights of its employees. The Company regularly sensitises its employees on the Code of Conduct through various training programmes. At Hero MotoCorp, we believe in providing equal opportunities and platforms to hear the voices of our employees to capture employee grievances including human rights grievances/complaints. In order to achieve so, we have taken several initiatives to hear the voice of our employees to capture employee grievances including human rights/complaints. In order to achieve so, we have taken several initiatives to hear our employees and provide the necessary solutions to the concerns raised by them. Such initiatives include fortnightly meetings at the shop floor. Monthly CFT meetings, Open House, provision of HR Helpdesk to capture and address grievances.

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

   Please refer to the response mentioned in point no 1 above of the leadership indicators.

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

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

	% of value chain partners (by value of business done with such partners) that were assessed#
Child labour	20
Forced/involuntary labour	20
Sexual harassment	20
Discrimination at workplace	20
Wages	20
Others - please specify	

#This includes only upstream value chain partners.

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

   Not Applicable

PRINCIPLE 6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	Gigajoule	1,90,812	1,79,095
Total fuel consumption (B)	Gigajoule	0	0
Energy consumption through other sources (C)	Gigajoule	0	0
Total energy consumed from renewable sources (A+B+C)	**Gigajoule**	**1,90,812**	**1,79,095**
From non-renewable sources			
Total electricity consumption (D)	Gigajoule	3,52,226	3,49,336
Total fuel consumption (E)	Gigajoule	3,57,106.5	3,17,369
Energy consumption through other sources (F)	Gigajoule	0	0
Total energy consumed from non-renewable sources (D+E+F)	**Gigajoule**	**7,09,332.5**	**6,66,705**
Total energy consumed (A+B+C+D+E+F)	**Gigajoule**	**9,00,144.50**	**8,45,800.00**
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	GigajoulePerINR	0.00	0.00
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	GigajoulePerINR	0.00	0.00
Energy intensity in terms of physical output	Gigajoule	0	0
Energy intensity (optional) - the relevant metric may be selected by the entity	Gigajoule per Vehicle	0.14	0.14

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, Bureau Veritas (India) Private Limited.

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.

Yes, Gurugram, Dharuhera & Haridwar plants have been identified as a Designated Consumer, we have completed the energy audits by M/s. A-Z Energy, But no PAT target provided for Hero MotoCorp Limited.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	1,09,848	1,15,932
(ii) Groundwater	kilolitres	5,16,860	5,30,596
(iii) Third party water	kilolitres	1,36,108	1,38,049
(iv) Seawater/desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**kilolitres**	**7,62,816**	**7,84,577**
Total volume of water consumption (in kilolitres)	**kilolitres**	**7,62,816**	**7,84,577**
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	**kilolitres**	**0.00**	**0.00**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	**kilolitres**	**0.00**	**0.00**
Water intensity in terms of physical output	**kilolitres per Vehicle**	**0.12**	**0.13**
Water intensity (optional) - the relevant metric may be selected by the entity	**-**	-	-

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, Bureau Veritas (India) Private Limited.

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

Parameter		Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)				
(i)	To Surface water	kilolitres	0.00	0.00
	- No treatment	kilolitres	0	0
	- With treatment - please specify level of treatment	kilolitres	0	0
(ii)	To Groundwater	kilolitres	0.00	0.00
	- No treatment	kilolitres	0	0
	- With treatment - please specify level of treatment	kilolitres	0	0
(iii)	To Seawater	kilolitres	0.00	0.00
	- No treatment	kilolitres	0	0
	- With treatment - please specify level of treatment	kilolitres	0	0
(iv)	Sent to third parties	kilolitres	0.00	0.00
	- No treatment	kilolitres	0	0
	- With treatment - please specify level of treatment	kilolitres	0	0
(v)	Others	kilolitres	0.00	0.00
	- No treatment	kilolitres	0	0
	- With treatment - please specify level of treatment	kilolitres	0	0
Total water discharged (in kilolitres)		**kilolitres**	**0.00**	**0.00**

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, Bureau Veritas (India) Private Limited.

