HZL/2026-27/SECY/36

June 05, 2026

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Fort
Mumbai – 400 001

Kind Attn: General Manager – Department of Corporate Services

Scrip Code: 500188

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor Plot No., C/l, G Block
Bandra-Kurla Complex, Bandra (East),
Mumbai – 400 051

Kind Attn: Head Listing & Corporate Communication

Trading Symbol: HINDZINC

Dear Sir/Ma'am,

Sub: Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2025-2026

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and relevant circulars issued by the SEBI in this regard, as amended from time to time, please find enclosed herewith the BRSR for the Financial Year 2025-2026, along with Independent Auditors' Assessment or Assurance Report provided by M/s. S. R. Batliboi & Co. LLP.

The BRSR forms part of the Integrated Annual Report of the Company for the Financial Year 2025 2026, submitted to the stock exchange(s) vide letter no. HZL/2026-27/SECY/34 dated June 05, 2026, and has been made available on the website of the Company at https://www.hzlindia.com.

We request you to please take the above on record.

Thanking You.

Yours faithfully,

For **Hindustan Zinc Limited**

AASHHIMA V KHANNA
Digitally signed by AASHHIMA V KHANNA
Date: 2026.06.05 13:17:21 +05'30'

Aashhima V Khanna
Company Secretary & Compliance Officer

Enclosed: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

CEO's STATEMENT

Dear All,

At Hindustan Zinc, sustainability is deeply embedded in the way we create value, manage risks, and strengthen long-term resilience for both our business and stakeholders. Guided by this commitment, I am pleased to present our **fifth Business Responsibility and Sustainability Report (BRSR)**, capturing our **progress, priorities, and performance over the past year**.

This report reflects our alignment with the nine principles of the BRSR framework and showcases key milestones in our journey toward responsible and inclusive growth. It underscores how sustainability continues to shape our decisions across operations, governance, and community engagement, as we work to create shared value and reinforce trust with all our stakeholders.

Our sustainability leadership received strong global recognition during the year. In **August 2025**, Hindustan Zinc became the **first Indian company** to join the **International Council on Mining and Metals** and the **Extractive**

Industries Transparency Initiative, strengthening **our Sustainability 2.0 journey**. Furthermore, we were **ranked first globally** in the **metals and mining sector in the S&P Global Corporate Sustainability Assessment 2025** for the third consecutive year and were included in the S&P Sustainability Yearbook among the top 1% distinction.

Our progress is anchored in a robust **three-tier sustainability governance** that enables effective management of key priorities such as decarbonisation, energy efficiency, biodiversity, water stewardship, and inclusive workplace, as we advance toward our **2030 sustainability goals**.

We made meaningful strides in our transition to a low carbon future, with a clear goal to **achieve Net Zero by 2050** or sooner. We strengthened environmental stewardship by achieving **3.32 times water positive status**, supported by state-of-the-art water and wastewater treatment facilities, increased recycling, and watershed-level replenishment initiatives. Increasing use of renewable energy and waste-to-wealth solutions continues to lower our environmental footprint while improving operational resilience. Following the launch of **Asia's first low carbon zinc, EcoZen, FY2026 focused on collaborating with customers to scale** its adoption across galvanised steel production, reinforcing our commitment to **product stewardship** and **sustainable innovatio**n.

Advancing our circular economy ambitions, our Board approved India's first zinc tailings reprocessing plant at Rampura Agucha, with an investment of ₹ 3,823 crore. This landmark project reinforces our commitment to responsible resource management and long-term environmental stewardship.

FY2026 was also a significant year for strengthening social performance and governance. We conducted **Social** and **Human Rights Impact** and **Risk Assessments** across all sites in **alignment with ICMM principles** and enhanced site-level governance processes to ensure continuous improvement.

During the year, we experienced the tragic loss of two colleagues from our business partners in work-related incidents. We extend our heartfelt condolences to their families and loved ones. These incidents serve as a solemn reminder of the responsibility we carry. Guided by our **Zero Harm vision**, we undertook detailed root cause analyses and remain firmly committed to implementing all learnings with rigour, while continuing to strengthen our safety culture across operations.

Through our social impact initiatives, we reached over **2.6 million beneficiaries**, with sustained focus on education, healthcare, skill development, and women empowerment, contributing meaningfully to inclusive community development. Initiatives such as rural entrepreneurship and community infrastructure development continue to support our long-standing alignment with the UN Sustainable Development Goals (SDGs).

Diversity and inclusion remain central to our people strategy. From establishing **India's first all-women underground mine rescue team** and launching **Team Tejaswini** to introducing progressive parenthood policies, we are committed to fostering a more inclusive workplace. Responsible practices across our **supply chain** also remain a priority, driven through initiatives like 'Wednesday for Transition' and Supply Chain Sustainability Program.

Our stakeholder engagement this year was further strengthened through the **ICMM-aligned Action Plan**, with a focused emphasis on social performance. Additionally, alignment with global frameworks such as the Global Reporting Initiative (GRI), and **ICMM Performance Expectations** continues to enhance the depth and clarity of our ESG disclosures.

At Hindustan Zinc, **sustainability** is a **strategic imperative – one** that **strengthens resilience** and drives **long-term value creation**. Guided by our values and purpose, we remain committed to leading responsibly and building a future where business success goes hand-in-hand with shared prosperity.

Best Wishes,

Arun Misra
Chief Executive Officer & Whole-time Director,
Hindustan Zinc

SECTION A General Disclosures

I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity	L27204RJ1966PLC001208
2. Name of the Listed Entity	Hindustan Zinc Limited
3. Year of Incorporation	January 10, 1966
4. Registered Office Address	Yashad Bhavan, Udaipur, Rajasthan 313004 - India
5. Corporate Address	Yashad Bhavan, Udaipur, Rajasthan 313004 - India
6. E-mail	Hzl.ir@vedanta.co.in
7. Telephone	+ 91-294-6604000 / + 91-294-6604002
8. Website	www.hzlindia.com
9. Financial year for which reporting is being done	April 01, 2025 to March 31, 2026
10. Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited (BSE) and National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	₹ 845.06 crore
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Aashhima V Khanna, Company Secretary & Compliance Officer Telephone Number - +91 294-6604015 Email Address: hzl.secretarial@vedanta.co.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on a consolidated basis. The Group comprises Hindustan Zinc Limited, its subsidiaries and joint venture disclosed in point no. 23 of Section A below. All these entities are considered for the purpose of Financial Consolidation of the Group; however, for the purpose of BRSR, the non-operational/intermittent operational/new incorporated entities/sites have not been considered based on the management's assessment of materiality. Furthermore, for the purpose of BRSR reporting, following methodology has been used: • The financial numbers used in some of the indicators of the BRSR are extracted from the Integrated Annual Accounts FY2026 • Based on an assessment of materiality, waste management details related to corporate offices, guest houses, and residential colonies of entities/sites falling within the reporting boundary have not been included, as they are not considered material to the Group's reporting • While the financial numbers for certain entities include inter-company consolidation adjustments, as per the applicable financial reporting framework (net figures), the non-financial data used in some of the indicators of the BRSR are given without adjustments (gross figures). Further, some of the entities/sites are considered for the purpose of said consolidated financial numbers, which may have been excluded from the BRSR Reporting Boundary
14. Name of assurance provider	S. R. Batliboi & Co. LLP
15. Type of assurance obtained	BRSR Core: Reasonable BRSR (Rest of indicators): Limited

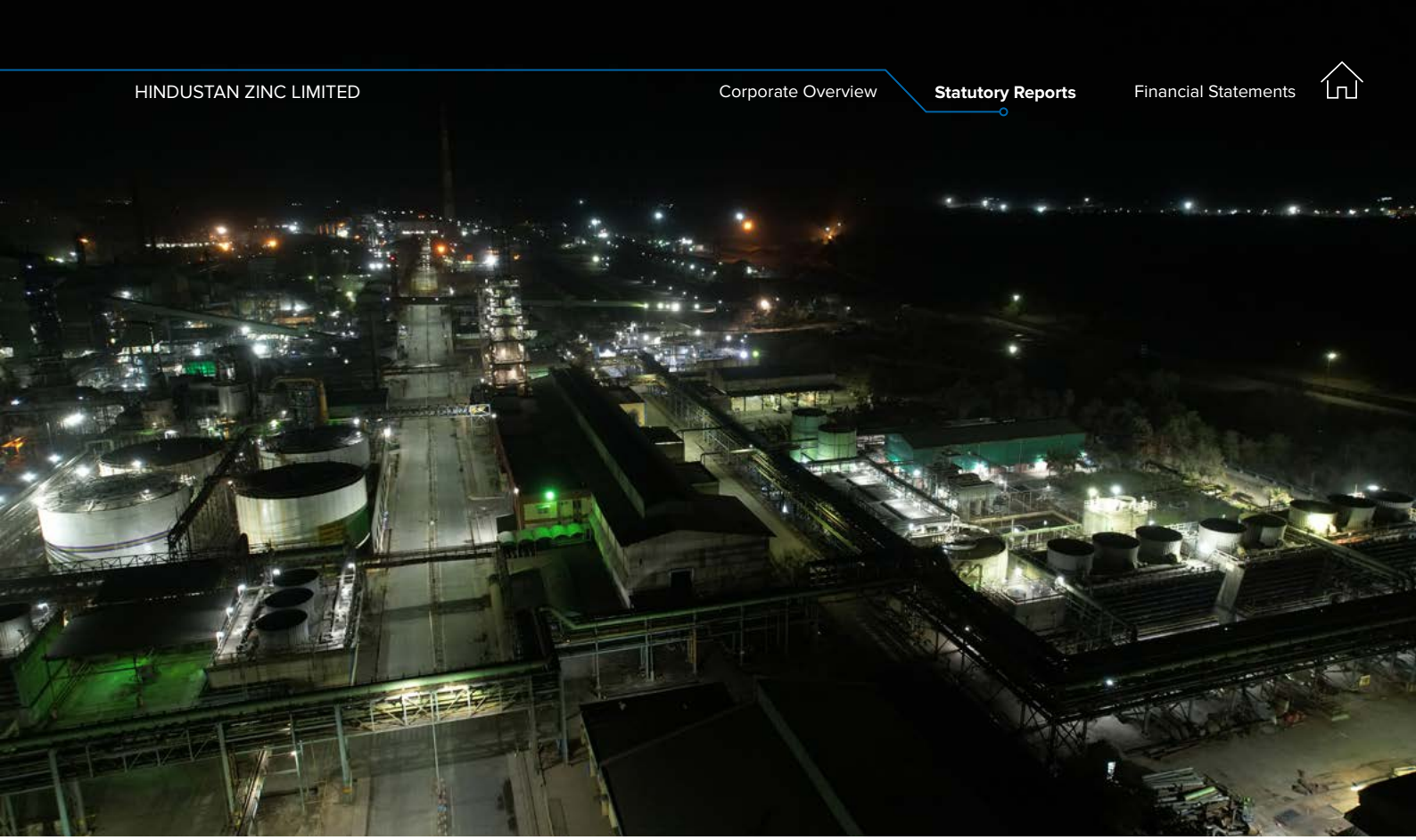
II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Metal & Metal products	91.84%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Zinc	24203	58.20%
2	Lead	24203	9.55%
3	Silver	24205	24.09%



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	17	4	21
International	0	0	0

*Four discontinued units are not accounted here

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	38

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

The contribution of exports (metals) is 21.15% of the total turnover of the entity for FY2026.

c. A brief on types of customers

Our Company has B2B customers for our products as below:

- Refined zinc metal, which is used in a number of applications including galvanising, oxides, die castings and alloys
- Lead ingot is used in a number of applications including battery segment, lead-based pigments and cathode ray tubes
- We are India's only and one of the world's leading integrated silver producers. We produce refined silver, recovered as a by-product of lead processing and used in various industrial applications and decorative applications and jewellery
- Hindustan Zinc Alloys Private Limited (a wholly-owned subsidiary of Hindustan Zinc) manufactures zinc alloys, primarily used in die casting applications and sheet industry across sectors such as automotive, electrical, electronics, consumer durables, and industrial components

We were effectively able to reach out to MSME customers with live London Metal Exchange benchmarked prices, and delivery of zinc and lead metals with quantity as low as 1 tonne.

IV. EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
Employees								
1.	Permanent (D)*	2,804	2,059	73.43%	743	26.50%	2	0.07%
2.	Other than Permanent (E)	11	10	90.91%	1	9.09%	0	0.0%
3.	Total Employees (D + E)	2,815	2,069	73.50%	744	26.43%	2	0.07%
Workers								
4.	Permanent (F)**	499	486	97.39%	13	2.61%	0	0.0%
5.	Other than Permanent (G)***	23,949	23,605	98.56%	323	1.35%	21	0.09%
6.	Total Workers (F + G)	24,448	24,091	98.54%	336	1.37%	21	0.09%

*Permanent Employees means Executive employees

** Permanent Workers means Non-executive employees

***Other than Permanent Workers means Business partner employees

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
Differently abled Employees								
1.	Permanent (D)*	3	2	66.66%	1	33.33%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3.	Total Differently abled Employees (D + E)	3	2	66.66%	1	33.33%	0	0%
Differently abled Workers								
4.	Permanent (F)**	4	4	100%	0	0%	0	0%
5.	Other than Permanent (G)***	11	11	100%	0	0%	0	0%
6.	Total Differently abled Workers (F + G)	15	15	100%	0	0%	0	0%

*Permanent Employees means Executives employees

** Permanent Workers means Non-executive employees

***Other than Permanent Workers means Business partner employees

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22.22%
Key Managerial Personnel*	3	1	33.33%

*Key Managerial Personnel also includes one member of Board of Directors, i.e., Chief Executive Officer

22. Turnover rate for Permanent Employees and Workers

(Disclose trends for the past 3 years)

	FY2026				FY2025				FY2024			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	15%	16%	0%	15%	18%	15%	0%	18%	14%	17%	NA	15%
Permanent Workers	24%	0%	0%	24%	18%	14%	0%	18%	17%	18%	NA	17%

No other gender employee in FY2024

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding/subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Vedanta Limited	Immediate Holding Company	0*	No
2	Hindustan Zinc Alloys Private Limited	Wholly-owned Subsidiary Company	100	Yes
3	Vedanta Zinc Football & Sports Foundation	Wholly-owned Subsidiary - Section 8 Company	100	Yes
4	Zinc India Foundation	Wholly-owned Subsidiary - Section 8 Company	100	Yes
5	Hindustan Zinc Fertilisers Private Limited	Wholly-owned Subsidiary Company	100	No
6	Hindmetal Exploration Services Private Limited	Wholly-owned Subsidiary Company	100	No
7	Madanpur South Coal Company Limited**	Joint Venture	18.05	No

* Vedanta Limited is holding 60.71% in HZL

** During the year, there are no business activities in the company, and it does not have any mining asset

VI. CSR DETAILS

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

Yes

	(in ₹ crore)
(ii) Turnover*	
Standalone	40,658
Consolidated	40,844
(iii) Net worth	
Standalone	22,475
Consolidated	22,629

*Turnover includes other operating income

Note: The report's calculations are derived from consolidated turnover.

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 redressal policy)	FY2026			FY2025		
		Number of complaints filed during the year	Number of complaints pending resolution as at close of the year*	Remarks	Number of complaints filed during the year	Number of complaints pending resolution as at close of the year**	Remarks
Communities	Yes Grievance Mechanisms Technical Standard	64	4	Employment, Environment & CSR related	78	9	Employment, Environment & CSR related
Investors & Shareholders	Yes HZL Whistleblower Policy Hindustan Zinc Contact Details	15	0	Dividend & Share related	47	0	Dividend & Share related
Employees and Workers	Yes Business Ethics Code of Conduct HZL Whistle Blower Policy	506	62	Sexual Harassment related (POSH), working conditions and Health & safety	683	91	Sexual Harassment related (POSH), working conditions and Health & safety

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY2026			FY2025		
		Number of complaints filed during the year	Number of complaints pending resolution as at close of the year*	Remarks	Number of complaints filed during the year	Number of complaints pending resolution as at close of the year**	Remarks
Customers	Yes Vedanta MetalBazar	24	1	Customer's grievances on varied issues	44	2	Customer's grievances on varied issues
Value Chain Partners	Yes HZL Whistle Blower Policy Sahyog Portal	5	2	Suppliers' and Service providers' grievances on varied issues	5	0	Suppliers' and Service providers' grievances on varied issues
Other (please specify)	-				-	-	-

*Pending grievances or complaints as at the end of the current FY relates to the new complaints or grievances raised during the year.

** Grievances which are reported in FY2025 and are pending for resolution, have been resolved in FY2026

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:

Hindustan Zinc Limited (Hindustan Zinc) conducted a comprehensive double materiality assessment in FY2025 Our Approach on Materiality, engaging over 400 internal and external stakeholders via site visits, focused group discussions, and one-on-one interviews. We enhanced our approach to materiality assessment by identifying an extensive set of impacts, risks, and opportunities associated with each material topic. The outcome of the assessment has provided us with deep insight into the most significant financial and impact considerations associated with ESG issues for Hindustan Zinc.

We adopted the principles of double materiality established by the EU Corporate Sustainability Reporting Directive (CSRD) to identify and prioritise issues that are financially material to our business operations while also having significant environmental and social impacts on our stakeholders. The key focus of our materiality assessment in this cycle was to identify impacts (positive and negative), risks, and opportunities associated with the material topics. This analysis enabled us to align our sustainability strategy and disclosures with stakeholder expectations in a way that creates and preserves long-term value for Hindustan Zinc.

Our methodology followed a structured five-step process:

1. **Identification of Material Topics:** We began with 200+ ESG topics derived from peer benchmarking and leading standards, refining them to 22 potentially material topics.
2. **Impacts, Risks, and Opportunities (IRO's) Identification:** Using internal risk registers, human rights reports, community impact assessment reports and industry standards (GRI, SASB), we mapped over 250+ IROs linked to these topics.
3. **Stakeholder Engagement:** We engaged with an extensive set of stakeholders to cover both the financial and impact materiality dimensions. On the former, we carried out structured consultations on the risks and opportunities with Hindustan Zinc leadership and key institutional investors to understand their priorities. On the impact materiality dimension, we engaged with business partners, suppliers, customers, employees, civil society, regulators, media partners, and the local communities. These were the key stakeholder groups who provided us with detailed insights into the positive and negative impacts associated with our material topics. The modes of engagement included structured and semi-structured interviews, focused group discussions, and surveys.
4. **Materiality Matrix Development:** Stakeholder inputs were scored and weighted based on influence and interest to create a consolidated materiality matrix across the financial and impact dimensions.
5. **Validation and Review:** The outcomes were reviewed by senior leadership and approved by the Sustainability & ESG Committee meeting discussion and has been part the third-party annual assurance process.

This exercise has helped sharpen our ESG focus and ensure alignment with stakeholder expectations. Basis the analysis below are the topics identified as high priority issues.