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

Yes, the Zero Liquid Discharge (ZLD) plant comprises of Ultra Filtration (UF), three stage Reverse Osmosis (RO) plant.

Ultra Filtration: The treated effluent from the outlet of ETP is passed through UF a modern process technology to purify water for a wide range of applications, including semiconductors, food processing, biotechnology, pharmaceuticals, power generation, sea water desalting, and municipal drinking water.

Reverse Osmosis: The permeate of the UF is passed through 3 stages of RO. The water moves to the salty side of the membrane until equilibrium is achieved. The permeate of each stage is used back in the process, the reject of each stage of RO becomes feed for the next stage of the RO. The final concentrated reject from RO stage 3 is sent to the Multi Effect Evaporator (MEE).

Multi Effect Evaporator: The Multi effect evaporator vaporises the rejected water with High TDS in 3 stages under vacuum, the condensate from each stage is used back into the process. The solidified salt from the agitated thin film drier (ATFD) is collected in HDFE bags and sent for secured landfill/Co-processing.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	Tonne	9.8	14.5
SOx	Tonne	2.1	1.1
Particulate matter (PM)	Tonne	9.5	9.9
Persistent organic pollutants (POP)	Tonne	0	0
Volatile organic compounds (VOC)	Tonne	0	0
Hazardous air pollutants (HAP)	Tonne	0	0
Others - please specify	-	-	-

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. Bureau Veritas (India) Private Limited.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into **CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3**, if available)	tCO_2e	21,290	19,938
Total Scope 2 emissions (Break-up of the GHG into **CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3**, if available)	tCO_2e	69,467	70,547
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO_2e	0.00	0.00
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)	tCO_2e per INR	0.00	0.00
Total Scope 1 and Scope 2 emission intensity in terms of physical output	$KgCO_2e$ per Vehicle	14.00	15.30
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

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, Bureau Veritas (India) Private Limited.

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

Yes, total 123 projects across various plants have been taken to reduce Green House Gas emission and to improve the energy efficiency in the plants. Some of the major energy conservation projects are listed as follows: (i) Euler Power consumption reduction of dual tone production at paint shop (ii) Energy saving in steel phase identified induction motors (iii) Replacement of existing (star delta based) air compressor of 733 CFM capacity with new compressor of 563 CFM having VFD control. (iv) Reduce energy consumption of Compressed Air Handling system (v) Control of individual lines of compressed air supply across shops and for main incoming air supply during non - production hours (vi) Process control initiatives in the paint shops (vii) HPFC panel reconditioning for power factor improvement (vii) Replacement of non efficient compressor with energy efficient new compressors (viii) Solar concentrator for canteen area (ix) adiabatic cooling systems to optimise power consumption (x) Reduction of energy consumption by resising of pumps of cooling tower along with VFD provision total energy saving through all projects is approximately 61 lakh kWh.

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

Parameter	Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)			
Plastic waste **(A)**	metric tonnes	1,867	1,617
E-waste **(B)**	metric tonnes	29.65	17.92
Bio-medical waste **(C)**	metric tonnes	0.39	0.41
Construction and demolition waste **(D)**	metric tonnes	4,769	4,276
Battery waste **(E)**	metric tonnes	171.6	121.8
Radioactive waste **(F)**	metric tonnes	0	0
Other Hazardous waste. Please specify, if any. **(G)**	metric tonnes	2,076	2,056
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	metric tonnes	13,742	10,987
Total (A+B + C + D + E + F + G + H)	**metric tonnes**	**22,655.04**	**19,076.13**
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	**metric tonnes**	**0.00**	**0.00**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	**metric tonnes**	**0.00**	**0.00**
Waste intensity in terms of physical output	**metric tonnes**	**3.44**	**3.23**
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-	-

Parameter	Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	metric tonnes	0.00	24.80
(ii) Re-used	metric tonnes	6,874.00	5,128.00
(iii) Other recovery operations	metric tonnes	0.00	0.00
Total	**metric tonnes**	**6,874.00**	**5,152.80**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	metric tonnes	0.39	0.40
(ii) Landfilling	metric tonnes	0.00	0.00
((iii) Other disposal operations	metric tonnes	15,335.00	13,546.00
Total	**metric tonnes**	**15,335.39**	**13,546.40**

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, Bureau Veritas (India) Private Limited.