During the current reporting year, the Company undertook an annual review of the material topics identified in the prior assessment, considering internal risk registers, ongoing stakeholder engagement, and changes in the operating and regulatory environment. The review confirmed that there have been no changes to the material topics or their prioritisation. The outcomes of this review were presented to and endorsed by the Sustainability & ESG Committee, reaffirming that the existing materiality framework continues to capture Hindustan Zinc's most significant ESG impacts, risks, and opportunities.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or negative implication)
Environmental					
1.	**Air Emissions & Quality**	Risk	Failure to comply with statutory emission norms could lead to negative/ inevitable long-term impact on the environment and society, with imposition of levies/ fines, escalation in costs related to monitoring and reporting, among others.	Large-scale air emissions can cause serious impact on the environment and local communities. We continuously work towards reducing air emissions. • Well-designed state-of-the-art air pollution control devices (APCD) are in place • Effective fugitive emission management • Continuous monitoring and reporting • Adoption of advanced pollution controls	Failure to comply with emission norms could lead to negative long-term impact. However, the Company is committed to taking positive steps in the right direction, hence reducing liabilities from environmental non-compliance.
2.	**Tailings Management**	Risk	The effective monitoring and management of tailings storage facilities (TSFs) play a significant role in minimising environmental impact on our local stakeholders. Tailings dam failure can lead to loss of life, environmental damage, and reputational cost for the company. It can also entail significant financial costs/ losses and stoppages in production. Global incidents show high consequence social/ environmental harm; GISTM sets 77 auditable requirements across the lifecycle;	Failure of tailings dams can cause a huge environmental and social impact. Hence, we accord top priority to managing them responsibly. • All the Company's tailings facilities are designed and constructed to the highest engineering standards and best-in-class benchmarked practices, and design is certified by an external expert • External and internal inspection and monitoring of the TSFs to review the integrity/ stability of our TSF structures and their associated management practices • Effectiveness of reclaim water system • Conducting periodic TSF risk assessments and developing mitigation plans to minimise associated risks • Surveillance of TSFs • Utilisation of tailings in backfilling • Replacement of wet tailing disposal system with filtered tailing disposal • Dam break analysis and emergency preparedness • Satellite-based interferometric synthetic aperture radar (InSAR) monitoring technique to provide early warning of surface ground movements • Various geotech instruments-like piezometers, inclinometers, prisms, and satellite monitoring are in use • Renewal of CEO attestation annually • Critically reviewing monsoon management • Implement GISTM including Engineer of Record/ Independent Review, consequence classification, OMS manuals, surveillance & instrumentation, emergency response & community engagement • Transition from Wet to Filtered Tailings	There may be negative financial consequences catastrophic liability, loss of life, fines, legal damages in case of breach of tailings dam. However, the Company is committed to taking positive steps in the right direction.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or negative implication)
3.	**Water Resources Management**	Risk/ Opportunity	Our operational activities involve processes in which water is an indispensable input, both for extraction and processing & smelting. Thus, it is even more important for us to strive to reduce water use and increase reutilisation throughout the value chain. According to our climate change assessment, climate change may result in an increase in extreme weather events and subsequent resource shortages. Most of our operations are located in Rajasthan, which is one of the designated water-stressed regions in the country based on WRI's Aqueduct tool. There is a high probability of experiencing situations of drought and extreme heat waves. Since water is a critical input to our business, these factors have the potential to disrupt operations, to impact productivity of staff as well as our revenues and logistics	Water conservation is particularly important for us as we operate in a water-stressed region. We are 3.32 times water positive company. Company has taken several initiatives to reduce its dependencies on fresh water and enhance the availability of water for the communities surrounding our sites. • Increasing efficiency in water usage and exploring less water-intensive technologies • Strengthening water recycling and installation of state-of-the-art water and wastewater treatment facilities plants across all locations • Using alternative water sources to reduce dependency on freshwater using treated water from sewage treatment plant • Replenish water within local watersheds and rainwater harvesting • Establishment of filtered tailings plants • Water risk assessment using WBCSD's India Water Tool and WRI Aqueduct	This would have financial implications as the Company has already taken significant initiatives to reduce water consumption and recycle it efficiently in the past. However, with our initiatives, we are reducing dependency on fresh water and reduced risk of shutdowns due to water scarcity, hence positive impact is also considered
4.	**Circularity & Waste Management**	Risk	Waste generated from our operations poses challenge for us in terms of increasing our cost for disposal, its storage & risk of non-compliance.	• At Hindustan Zinc, we believe in 'Near-to-Zero Waste to landfill' and have designed a comprehensive approach in managing waste generated. We have aligned our waste management practices to '4R' strategy - Reduce, Reuse, Recycle and Reclaim • Gainful utilisation of waste in terms of recovering minor metals & finding business sense in use of high volume-low toxicity waste in other industries (cement, road etc.) • Fumer plant operation to minimise Jarosite generation from Hydro Zinc Smelter	Together with some negative implications, this would largely have a positive impact through waste to wealth initiatives
		Opportunity	Revenue from recycling, reduced disposal costs.		
5.	**Climate Change & Energy Transition**	Risk	We are an energy-intensive industry due to the nature of our operational activities, logistics and transportation processes. That is why we seek new technologies and progress regarding sustainable energy generation. This can impact the overall market value of the products in the geographies with restrictions, thus impacting our revenues. As a result, we keep track of all transition risks and changes in regional Climate Change Policy.	The rising challenges of climate change and resource scarcity have put us on a path of transformation to a low-carbon economy. Our strategies for mitigating these risks include: • Reducing fossil fuel-based energy use in our operations by using innovative energy efficiency technologies and process optimisation • Shifting to renewables and/or low-carbon solutions like biomass, where possible • The company has committed to net zero carbon emissions by 2050 and has signed power-purchase agreement up to 530 MW • Replacing diesel-fuelled transportation vehicles with electric vehicles. We have introduced India's first underground mining electric vehicle	There may be negative financial consequences for failing to implement mitigation and adaptation strategies. However, the Company is committed to taking positive steps towards the journey of net zero

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or negative implication)
			As per our physical risk assessment for the year 2030 and 2050, Hindustan Zinc is likely to face natural disasters like droughts, heat waves and increase in extreme weather conditions. These would impose challenges to mining operations. Climate change may cause or result in increase in extreme weather events and subsequent resource shortages, impacting overall cost of acquisition of resources from alternative sources.	• Introduced 180 LNG-powered trucks and 52 electrical trucks for upstream and downstream transportation and further extended our MoU for green fleet • Business partners also introduced electrical vehicles, several forklifts, towing vehicles, and passenger vehicles • 100% RE power consumption at Pantnagar Metal Plant • Climate change risk assessment	
		Opportunity		• Use of renewable electricity may result in lower Levellised Cost of Energy (LCOE) • New market opportunities due to expected growth in solar photovoltaic panels and energy storage systems and batteries using zinc, lead, and silver • Low-carbon metals, like EcoZen, may give differentiator and command premium well before 2030	Positive
Social					
6.	**Health, Safety & Well-Being**	Risk	At Hindustan Zinc, safety continues to be a material priority given the inherently high-risk nature of underground mining and smelting operations. These complex industrial environments present potential exposure to critical hazards that can result in serious injuries, fatalities, occupational health concerns. Maintaining strong safety performance is therefore essential not only for protecting people but also for sustaining operational reliability and long-term organisational value. The scale of HZL's contractor workforce across mining and smelting locations further increase the complexity of safety governance and assurance. Any deviation from established safety standards or critical controls can lead to operational interruptions, regulatory implications, financial impact, and reputational risk. Recognising this, HZL remains committed to strengthening its safety management systems, enhancing contractor capability building, and implementing proactive risk identification and fatality prevention measures to reinforce a culture of safety excellence across all operations.	• Launch and roll out of CRM centric safety management system aligning with Aarohan Pillars • Roll out of Inframatrix and rule matrix across Hindustan Zinc to ensure that adequate resources are available to manage risks across Hindustan Zinc • Implementation of engineering and digital solutions like detect technology for preventing the occurrence of fatal injuries • Horizontal implementation of past incident learnings across all business units of Hindustan Zinc • Provision for workers to report hazards and remove themselves from risks through online digital system, Enablon • Effective safety governance system in place for timely action to improve working conditions and health & safety, involving the key business partners of our operation • Adequate medical and healthcare services to all employees and workers of the organisation. Regular Periodical Medical Examination (PME) and Initial Medical Examinations (IMEs) for monitoring health condition • Industrial hygiene assessment through competent external third party for better exposure monitoring and timely control by recognising, evaluating, and controlling occupational health hazards and occupational exposures • Competency enhancement and skill development of workforce through trade test, training need assessment and other structured training programs	Negative implication Risks can result in various direct and indirect costs to operations, which may be either tangible or intangible.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or negative implication)
7.	**Community Engagement and Development**	Risk Opportunity	Communities are identified as foremost stakeholder group. Stakeholders, especially communities, may get impacted at the socio-cultural and economic level due to our business operations. Deficit of trust and relationship with the earmarked stakeholders may not only impede the progress on initiatives for furthering our societal impact, but may also lead to consequential loss of reputation, brand and business continuity. Mismatch between expectations of community and actions deployed or lack of awareness or poor deployment of engagement initiatives may lead to discontented communities. A proactive and sustained approach towards consultation with stakeholders including communities is critical to strengthen the engagement levels and sustained interactions and engagement platforms would lead to presenting our commitment to driving value for both communities and organisation. We also are cognisant that each location has a different cultural and economic significance, which influences the expectations local communities have from us. Hence, community engagement for sustainable integrated land use planning, the training of community persons in specialised skills, importance to cultural values and its integration into the relationship, empowering and bringing women in leadership by focusing on equality, overall developing the assets within the community & intensely educating them thereby making self-sustained communities' local employment, local sourcing are few of the most important aspects for us to build a trust and uplift their standard of living.	• Proactive and sustained engagement platforms like "Community Connect" and "Community Leadership Connect" shall ensure two-way communication network and strengthen the trust element. Our approaches towards strengthening Social Performance Steering Committees (SPSC) at business locations with active involvement of the functional leaders across Hindustan Zinc, is key to monitoring the grievances and their resolution, key risks and their mitigation and creating strong relationships with the stakeholder base. This reduces the collective risks & immediately addresses the grievances and feedbacks received from the communities • Engagement of senior management at village level across all business units on a regular basis for discussing village level development and ensure resolution of concerns/grievances, if any • Model Village as a strategic approach is being adopted to strengthen the village infrastructure in discussion with the villages and its elected members • Assessing the community need and impact derived from our interventions including perception studies, aid us in learning the insights and further help us draw inferences and future action plans	Probable positive and negative financial impacts

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or negative implication)
8.	**Diversity, Equal Opportunity & Inclusion**	Risk	People are our core assets and responsible for organisational success. By establishing a culture of safety, employee engagement and support for diverse groups in our workforce, we have been able to deliver in the top quartile of the business performance. We are an employer of choice and a company that continues to attract, develop and retain talent across all the levels. Diversity is a business imperative for us and we firmly believe that healthy diversity mix is more likely to have financial returns above industry median.	While we see opportunity in diverse workgroups, there are apparent risks. The workplace has to be inclusive, safe, secure, free of discrimination, harassment and bullying. • Mitigation: Policy on Prevention of Sexual Harassment, Anti-Discrimination Policy, Internal Complaints Committee • Grievance Redressal Committee, Women Councils are in place which are channels to directly approach for any grievance, complaint, or suggestion • Launched PRISM (Prevention, Response, Inclusion, Safety & Mindset): to ensure employees and business partner workforce are aware of the rules and regulations related to sexual harassment as well as the policy, PRISM campaign was launched enterprise-wide • Strategically, we focus on having a strong representation of women across levels and our diversity candidates currently constitutes 26.4% of the strength in the executive cadre • Simultaneously, we have successfully onboarded transgenders in front-end roles • We have flagship programmes for identification and development of diverse workgroups such as ACT-UP, SHIKHAR, V-Aspire, which focus on technical & behavioural aspects of individuals	There may be minor financial implications while strategising improved hiring techniques and systems may reduce the risk
9.	**Talent Attraction & Retention**	Risk	A high-quality talent pipeline paves the way for organisation excellence. Our talent management framework is conceptualised and implemented to maximise individual contribution by developing existing skills & experience. We believe in deploying best-in-class talent management practices that boost performance and help in building our brand to attract and retain talent. We continuously work with a focused approach to get the right people in the right jobs, developing them and creating a great work environment, which in turn will build the foundation for an exceptionally talented and successful organisation. The core operations at Hindustan Zinc include mining, smelting & refinery, require workforce with niche skills. Attrition in this talent pool is considered as a threat to the business deliverables.	We build and leverage the talent through a robust framework, as mentioned below: • Attraction and Acquisition - Empanelment of premier institutes across the country to tap the best talent, unique drives for attracting best talent from diverse work groups etc. • Promoting Young Talent - Right management in place, and building the talent pipeline through succession planning • Capability Building - Ensuring that we have people with the right skills which are niche skills in mining and smelting. Also, acquiring new skills at par with external requirements and be agile with both internal & external developments. We ensure the development of our people on technical & behavioural aspects through customised interventions • Driving Diversity – Diversity, equity and inclusion is a business imperative and our objective is to achieve gender parity across all levels starting from the Board • Performance Management - Cascading organisational goals to the last line to ensure that the entire workforce is aligned to achieve the business targets • Our Employee Well-being & Assistance Program is designed to address mental stressors in both personal and professional spheres, ensuring holistic support for our workforce	There may be minor financial implications while strategising improved hiring techniques and systems may reduce the risk

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or negative implication)
Governance					
10	**Business Ethics and Governance**	Risk opportunity	Business ethics is a critical issue for our company as it directly influences trust, transparency, and compliance with legal and regulatory frameworks. Lack of transparency in financial transactions exposes the company to corruption risks, which can undermine market trust and investor confidence. Non-adherence to governance standards can lead to severe penalties, reputational damage, and legal scrutiny, especially in regions prone to corruption. Additionally, politically influenced groups may pose risks such as targeted attacks or manipulation during vendor bidding processes. Strengthening anti-corruption measures, transparency, and embedding sustainability KPIs for leadership provide opportunities to enhance investor confidence and secure long-term operational licenses. Responsible business practices are the foundation for sustainable growth and stakeholder trust, critical for safeguarding our reputation and business continuity.	• We steadfast in our commitment to the highest standards of ethical conduct, integrity, and transparency. Central to this commitment is our comprehensive **Business Ethics and Code of Conduct**, which serves not merely as a policy but as a foundational guide that shapes our corporate culture and informs responsible decision-making across all levels of the organisation • Our Code of Conduct outlines clear expectations for ethical behaviour and applies to all employees, directors, and business partners	Probable negative financial consequences due to failure for failing to implement the designed roadmap and future strategies. However, the Company is committed to taking positive steps in the right direction

SECTION B Management and Process Disclosures

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

Disclosure Questions			P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes											
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b.	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c.	Web-Link of the Policies, if available									
		Business Ethics and Code of Conduct	✓	✓	✓	✓	✓	✓	✓	✓	✓
		Insider Trading Prohibition Code	✓								
		Related Party Transactions Policy	✓								
		Whistle-Blower Policy	✓				✓				
		Anti-Bribery and Anti-Corruption	✓				✓				
		Dividend Distribution Policy	✓								
		Nomination & Remuneration Policy	✓								
		CSR Policy								✓	
		Policy on Determination of Materiality for Disclosures	✓								
		Board Diversity Policy	✓								
		Policy on Prevention of Sexual Harassment at the Workplace	✓		✓		✓				
		Supplier Code of Conduct	✓	✓		✓					
		Vendor Grievance Redressal Policy				✓					
		Alcohol & Drug Free Workplace Policy			✓						
		Anti-Harassment & Anti-Discrimination Policy	✓		✓		✓				
		Biodiversity Policy		✓				✓			
		Diversity and Inclusion Policy			✓		✓				
		Energy and Climate Change Policy		✓				✓			
		Environmental Policy		✓				✓			
		Health & Safety Policy			✓		✓				
		Human Rights Policy			✓		✓				
		Social Performance Policy			✓	✓	✓				
		Supplier Sustainability Management Policy		✓			✓	✓			
		Sustainable Sourcing Policy		✓			✓	✓			
		Tailings Management Policy						✓			
		Water Management Policy		✓				✓			
		Customer Delight Policy									✓
		Stakeholder Engagement Standard				✓					
		Grievance Mechanisms				✓					
		Inclusion Policy for LGBTQ+					✓				
		Equal Opportunity Policy	✓		✓					✓	

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 31000 (Risk Management System) ISO 37301 (Compliance Management System)	ISO 9001 (Quality Management System) ISO 14001 (Environmental Management System)	ISO 45001 (Occupational Health and Safety (OH&S) Management System) ISO 22301 (Business Continuity Management System & Disaster Recovery System)	-	ISO 14001 (Environmental Management System) ISO 45001 (Occupational Health and Safety (OH&S) Management System)	ISO 14001 (Environmental Management System) ISO 50001 (Energy Management System) Environment Product Declaration (EPD) for Zinc Product	-	-	ISO 9001 (Quality Management System) ISO 27000 (Information Security Management System) Environment Product Declaration (EPD) for Zinc Product

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

Hindustan Zinc is built on inherently sustainable principles. We believe in driving long-term sustainable economic development and value creation for our stakeholders by protecting the health and safety of our people and community, minimising the environmental impact of our operations, respecting human rights and sharing benefits with the community. We have taken a holistic view in setting our sustainability goals for 2030, aligning them with UN Sustainable Development Goals and our previous goals. Following a formal double materiality analysis process and extensive internal and external stakeholder dialogue, we have set ambitious sustainability goals for 2030 as mentioned below:

Sustainability Goals 2030*

1 Climate Change & Decarbonisation

- Accelerate mitigation and adaptation measures and reduction of Scope 1 and 2 emissions by 50% and Scope 3 emissions by 25% from the 2020 baseline
- Net Zero Goal: Achieving Net Zero emission by 2050 or sooner

2 Water Stewardship

- Achieve a 50% reduction in freshwater consumption in operations from the 2020 baseline, thereby contributing to increased freshwater availability for communities within the shared watershed
- Securing 100% municipal treated sewage water for smelting operations
- Engage with supply chain partners to assess and manage water footprint in water-stressed

3 Circular Economy & Material Stewardship

- Aiming to achieve near to Zero waste to landfill by diverting all smelting process waste away from landfill through reuse, recycling and recovery.

4 Biodiversity Conservation

- Halting and reversing biodiversity loss by 2030 from a 2020 baseline, through measurable gains in the health, abundance, diversity and resilience of species, ecosystems, and natural processes
- Plan and stive to achieve No Net loss of biodiversity at all mine sites by closure through applying mitigation hierarchy

5 Ensuring Zero Harm

- Contribute to reach Zero Fatality and 100% elimination of high consequence work-related injuries

6 Social Performance

- By 2030, complete Social and Human Rights Impact Assessments (SHRIA) at all major sites and implement site-specific Social and Human Rights Management Plans (SHRMPs) to respect human rights, support vulnerable communities, and promote inclusive growth
- Impacting 0.5 million lives directly through economic enhancement & improving the quality of life
- 30K individuals made employable through skilling and entrepreneurial opportunities by 2030

7 Diversity & Inclusion

- Increase gender diversity to 30%, with a strong focus on decision-making roles, to foster a more inclusive and diverse workplace

8 Responsible Sourcing

- 100% active Supplier evaluation on ESG & Risk Management
- Transition to Greener Fuels for advancing Scope 3 emission reduction
- Achieve 25% of total procurement spend from local business partners (includes Contracting & Sub-contacting spend) by 2030 from base year 2025