Waste management actions like source segregation, recycling of waste through authorised recyclers, co-processing of hazardous waste at cement plants, awareness of employees on waste management are some of the actions being taken at the plant level.

In FY 26, Hero MotoCorp made a strategic shift in hazardous waste management. An initiative to transition from co-processing of paint sludge to a recycle & reuse model by partnering with the recycling facility, the initiative helped in diversion of 28% of paint sludge waste from traditional co-processing to be converted into functional industrial primer.

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.**

    Hero MotoCorp have a robust mechanism of waste management which promotes reducing its waste at the source, promoting sustainable packaging and adopting method to utilise waste as resource for others i.e. co-processing in cement industries. Another such example is upcycling of grinding sludge which is converted to ferric alum & paint sludge into functional industrial primer which becomes useful resources to other industries. We have also adopted innovative technologies to eliminate process waste i.e. introduction of water-based painting which creates zero VOC's, zero paint sludge and low water consumption. The Company also embarked upon the journey of Zero Waste to Landfill from 2018-19 to 2025-26 where all our plants are certified as Zero Waste to Landfill. Elimination of single use plastic was another initiative where all our plants were certified as "Single Use Plastic Free" Plants.

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:**

Sl. 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 there of 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:**

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

Base line assessment conducted for our upcoming expansion project at Neemrana manufacturing Plant and submitted environment management plan for the purpose of environment clearance.

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/NA). If not, provide details of all such non-compliances, in the following format:**

Yes

LEADERSHIP INDICATORS

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

Water withdrawal, consumption and discharge in areas of water stress	
(i) Name of the area	Haryana and Rajasthan
(ii) Nature of operations	Manufacturing of two-wheelers, Global Parts Centre and Research & Development
(iii) Water withdrawal, consumption and discharge in the following format:	

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
Surface water	kilolitres	0	0
Groundwater	kilolitres	2,66,978	2,77,770
Third party water	kilolitres	1,36,108	1,38,049
Seawater/desalinated water	kilolitres	0	0
Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres)	kilolitres	4,03,086	4,15,819
Total volume of water consumption (in kilolitres)	kilolitres	4,03,086	4,15,819
Water intensity per rupee of turnover (Water consumed/turnover)	kilolitres	0	0
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	0	0
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(ii) Into Groundwater	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(iii) Into Seawater	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(iv) Sent to third parties	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(v) Others	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
Total water discharged (in kilolitres)	kilolitres	**0**	**0**

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

Yes, Bureau Veritas (India) Private Limited.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (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)	tCO_2e	1,98,13,101	1,89,40,829
Total Scope 3 emissions per rupee of turnover	tCO_2e per INR	0	0
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	tCO_2 per Vehicle	3.05	3.21

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

No

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

Not Applicable

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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Introduce adiabatic cooling systems to optimise power consumption	Adiabatic cooling towers combine dry cooling with evaporative pre-cooling to efficiently cool water.	Energy saving & emission reduction.
2	Introduce composite fibre material fans in all cooling tower in place of existing casting material fans	Replaced convention cooling tower fan by lower weighted fans which has higher aerodynamic efficiency, led to reduce power consumption.	Energy saving & emission reduction.
3	Solar concentrator for canteen area.	Use mirrors (heliostats) to focus sunlight onto a receiver, converting it into high-temperature heat for utilisation.	Energy saving & emission reduction.
4	Diversion of paint sludge from co-processing to recycling	An initiative to transition from co-processing of paint sludge to a recycle & reuse model by partnering with the recycling facility, the initiative helped in diversion of 28% of paint sludge waste from traditional co-processing to be converted into functional industrial primer.	Circular economy & hazardous waste diversion.