*Except Responsible sourcing (baseline 2025), baseline for all others is 2020

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

2030 Goals	Action Taken	Performance KPI's
1 • Accelerate mitigation and adaptation measures and reduction of Scope 1 and 2 emissions by 50% and Scope 3 emissions by 25% from the 2020 baseline • Net Zero Goal: Achieving Net Zero emission by 2050 or sooner	• Power delivery agreement of 530 MW round the clock renewable energy (518 MU of RE power received from this project in FY2026) • 100% RE power consumption at Pantnagar Metal Plant • Energy-efficiency programmes/ISO 50001 certification • Switching to electric mobility • Alternate fuel (LNG) use for IUT transportation	• Total absolute emissions (Scope 1+2) = 5.02 $MtCO_2e$ Scope 3 Emissions = 1.47 $MtCO_2e$
2 • Achieve a 50% reduction in freshwater consumption in operations from the 2020 baseline, thereby contributing to increased freshwater availability for communities within the shared watershed • Securing 100% municipal treated sewage water for smelting operations • Engage with supply chain partners to assess and manage water footprint in water-stressed	• Utilisation of Municipality sewage treated water • Maintaining zero liquid discharge across sites • Water recycling through integrated wastewater treatment facilities ETP/RO/MEE/MVR plants • Filtered tailing plant • Rainwater harvesting • Water risk assessment	• 13% reduction in freshwater consumption in operation from FY2020 • 47% municipal sewage treated water in smelting operation • 49% Water Recycling Rate
3 • Aiming to achieve near to Zero waste to landfill by diverting all smelting process waste away from landfill through reuse, recycling and recovery	• Utilisation of Jarosite in cement • Jarofix utilisation in road construction • Metal recovery from waste	• HVLT Utilisation = 104%*
4 • By 2030, complete Social and Human Rights Impact Assessments (SHRIA) at all major sites and implement site-specific Social and Human Rights Management Plans (SHRMPs) to respect human rights, support vulnerable communities, and promote inclusive growth • Impacting 0.5 million lives directly through economic enhancement & improving the quality of life • Making 30K individuals made employable through skilling and entrepreneurial opportunities by 2030	• Outreach 4,149+ villages; ~2.6 million beneficiaries through sustained CSR initiatives • Enhancing the local economy by sustainable livelihood practices • Improving quality of life of communities including the lifecycle approach in education sphere and developing model villages • Promoting community-led microenterprises	• 1,63,803 No. of lives impacted with economic enhancement • 13,314 No. of individuals made employable

2030 Goals	Action Taken	Performance KPI's
5 • Halting and reversing biodiversity loss by 2030 from a 2020 baseline, through measurable gains in the health, abundance, diversity and resilience of species, ecosystems, and natural processes • Plan and stive to achieve No Net loss of biodiversity at all mine sites by closure through applying mitigation hierarchy	• Three years engagement with International Union for Conservation of Nature (IUCN) • Integrated Biodiversity Assessment Tool (IBAT) report • Ecosystem service review • Biodiversity assessment and Biodiversity Management Plan renewed for all sites • Miyawaki afforestation • Restoration of Jarofix Yard • Wildlife conservation plan	• 1,13,500 additional plantations in FY2026.
6 • Increase gender diversity to 30%, with a strong focus on decision-making roles, to foster a more inclusive and diverse workplace	• Improving diversity of gender, sexual orientation, specially abled, and regional diversity. LGBTQIA+ onboarded in front end role (45 nos.) • Sensitisation workshop for diversity and inclusion • Rolled out various women professional development programmes • Effective employee engagement programme	• Gender diversity in executives increased from 14.4% in FY2020 to 26.4% in FY2026
7 • Contribute to reach Zero Fatality and 100% elimination of high consequence work-related injuries	• CRM Centric Safety Management System • S.A.F.E Leadership Coaching • Launch of Mine Safety Assurance Program • Community of Practice – Structural Stability, Visible Felt Leadership, Process Safety Management • Implementation of collision avoidance system • Industrial Hygiene Exposure Assessment • Safety Culture Assessment	• 2 Fatalities • 1 No. of high consequence work related injuries (excluding fatalities)
8 • 100% active Supplier evaluation on ESG & Risk Management • Transition to Greener Fuels for advancing Scope 3 emission reduction • Achieve 25% of total procurement spend from local business partners (includes Contracting & Sub-contacting spend) by 2030 from base year 2025	Incorporated ESG into the commercial process through below initiatives: • Suppliers' due diligence programme and Code of Conduct adherence • Standard ESG expectations incorporated in the contracts • Incorporated single-use plastic and Modern Slavery Act declaration in RFQ process • Grievance redressal through portal • Conducted webinar for various ESG topics, including training sessions on sustainability disclosures In compliance with London Metal Exchange (LME) Responsible Sourcing Guidelines • Sustainable Supply Chain program launched	• 100% critical suppliers evaluated • 22% spend on local procurement

*Legacy waste utilised, making recycling % more than 100%

Governance, leadership and oversight		
7.	**Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) -**	
	Mr. Arun Misra, CEO & Whole-time Director is responsible for the Business Responsibility and Sustainability Report. Please refer to page 374 of the Integrated Annual Report FY2026 for CEO statement covering ESG risk, challenges, highlights and achievements.	
8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)**	Mr. Arun Misra, CEO & Whole-time Director, who is also a member of Board-level Sustainability and ESG Committee, is responsible for the implementation and oversight of the Business Responsibility and Sustainability Policy(ies)

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 Company has Board-level Sustainability and ESG Committee in place for decision-making on sustainability-related issues. The Sustainability and ESG Committee, chaired by an Independent Director, is responsible for providing oversight and in formulating our sustainability strategy including topics such as climate change, environment, safety, transparent disclosures besides setting long-term goals and targets. Refer Page 180 of the Integrated Report FY2026 for more details. The Committee is responsible for: • Periodically review the Company's stakeholder base and their material interests • Review and approve any reporting on sustainability aspects to the public or government agencies • Implement industry best practices and standards, to ensure that the Company's sustainability strategy minimises environmental impact and creates shared value in the long-term for stakeholders • Manage risks in all forms; by applying controls and testing their effectiveness against environmental risks and opportunities, social impacts and activities related to stakeholder engagement The Committee also plays a key strategic role in all business decisions to ensure workplace safety, eliminating any potential damage to the environment, enhancing a commitment towards stakeholders and maintaining Hindustan Zinc's reputation as one of the leading sustainable metal & mining company. Committee Composition Ms. Priya Agarwal Hebbar - Non-Executive - Chairperson Mr. Arun Misra - Executive Director - Member Mr. Anoop Kumar Mittal - Independent Director - Member ESG risk and mitigation are also reassured by the Audit & Risk Management Committee

10. Details of review by NGRBCs by the Company:

Subject of review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee								
	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
Performance against above policies and follow-up action	All NGBRC-related policies are reviewed by Sustainability and ESG Committee, Senior Management and the Board.								

Subject of review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee								
	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
Performance against above policies and follow-up action	Committee of the Board								

Subject of review	Frequency (Annually/Half Yearly/Quarterly/Any other - please specify)								
	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
Performance against above policies and follow-up action	The policies of the Company are reviewed annually by Director/ Board Committees, wherever applicable								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Review of compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances is done by relevant Board Committee								

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.	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Yes. Vedanta undertakes an annual audit exercise, known as the Vedanta Sustainability Assurance Process (VSAP) audit, conducted by an external agency Deloitte to evaluate the workings of these policies. This audit is conducted across all business locations including Hindustan Zinc to ensure Vedanta Sustainability Framework (VSF) compliance.								

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

Not applicable

SECTION C Principle-wise Performance Disclosure

PRINCIPLE 1

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

ESSENTIAL INDICATORS

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

S. No.	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
1	**Board of Directors**	11	• Business and operational performance of the Company and update on key projects, industry changes and outlook • Update on key risks • Update on sustainability & ESG initiatives • Update on CSR initiatives • ESG awareness session • Risk management awareness session	100%
2	**Key Managerial Personnel**	7	• Business and operational performance of the Company and update on key projects, industry changes and outlook • Business Ethics and Code of Conduct covering insider trading • ESG awareness session • Risk management awareness session • Peer learnings - Tailings management • Trainings on ICMM principles & position statements • Training on Human rights & Social performance • Training on Psychological health & Safety	100%
3	**Employees other than BoD and KMPs**	6,183	• Safety, governance, legal, technology, ESG, behavioural training covered	100%*
4	**Workers**	7,206	• Legal, technical, behavioural, health safety & environment upskilling training	75.67%

* 2 employees in Maternity/Long medical leave

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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine*	Principle-1	BSE & NSE	36,50,000 (excluding GST)	1. Non-compliance related to minimum number of Independent Directors on Board. Penalty of ₹ 36,50,000	No
		Office of Deputy Excise & Taxation Commissioner, Haryana	20,000	On account of procedural issue	No
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	Regional Director, North Western Region, Ministry of Corporate Affairs	63,90,000	Not mentioning Director Identification Number (DIN) of the Directors as required under Section 158 of the Act, during financial years 2014-15 to 2020-21	NA

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	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

*Reporting under Regulation 30

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

Case Details	Name of regulatory/enforcement agencies/judicial institutions
NA	0

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. Hindustan Zinc has adopted the anti-corruption or anti-bribery policy. The policy can be accessed at Anti-Bribery-and-Anti-Corruption Policy. The policy has been developed in alignment with the Company's Code of Conduct, including whistle-blower policy bound by various laws including the Indian Prevention of Corruption Act 1988, UK Bribery Act 2010 and Foreign Corrupt Practices Act 1977 etc. The policy reiterates Hindustan Zinc's stance of zero tolerance towards fraud, bribery, and corrupt practices. The policy facilitates ethical decision-making and reinforces the Company's culture of transparency in all its dealings. This policy applies to all employees and business partners of the Company and sets out conduct that must be always adhered to.

The policy can be accessed at Anti-Bribery-and-Anti-Corruption Policy

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

	FY2026	FY2025
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY2026		FY2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not Applicable as there were no fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest as mentioned above.

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

	FY2026	FY2025
Number of days of accounts payables	99	80

Note: The methodology for calculating accounts payable has been updated as per the new guidelines issued by the Industry Standards Forum on December 20, 2024 which revised the definition for "purchases". Thereby values are restated.

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:

Parameters	Metrics	FY2026	FY2025
Concentration of purchases	a. Purchases from trading houses as % of total purchases	1.66%	1.97%
	b. Number of trading houses where purchases are made from	10	11
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	99.75%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	33.44%	40.33%
	b. Number of dealers/distributors to whom sales are made	85	91
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	64.67%	62.62%
Share of RPTs in	a. Purchases (Purchases with related parties/Total purchases)	14.43%	9.14%
	b. Sales (Sales to related parties/Total sales)	2.22%	0.77%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0%	0%
	d. Investments (Investments in related parties / Total Investments made)	6.35%	6.43%

Calculations derived from purchases changed basis above footnote

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	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
120	Carbon Emission & Climate Change, Health & Safety, Energy Conservation, TNFD, Extended Producer Responsibility, Psychological Health & Safety, Sustainable Supply Chain, Human Rights	• 100% of new suppliers given training on Supplier Code of Conduct • 58% suppliers (on commercial procurement spend basis) were given training on ESG topics • All business partners accessing Hindustan Zinc sites go through mandatory safety training

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

Yes. The Company maintains a stringent policy on Business Ethics & Code of Conduct (The Code). Ethical conduct within our Company extends to all stakeholders, including Board members, top management, employees, partners, contractors, shareholders, and others. The Code of Conduct is founded on the principles of trust, mutual respect, professionalism, responsibility, accountability, and transparent communication. It aligns with the Indian Prevention of Corruption Act 1988, the Foreign Corrupt Practices Act 1977, and the UK Bribery Act 2010.

The Code provides guidance on our behaviour, fostering honest and ethical conduct, handling conflicts of interest ethically, and ensuring complete and timely disclosures. It ensures that our actions and policies comply with applicable laws and regulations and adhere to the highest standards of business ethics and integrity.

The Company obtains annual declarations from members of the Board detailing entities in which they have an interest, and such declarations are updated on an ongoing basis to reflect any changes. Transactions with these entities are permitted only after ensuring compliance with applicable statutory provisions and the Company's policies, including obtaining all necessary approvals prior to execution. The policy is placed on the Company's website HZL Business Ethics & Code of Conduct

PRINCIPLE 2

BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

ESSENTIAL INDICATORS

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

	FY2026	FY2025	Details of improvements in environmental and social impacts
R&D	100%	100%	Hindustan Zinc Limited's R&D division is aligned with business objectives, prioritising operational efficiency, process innovation, evaluation and adoption of advanced technologies, cost-effective solutions, and sustainable practices that generate value from waste & secondaries. The key technical focus included developing a deeper understanding of complex ore mineralogy and liberation and enhancing the recovery of target & critical metals during beneficiation and smelting through process optimisation. A major emphasis was on improving silver recovery during mineral processing, and further downstream smelting operation leading to successful plant trials through the introduction of new reagent schemes and process flowsheet enhancements. Specifically, several initiatives were undertaken to reduce reagent consumption and improve value realisation from secondary materials for cost optimisation. Hindustan Zinc has made transition in constant development of value-added products viz., Zn-based batteries and alloy systems attuned to market requirements. We collaborated with leading Indian and foreign research institutes and global technology providers to develop, validate, and scale up in-house processes for concentrate grade improvements and converting waste streams into value-added products. In FY2026 Hindustan Zinc has filed 02 IPs concentrating in fields of sustainable metal valorisation from smelters waste, automation product quality check while running electrowinning process and mineral processing – generation of pyrite con from tailings. Furthermore, Hindustan Zinc has signed two Memorandum of Understanding (MoU) with CSIR-National Metallurgical Laboratory (India) and Virginia Tech. University (US) focusing on strengthening process related to metal grade improvements in mineral processing coupled with innovative techniques for strategic metal extraction across Hindustan Zinc.
Capex	14%	13%	As a leading company in the metals & mining sector, we are completely aligned with UN Sustainable Development Goals. The Company is working on various areas of ESG with our 8 sustainability goals, having number of projects under the capex investment. The project area includes climate change, energy efficiency, water & waste management, and health & safety. Some of the key projects covered under capex investment are – • Establishment of water treatment plant including RO and MVR at Rampura Agucha Mine • Setting up filtered tailing storage facility at Rajpura Dariba Complex and monsoon preparedness of tailings dam • Development of seismic monitoring system at mines • Tail gas treatment plant for Hydro 1 Roaster • UG Ventilation Improvement • Greenbelt Development of Jarofix Yard • Power delivery agreement of 530 MW Renewable energy round the clock

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

Yes, the Company operates in a responsible manner, embedding sustainability across its business through ethical practices, robust governance, protection of human rights, health and safety of workers, and environmental responsibility. To achieve this vision, we have put in place a Sustainable Sourcing policy that aligns our goals with our valued business partners and promote a culture of responsibility towards sustainability in all our stakeholders. The policy applies to all our Tier-1 business partners including service and supply partners based on fundamental requirement of adherence to the Supplier's Code of Conduct, which embodies our commitment to internationally recognised standards on five core principles - labour and human rights, occupational health

and safety, environmental sustainability, business integrity, and governance. This system enables the detection of red flags, prompting enhanced due diligence to evaluate the presence of serious risks such as human rights abuses, security-related concerns, support to non-state armed groups, money laundering, tax evasion, bribery, environmental violations, greenhouse gas emissions, water scarcity, social unrest, and misrepresentation of material origins. In response to identified risks, the company formulates targeted risk management plans, including a grievance mechanism to ensure timely prevention and mitigation. When red flags are detected, appropriate corrective actions are taken to address and resolve the issues effectively.

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

100% of our material and services are being sourced sustainably only through our robust supply chain process, i.e. 100% of tier 1 supplies by commercial procurement spend have been assessed by a third party for ESG aspects during the year.

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

The products manufactured by Hindustan Zinc are integrated into various products produced by their customers, making it impractical to separate or reclaim them individually. Therefore, the question does not apply to our products.

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, it is applicable for the plastic being received as packaging material for imported material goods and it is not applicable for our own product/product packaging. These applicable packaging materials are unwrapped in our stores and sent for further recycling and waste collection plan is in line with the EPR plan submitted to 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?

The Company has published an environmental product declaration (EPD) for special high-grade zinc over a cradle-to-grave system boundary. Also conducted life cycle assessment (LCA) in FY2025 as per ISO 14044/44 standards, using cradle to gate approach for zinc, lead, and silver products. The study established the baseline impact of 1 tonne of Special High-Grade Zinc, Refined lead, and Refined silver production each for facilities of Hindustan Zinc.

A set of life cycle impact indicators, such as abiotic depletion potential of minerals and metals, acidification potential, eutrophication potential, global warming potential, ozone layer depletion potential, photochemical ozone creation potential, primary energy demand, and water consumption, were assessed over a cradle to gate system boundary.

NIC Code	Name of the 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.
24203	Zinc	58.20%	Cradle-to-gate	Yes	Environment Product Declaration
24203	Lead	9.55%	Cradle-to-gate	Yes	Integrated Annual Report 2025-26, Page No. 193
24205	Silver	24.09%	Cradle-to-gate	Yes	Integrated Annual Report 2025-26, Page No. 193

Additionally, the launch of EcoZen – Asia's first low-carbon zinc product in July 2024 – demonstrates our commitment to product innovation and ESG excellence. Manufactured using renewable energy, EcoZen has a carbon footprint approximately 75% lower than the global average. We undertook Product Carbon Footprint of Average Low Carbon SHGZ product based on mass balance approach as per ISO 14067 Standards along with Third Party Verification by an Independent International reviewer. As per the latest verification carried out for Low carbon Zinc & emissions associated with low carbon Zinc is 0.939 TCO_2e/Tonne of Zn, which is less than 1 tonne. For more information please find link to the product carbon footprint report.

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
Zinc Lead Silver	There are no significant social or environmental risks or concerns arising from production or disposal of our products/services, as identified in the life cycle assessments (LCA). Following are the recommendations from the above study for which we have worked on: • Identifying all potential areas for improvement and direct efforts so as to reduce the impact, or otherwise minimise as far as possible, getting the consequent environmental improvement and compare with the benchmark and best available technologies • Optimisation and improvement of the production processes, end-of-life scenarios, etc. • Stimulating the generation of information on the life cycle performance of materials to support both reductions in the footprint of the upstream activities to harvest the materials, as well as more sustainable applications of materials in products • Objectively analysing different future scenarios and possible alternatives and their implications and impact on the life cycle • Third-party standards and rating schemes that are trying to improve the environmental footprint of product and building systems	• Energy-efficiency projects such as revamping of all the turbines, improvement of cellhouse efficiency, and other projects like installation of variable frequency drives across operations, switching from high-speed diesel to piped natural gas, have contributed to energy savings in our operations • We have further extended our power delivery agreement to 530 MW renewable energy • We are using biomass along with coal in our captive power plants • Electric vehicles have been introduced in our underground mining & smelter operations With all these initiatives and supply of round-the-clock renewable energy with these power delivery agreements, we will be able to source about 70% of our electrical energy requirement from renewable energy and reduce global warming potential, acidification potential and blue water potential significantly below world average data • Company has commissioned India's 1st filtered tailing plant at Zawar Mines which recirculates more than 80% of the process water present in tailings. In 2024, a filtered tailing plant was also commissioned at Rajpura Dariba Mine • We have zero liquid discharge (ZLD) plants at all smelters which recycles processed water, which is then reused in operations • We have also set out plans to commission the ZLD plants at all our units and remain committed to principles of water conservation and zero discharge • >8.7 MCM/annum total groundwater recharge potential created in Rampura Agucha Mines • Hindustan Zinc has launched low carbon zinc, EcoZen, having GWP<1 tCO_2e/t of SHG Zinc

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 reused input material to total material	
	FY2026	FY2025
Lead Bullion, Cobalt Cake, Zinc Sulphate, Copper Cement	5.05%	6.69%

* Recycled input material to total associated process material

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:

	FY2026			FY2025		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

Not applicable, as we are primarily the manufacturer of non-ferrous metals which is sold as an intermediate product in the form of an ingot without any plastic packaging.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable, as we are primarily the manufacturer of non-ferrous metals which is sold as an intermediate product in the form of an ingot without any plastic packaging	