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

Yes, the Company recognises the importance of Business Continuity Plan (BCP) for the smooth running of business particularly during unfavourable times, including pandemic. The Company focuses on business continuity, both from a business operations sustainability viewpoint as well as employee welfare measures perspective. A team of executives' as part of developing a BCP, focus on key action steps, roles and responsibilities, trigger mechanisms, turnaround times, etc. to be always prepared to tackle any situation that can potentially affect the business operations. Emergency preparedness aims to reduce the consequences of damage caused by unexpected situations like accidents, fire, sabotage, spills, explosions, natural disasters, terrorist activities and medical emergencies. It includes a series of actions to be taken in the case of such emergencies. It shows the preventive actions, preparation to meet adverse situations, how to mitigate them and how to have positive controls during that situation to save lives and reduce property damage.

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.

As per information available, there has been no significant impact to the environment, arising from the value chain partners of the Company.

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

100%

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

A. By the listed entity.

0

B. By the top ten (in terms of value of purchases and sales, respectively) value chain partners.

0

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.

7

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

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	CII - Confederation of Indian Industry	National
2	SIAM - Society of Indian Automobile Manufactures	National
3	ECMA - Emission Controls Manufacturer Association	National
4	ACMA - Automotive Component Manufacturer Association	National
5	FADA - Federation of Automobile Dealers Association	National
6	IMMA - International Motorcycle Manufacturers Association	International
7	SAFE - Society of Automotive Fitness & Environment	National

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

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

LEADERSHIP INDICATORS

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

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/Others - please specify)	Web Link, if available
1	Release of final notification mandating RON 95 for E20 gasoline blend.	Direct communication through SIAM.	Yes	Others - please specify, on need basis	https://mopng.gov.in/files/Whatsnew/GZ17022026.pdf
2	Release of final notification for extension of PM e-drive.	Direct communication through SIAM.	Yes	Others - please specify, on need basis	https://pmedrive.heavyindustries.gov.in/policy_document

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/Others - please specify)	Web Link, if available
3	European Cybersecurity Regulations (L-Category), CRA exempted.	Direct communication through IMMA.	Yes	Others - please specify, on need basis	https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ:L_202501455 http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ:L_202501535
4	India Cybersecurity Regulations (L category), 2W category exempted.	Direct communication through SIAM	Yes	Others - please specify, on need basis	-
5	India - UK Free Trade Agreement (Exclusion of 2W EVs).	Direct communication through SIAM	Yes	Others - please specify, on need basis	https://www.commerce.gov.in/#/international-trade/trade-agreements
6	Deferment of ABS & 2 helmets requirement for 2Ws	Direct communication through SIAM	Yes	Others - please specify, on need basis	https://www.teamleaseregtech.com/updates/article/44043/morth-proposes-mandatory-abs-for-l2-vehicles-and-two-helmets-with-two-/
7	Draft notification on E20 compliance procedures for imported products.	Direct communication through SIAM	Yes	Others - please specify, on need basis	https://morth.gov.in/backend/documents/uploaded/1772008484_m5bu84C4yj.pdf
8	Flex Fuel Vehicles (E85 to E85 Or more) & Ethanol Roadmap	Direct communication through SIAM	Yes	Others - please specify, on need basis	https://morth.gov.in/#/documents/gazettes-notifications
9	Revision of existing Lighting Standards (Inclusion of Illuminated Manufacturer's logo)	Direct communication through SIAM	Yes	Others - please specify, on need basis	https://www.araiindia.com/downloads
10	Standardisation & deferment of CAFE norms for 2 Wheelers	Direct communication through SIAM	No	Others - please specify, on need basis	-
11	Bharat Stage 7 for 2Ws | Proactive Steps towards Cleaner Emission Norms.	Direct communication through SIAM	No	Others - please specify, on need basis	-
12	AVAS (Acoustic Vehicle Alerting System) for Electric Powered-Two Wheelers.	Direct communication through SIAM	No	Others - please specify, on need basis	-
13	Rare Earth Magnet Supply Crisis providing regulatory guidance for alternative strategies	Direct communication through SIAM	No	Others - please specify, on need basis	-
14	Draft EPR on End-of-Life Vehicle Notification	Direct communication through SIAM	No	Others - please specify, on need basis	https://egazette.gov.in/(S(i2j5i35ypbazg51ejdd4cnqg))/ViewPDF.aspx

PRINCIPLE 8

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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:

Sl. 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 INR)
Not Applicable						

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

Not Applicable

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/small producers	9.98	6
Directly from within India	96	96

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	0.00	0.00
Semi-urban	0.00	0.00
Urban	0.23	0.49
Metropolitan	5.53	10.39

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):

Sl. No.	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:

Sl. No.	State	Aspirational District	Amount spent (In INR)
1	Uttarakhand	Haridwar	9,10,33,968.84

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?

0

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:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

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

Sl. No.	Name of authority	Brief of the Case	Corrective action taken
Not Applicable			

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Road Safety	1,88,000	100
2	Healthcare	1,57,000	100
3	Education	13,000	100
4	Armed Forces	1,58,000	100
5	Skill Development	9,900	100
6	Sports	130	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.**

   The Company has a robust customer grievance-capturing mechanism through different mediums like toll-free number, social media, corporate website, e-mails, etc. Customer's grievances are recorded into the system which has a loop closing mechanism and transparency till satisfaction of the customer.

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

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

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NIL	0	0	NIL
Advertising	0	0	NIL	0	0	NIL
Cyber-security	0	0	NIL	0	0	NIL
Delivery of essential services	0	0	NIL	0	0	NIL
Restrictive Trade Practices	0	0	NIL	0	0	NIL
Unfair Trade Practices	0	0	NIL	0	0	NIL
Other	24,816	614	97.52% Closed	32,115	103	99.68% closed

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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

   Yes, HMCL has a primary policy and information security policy available at the Company's website at: https://www.heromotocorp.com/content/dam/hero-aem-website/in/en-in/company-section/reports-and-polices/policies/pdfs/hmcl_information_security_policy.pdf

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

   Not Applicable

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

   a. **Number of instances of data breaches**

      0

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

      0

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

      Not Applicable

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 is available at the corporate website www.heromotocorp.com and also at https://shop.heromotocorp.com/en/. In addition, the digital owner's manual containing the details of the product of the Company is explained at the time of new vehicle delivery & it is also present in the Hero MotoCorp customer's application. The Company also actively uses various social media and digital platforms to disseminate information about its products and services.

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

   During the new vehicle delivery and service, customers are informed and educated on the safe and responsible usage of the products. The Company also undertakes various safety initiatives to educate customers about safe riding.

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

   The Company has a designated Corporate Crisis Management Team (CCMT) responsible for overseeing business continuity situations. In the event of a business disruption, all customer outreach is conducted exclusively through authorised communication channels, as deemed appropriate.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not applicable)**

   Yes

   If yes, provide details in brief.

   The details on the information label are as per the requirements of the Legal Metrology Act, 2009 and the Rules made thereunder. The Company voluntarily and actively informs all its dealers about any changes in product packaging through notices and circulars. It has also been running educative campaigns informing customers to operate vehicles in a more fuel-efficient manner and to read the operating manual and the road safety leaflet. The leaflet enumerates good to emulate riding practices, fuel saving tips etc. in a reader - friendly and easy to understand manner. The spare parts come with a customer toll free number, address and e-mail id, where consumers can reach our executives with feedback, grievances and even queries regarding the products. Besides, consumers can also log on to the website of the Company and give their feedback or register complaints. In order to check the genuineness of spare parts, a Unique Part Identity (UPI) bar code/number is printed on the Maximum Retail Price (MRP) label of the spare part. The Company also runs campaigns informing customers about the same.

   Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

   Yes, the Company measures customer satisfaction through its programme Customer Service Index.

ESG DISCLOSURE OF VALUE CHAIN PARTNERS AS PER SEBI GUIDELINES

Pursuant to the SEBI guidelines, ESG disclosures for Value Chain Partners have been adopted by Hero MotoCorp on a voluntary basis, for FY 2025-26. The scope of this disclosure encompasses key upstream and downstream partners individually contributing 2% or more to the Company's total purchases or sales value, respectively.

For the reporting period, Hero MotoCorp has successfully mapped and disclosed data for all qualifying upstream partners, with the exception of three partners whose data remained unavailable despite reasonable efforts. Further, there are no downstream value chain partners which met the threshold of contributing 2% or more to the total sales value.