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	2,059	2,059	100%	2,059	100%	NA	NA	2,059	100%	2,059	100%
Female	743	743	100%	743	100%	743	100%	NA	NA	743	100%
Other*	2	2	100%	2	100%	2	100%	NA	NA	2	100%
Total	**2,804**	**2,804**	**100%**	**2,804**	**100%**	**745**	**26.5%**	**2,059**	**73.4%**	**2,804**	**100%**
Other than Permanent Employees											
Male	10	10	100%	10	100%	NA	NA	10	100%	10	100%
Female	1	1	100%	1	100%	1	100%	NA	NA	1	100%
Other	0	0	0%	0	0%	0	0	0	0%	0	0%
Total	**11**	**11**	**100%**	**11**	**100%**	**1**	**9.09%**	**10**	**90.91%**	**11**	**100%**

*As per our parenthood policy, others are also eligible for maternity/paternity benefits

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	486	486	100%	486	100%	NA	NA	NA	NA	486	100%
Female	13	13	100%	13	100%	13	100%	NA	NA	13	100%
Other*	0	0	0%	0	0%	0	0	0	0%	0	0%
Total	**499**	**499**	**100%**	**499**	**100%**	**13**	**2.61%**	**NA**	**NA**	**499**	**100%**
Other than Permanent Workers											
Male	23,605	23,605	100%	23,605	100%	NA	NA	NA	NA	23,605	100%
Female	323	323	100%	323	100%	323	100%	NA	NA	323	100%
Other*	21	21	100%	21	100%	21	100%	NA	NA	21	100%
Total	**23,949**	**23,949**	**100%**	**23,949**	**100%**	**344**	**1.44%**	**NA**	**NA**	**23,949**	**100%**

*As per our parenthood policy, others are also eligible for maternity/paternity benefits

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

	FY2026	FY2025
Cost incurred on wellbeing measures as a % of total revenue of the company	0.13%	0.14%

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

Benefits	FY2026			FY2025		
	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.)
Provident Fund (PF)	99.79%	100%	Y	99.79%	100%	Y
Gratuity	99.61%	100%	Y	99.72%	100%	Y
Employees State Insurance (ESI)	NA	NA	NA	NA	NA	NA
Others - (Death Benefits & Medical Assistance)	100%	100%	NA	100%	100%	NA

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.

Premises/offices of the Company are largely accessible to differently abled employees & workers together with normal employees, barring a few places/locations/manufacturing facilities due to safety considerations and specific design and structure of certain places. We also conduct training to our employees on Indian Sign Language to assist them in communication with deaf & mute.

The inclusive infrastructure facilities available at most of our premises includes:

- Elevators with braille inscribed for person with visual impairment
- Ramps for mobility-impaired person with disability
- Touchless entry places for person with disability
- Text to speech software for visually impaired
- Wheelchair accessible restrooms are available in the office at the ground floor

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 and provides a framework, which is committed towards the empowerment of persons with disabilities. Company is committed to providing equal employment opportunities, without any discrimination on the grounds of disability.

We are guided by our Code of Conduct Policy which clearly specifies that we have zero tolerance policy against discrimination against any disability.

We promote an inclusive work culture of creating a supportive professional environment that promotes trust, empathy and mutual respect for all employees including disabled employees as mentioned in Diversity, Equity and Inclusion Policy.

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%	95.96%	NA	NA
Female*	65.22%	100%	NA	NA
Other	NA	NA	NA	NA
Total	**92.08%**	**96.3%**	**NA**	**NA**

* Hindustan Zinc Limited's Parenthood policy offers female employees flexibility after post-maternity leave, leading them not to return to work immediately.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	**Yes, there are mechanisms available to receive and redress grievances of employees and workers which are as below:**
Other than Permanent Workers	**Grievance Redressal Committees:** They are institutionalised across locations for redressal of complaints from internal as well as external stakeholders.
Permanent Employees	**Joint Consultation Committee:** A joint committee with equal representation from the management and workers meets at regular frequency ensuring grievances of workers are timely redressed.
Other than Permanent Employees	**Hindustan Zinc Limited Workers' Federation & Executive Committee Meet:** The General Secretary along with the federation representatives meet Hindustan Zinc's executive members to redress the grievances at a larger forum which requires intervention from EXCO.
	Sampark: CEO townhall is an open forum where employees as well as workers can share the grievances directly with the CEO.
	Visible Felt Leadership Drive: Every leader is mandated to interact once in a month with workforce. This redresses the grievances related to safe working environment at the shopfloor.
	The Vigil Mechanism: Provides adequate safeguards against victimisation of any person who avail the mechanism as well as provides for direct access to the Chairperson of the Audit Committee.
	Internal Complaints Committee: In pursuance of the mandate under the POSH Act 2013, every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee (ICC)" to receive, hear and redress any and all complaints pertaining to sexual harassment at workplace.
	There is a designated email id and toll-free number for lodging the complaints under Vigil Mechanism or Whistle Blower i.e., hzl.whistleblower@vedanta.co.in and 000-800-100-1681. These details are also available on the website of the Company.

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

Hindustan Zinc Limited (HZL) maintains a firm commitment to freedom of association and collective bargaining as part of its Human Rights Policy and Business Ethics Code, which are aligned with the United Nations Guiding Principles on Business and Human Rights.

Category	FY2026			FY2025		
	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	2,804	0	0%	2,846	0	0%
- Male	2,059	0	0%	2,116	0	0%
- Female	743	0	0%	728	0	0%
- Other	2	0	0%	2	0	0%
Total Permanent Workers*	499	499	100%	632	632	100%
- Male	486	486	100%	619	619	100%
- Female	13	13	100%	13	13	100%
- Other	0	0	0%	0	0	0%

*Only Non-executive Employees are Members of Unions

8) Details of training given to employees and workers:

Category	FY2026					FY2025				
	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	2,069	2,069	100%	2,069	100%	2,124	2,124	100%	2,101	98.92%
Female	744	744	100%	744	100%	728	728	100%	719	98.76%
Other	2	2	100%	2	100%	2	2	100%	2	100%
Total	2,815	2,815	100%	2,815	100%	2,854	2,854	100%	2,822	98.88%
Workers										
Male	24,091	24,091	100%	17,882	74.23%	22,349	22,349	100%	12,884	57.65%
Female	336	336	100%	220	65.48%	307	307	100%	190	61.89%
Other	21	21	100%	21	100%	21	21	100%	21	100%
Total	24,448	24,448	100%	18,123	74.13%	22,677	22,677	100%	13,095	57.75%

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

Category	FY2026			FY2025		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2,069	2,069	100%	2,124	2,124	100%
Female	744	744	100%	728	728	100%
Other	2	2	100%	2	2	100%
Total	2,815	2,815	100%	2,854	2,854	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

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 of such system?

- Yes. We have implemented an Integrated Management System (IMS) across all our operational sites, aligned with the requirements of ISO 9001, ISO 14001, ISO 45001, ICMM Principle 5 and our sustainability framework, adopted from parent company's Vedanta Sustainability Framework (VSF)
- This comprehensive system integrates quality, environmental, and occupational health and safety management to drive continuous improvement, ensure compliance, and promote sustainable development. By adopting these globally recognised standards, we ensure a consistent approach to risk management, operational excellence, and stakeholder satisfaction
- Our Health & Safety Policy, endorsed by our CEO, serves as a guiding document for all our business operations. It is applicable to all Hindustan Zinc business units, including subsidiaries, joint ventures, acquired sites, licensed and outsourced operations, corporate offices, and research facilities. This policy extends its reach to Hindustan Zinc employees, business partners, contractors, suppliers, and other stakeholders associated with our business. It underscores our commitment to maintaining the highest standards of health, safety performance (physical and psychological) across all levels of operation
- The Sustainability Framework reflects our alignment with global best practices, including the International Finance Corporation (IFC) Performance Standards, the International Council on Mining and Metals (ICMM) principles, and the United Nations Global Compact (UNGC) principles. The framework comprises a suite of policies, management standards, technical standards, performance standards, and guidance notes, addressing all aspects of sustainability. Emphasis is placed on occupational health and safety, ensuring that our operations are not only efficient but also safe and environmentally responsible
- This year we have rolled out Critical Risk Management (CRM)-centric Safety Management System which marks a significant step toward strengthening fatality prevention and operational risk governance across mining and smelting operations. This framework is being implemented by integrating the core pillars of the Aarohan Safety Management System, ensuring alignment between risk identification, critical control management, contractor safety, leadership accountability, and incident learning
- By embedding CRM principles into the Aarohan structure, Hindustan Zinc is enabling a more structured approach to identifying critical hazards, defining and verifying critical controls, and enhancing workforce competency to manage high-consequence risks. The integrated system supports consistent safety standards across business units, reinforces proactive assurance mechanisms, and strengthens Hindustan Zinc's commitment to building a resilient, risk-aware safety culture focused on eliminating fatalities and serious injuries

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

- We adhere to Standard (GN 07: Risk Assessment) and Indian Standard 15656 for Hazard Identification and Risk Assessment (HIRA), which forms the foundation of our risk management practices
- Depending on the complexity and criticality of the activity, we perform qualitative, semi-quantitative, or quantitative risk assessments using industry-recognised tools such as Hazard and Operability Study (HAZOP) and Process Hazard Analysis (PHA). These tools enable us to identify potential hazards and implement effective control measures to mitigate risks
- Each site maintains a comprehensive HIRA register that serves as a living document, capturing all identified hazards and associated controls. These registers are meticulously updated at regular intervals to ensure alignment with operational changes, technological advancements, and emerging risks
- For all routine activities, we conduct detailed risk assessments and develop Standard Operating Procedures (SOPs) to standardise safe work practices. These SOPs undergo periodic reviews and updates to incorporate lessons learned, audit findings, and feedback from the workforce, ensuring they remain effective and relevant
- Non-routine activities, which often involve higher risks, are managed through a robust Permit to Work (PTW) system. This system mandates a thorough risk assessment, including a Job Safety Analysis (JSA), before commencing any task. The PTW system ensures that all potential hazards are identified, and appropriate controls are implemented to safeguard employees and contractors
- Critical Risk Management (CRM) has been implemented to address 19 identified high-priority risks across the business. These risks are systematically managed through defined governance structures, ensuring consistent monitoring and control. Employees play an active role in this process by conducting regular inspections based on well-defined checklists tailored to major activities

This proactive approach reinforces a culture of safety and accountability, helping us mitigate risks effectively and enhance overall safety performance.