Sl. No.	Attribute	Parameter	Measurement	FY26 (Consolidated data, excluding 3 upstream value chain partners)
1	Green-house gas (GHG) Footprint	Scope 1 Emissions	$MTCO_2e$	64,226.15
		Scope 2 Emissions	$MTCO_2e$	1,32,283.11
		Total scope 1 and scope 2 emissions intensity per rupee of turnover (Total scope 1 and scope 2 emissions/Revenue from operations)	MT/Rupee	-
		Total scope 1 and scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP) (Total scope 1 and scope 2 emissions/ Revenue from operations adjusted for PPP)	MT/USD	-
		Total scope 1 and scope 2 emissions intensity in terms of physical output (Total scope 1 and scope 2 emissions/Physical Output)	MT/Number/units	-
2	Water Foot Print	Water Consumption	kL	5,80,709.51
		Water intensity per rupee of turnover (Water consumed/Revenue from operations)	kL/Rupee	-
		Water intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP) (Water consumed/ Revenue from operations adjusted for PPP)	kL/USD	-
		Water intensity in terms of physical output (Water consumed/Physical Output)	kL/Number/units	-
		Water Discharge	kL	65,136.19
3	Energy Footprint	Total energy consumed from renewable sources	Gigajoules (GJ)	51,722.92
		Total energy consumed from non- renewable sources	Gigajoules (GJ)	14,57,758.95
		Percentage of energy consumed from renewable sources	%	3.43
		Energy intensity per crores of turnover (Energy consumed/Revenue from operations)	GJ/Rupee	-
		Energy intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP) (Energy consumed/ Revenue from operations adjusted for PPP)	GJ/USD	-
		Energy intensity in terms of physical output (Energy consumed/Physical Output)	GJ/Number/units	-
4	Embracing circularity details related to waste management by the entity	Total Waste Generated	MT	9,349.80
		For each category of waste generated, total waste recovered through	recycling (in metrices ton)	492.57
			re-using (in metrices ton)	251.36
			other recovery operation (in metrices ton)	-
		For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)	Incineration (in metrices ton)	94.42
			Landfilling (in metrices ton)	213.10
			Other disposal operations (in metrices ton)	361.69
		Waste intensity per rupee of turnover (Waste generated/ turnover)	MT/Rupee	-
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Waste generated/ Revenue from operations adjusted for PPP)	MT/USD	-
		Waste intensity in terms of physical output (Waste generated/Physical Output)	MT/Number/units	-

Sl. No.	Attribute	Parameter	Measurement	FY26 (Consolidated data, excluding 3 upstream value chain partners)
5	Enhancing Employee Well-being and Safety	Spending on measures towards well being of employees and workers cost incurred as a % of total revenue of the company	%	0.12
		Details of safety related incidents for employees and workers	Number of Permanent Disabilities	0.65
			Number of Fatalities	-
6	Enabling Gender Diversity in Business	Gross Wages Paid to females as a percentage of total wages	%	2.78
		Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	Total Complaints on Sexual Harassment (POSH) reported	-
			Complaints on POSH as a % of female employees/workers	-
			Complaints on POSH upheld	-
7	Enabling Inclusive Development	Sourced from MSMEs/ small producers and from within India	%	14.21
		Job creation in smaller towns Wages paid to persons employed in smaller towns (permanent or non permanent /on contract) as % of total wage cost.	Rural	21.77
			Semi-Urban	15.88
			Urban	16.91
			Metropolitan	7.94
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss/breach of data of customers	%	-
		Number of days of accounts payables		31.64
9	Open-ness of business	Concentration of Purchase	Purchases from trading houses as % of total purchases	4.52
			Number of trading houses where purchases are made from	6.18
			Purchases from top 10 trading houses as % of total purchases from trading houses	10.76
		Concentration of Sales	Sales to dealers/distributors as % of total sales	-
			Number of dealers/distributors to whom sales are made	-
			Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-
		Share of RPTs (as respective %age) in	Purchases	17.54
			Sales	25.23
			Loans & advances	-
			Investments	15.06