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

Yes. We have implemented a robust digital platform, the V Unified Enablon System, to streamline the reporting of work-related hazards and incidents across all our operations. This platform empowers employees and workers to promptly report any unsafe conditions, near misses, or hazards they encounter during their daily activities. By leveraging this centralised system, we ensure that reported concerns are logged, tracked, and addressed in a systematic and timely manner, fostering a safer and more transparent working environment.

In addition to the Enablon System, employees and workers have access to a formal safety whistleblower portal to report incidents, including safety concerns, unethical practices, or other workplace issues. This portal provides a secure and confidential channel, ensuring that individuals can voice their concerns without fear of retaliation. The system aligns with our commitment to fostering a culture of trust, accountability, and continuous improvement.

To further strengthen our safety governance, we conduct regular Central Safety Committee Meetings and Pit Safety Committee Meetings (Mines) across all operational units. These meetings serve as a platform for collaborative discussions on safety performance, hazard identification, and risk mitigation strategies. Participants include representatives from Hindustan Zinc management, union leaders, and contract and business partner employees, ensuring a diverse range of perspectives and active engagement from all stakeholders. By encouraging open dialogue and collective decision-making, these meetings play a vital role in enhancing our overall safety performance and driving a culture of shared responsibility.

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

Yes. All employees of the company, including business partners, are comprehensively covered by our medical and healthcare services, ensuring their well-being and providing essential support during uncertainties, unfortunate incidents, or periods of distress. Our healthcare initiatives are designed to prioritise the physical and mental health of every individual associated with our organisation.

For emergency medical situations, we operate advanced life support (ALS) ambulances at all major locations. These ambulances are equipped with state-of-the-art medical equipment and staffed by highly trained paramedics and emergency response professionals. The ALS ambulance system ensures immediate and effective medical intervention, providing lifesaving support and transportation during critical emergencies. This comprehensive healthcare framework reflects our unwavering commitment to safeguarding the health and safety of our workforce.

To safeguard employee health, we have established well-equipped hospitals across all operational locations, staffed by skilled healthcare professionals. These facilities are equipped with advanced medical technology to address a wide range of health concerns. Additionally, our employees are covered under some of the best medical insurance and accident coverage policies, providing them and their families with financial protection during medical emergencies. Regular periodic health check-ups are conducted to monitor and maintain employees' physical health.

Further, our Employee Well-being & Assistance Programme (EWAP), a comprehensive initiative designed to address mental stressors in both personal and professional spheres, ensures holistic support for our workforce. Through partnerships with mental wellness professionals and trained psychologists, EWAP offers 24x7 confidential counselling services to employees and up to three dependents, covering areas such as mental health, diet and nutrition, legal guidance, and financial advice.

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

Safety Incident/Number	Category	FY2026	FY2025
Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employees	0.26	0.42
	Workers*	0.72	0.56
Total recordable work-related injuries	Employees	6	6
	Workers*	127	86
No. of fatalities	Employees	0	1**
	Workers*	2	3
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers*	1	2

*Including in the contract workforce

** Including 1 at our subsidiary, Vedanta Zinc Football & Sports Foundation

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

- At Hindustan Zinc Limited (Hindustan Zinc), a Critical Risk Management (CRM)-centric Safety Management System has been launched by integrating the foundational pillars of the Aarohan Safety Management System to strengthen fatality prevention and risk governance across mining and smelting operations. As part of this initiative, nineteen CRM critical risks have been identified and rolled out across business units with clearly-defined critical controls and assurance mechanisms to enable systematic management of high-consequence hazards
- To support the effective implementation of critical controls, Hindustan Zinc has developed a comprehensive safety infrastructure matrix and invested ₹ 61.7 crore expenditure toward enabling critical engineering risk control interventions across operations. These improvements are aimed at strengthening workplace safety conditions and ensuring sustainability of risk mitigation measures
- Leadership capability building remains a key focus area under this transformation journey. The organisation has initiated S.A.F.E. leadership coaching for leaders through the engagement of third-party safety experts to reinforce visible safety leadership, accountability, and decision-making aligned with critical risk management principles
- In parallel, Hindustan Zinc is undertaking targeted initiatives to strengthen safety culture across operations. A safety culture perception survey has been launched as a pilot project at CLZS to better understand workforce perspectives and identify opportunities for improvement. To further reinforce operational safety practices, dedicated safety experts have been deployed at the CLZS smelter to support frontline risk management and capability building
- Additionally, structured Safety Action Meetings are being conducted across Hindustan Zinc locations to review incidents, identify systemic causes, and implement preventive actions aimed at eliminating the recurrence of injuries. These interventions collectively reflect Hindustan Zinc's continued commitment to building a proactive, learning-oriented, and risk-focused safety culture across the organisation
- We have implemented a safety governance system, comprising the Corporate Safety Council at the central level and location Apex Committees at the unit level. These governance bodies play a critical role in monitoring, reviewing, and enhancing safety performance. Monthly safety performance reviews are conducted at the CEO level to assess progress, address gaps, and drive continuous improvement in safety standards
- Our advanced digital platform, V-unified Enablon system captures a wide range of safety data, including leading and lagging indicators. This platform has revolutionised our safety practices by enhancing data transparency. It allows us to record safety observations and track closure of safety actions. By automating data capture and analysis, the platform has significantly improved the accuracy and efficiency of our safety reporting processes
- To enhance the skills and capabilities of our workforce, we conduct competency enhancement programs for employees. These include internationally and nationally recognised certification programs delivered by competent third-party organisations. These initiatives ensure that our employees remain up to date with the latest safety practices and standards
- Comprehensive industrial hygiene assessments have been conducted across all our business units to identify and mitigate workplace health hazards. These assessments help us ensure a healthy and safe working environment for all employees

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

	FY2026			FY2025		
	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	315	37	-	329	42	-
Health & Safety	185	25		353	49	

* Pending grievances or complaints as at the end of the current FY relates to the new complaints or grievances raised during the year

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% (9 operating locations are ISO 45001:2018 certified). HSE is also a very important part of the Vedanta Sustainability Audit Program (VSAP) assessment and all units are participating in VSAP, which is organised through third party
Working Conditions	100% working conditions are assessed during the ISO certificate vigilance, VSAP, and during the statutory authority's audit

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

The following incidents happened in Hindustan Zinc's facilities and managed operations, which was followed by a thorough investigation (basis ICAN methodology) for identification of root cause on which following management plan and mitigation measures have been undertaken.

Fatal Incident	Management Plan and Mitigation Measures
RD Mines Fatality (man machine interaction)	Installation of Proximity Detection Systems in all underground vehicles/equipment running at site.
	LHD vehicles to be fitted with suitable cameras to avoid blind spots from all sides.
	No Simultaneous Operations will be carried out unless comprehensive risk assessment approved by Unit Head is in place and controls are effectively implemented & communicated to eliminate man-machine interaction.
	Ventilation Plan will be developed with due consideration of avoiding any possibility of return air from other level that results in suboptimal ventilation at working level.
Zawarmala Fatality (man machine interaction)	Prohibition of simultaneous LHD operation within a stope.
	Strengthening deployment and shift-planning processes to ensure prevention of conflicting or overlapping equipment allocation.
	Any change in planned equipment deployment during a shift, will trigger through a formal re-authorisation before work resumes including a risk review.
	Deviations from SOPs will result in work being stopped and formally reviewed before restart.

LEADERSHIP INDICATORS

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

Yes, the Company extends the following measures in the event of the death of employees or workers.

- To safeguard executives and support them from uncertainties and unfortunate times or distress, we have 'Group Term Life Insurance' policy with a coverage limit of 5 times of fixed salary of each employee up to a maximum of free cover limit i.e. ₹ 5.5 crore. This policy portrays our value of care and commitment to the triple bottom line
- For permanent workers, we have a tripartite long-term settlement (LTS) with recognised union where in the event of on-duty fatal accident, an amount of ₹ 30 lakhs is payable over and above the compensation payable under Employees Compensation Act. Further, in case of normal death, an amount of ₹ 5 lakhs is payable under contributory 'Death Benefit Scheme' along with a compensatory package ranging between ₹ 8 lakhs and ₹ 17 lakhs (as per individual's age bracket)
- For contractual employees, in the event of on-duty fatal accident, an amount of ₹ 25 lakhs is payable over and above the compensation payable under Employees Compensation Act. Further, in case of normal death, an amount of ₹ 5 lakhs is payable under contributory 'Benevolent Fund Scheme'

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

Hindustan Zinc ensures adherence to statutory compliances (PPF, Gratuity etc.) related to value chain partners by performing due diligence. Company has partnered with external agency as its outsourced partner to ensure all statutory dues, checks, Labour Law related compliances, etc., in case of any non-compliances, stringent actions are taken against defaulter business partner.

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	
	FY2026	FY2025	FY2026	FY2025
Employees	0	1	0	0
Workers	3 (2 fatality + 1 high consequence)	5	1 (1 high-consequence)	4*

*This number has been restated from last year as one of the FY2025 case of high-consequence injury has been rehabilitated in the current FY.

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)

At Hindustan Zinc, retention program is available, subject to the criticality of role, business need, and continuity of the employment. On case-to-case basis, some of the highly qualified senior employees have been retained as advisors post their retirement from the company. In addition, during employment, capacity building and training sessions for skill upgradation are provided to all employees, to facilitate continued employability.

Saksham Udbhava is a thoughtfully designed e-learning program and is aimed to support retiring employees by focusing on key pillars of life: Financial Preparedness, Health and Wellness, Emotional Resilience, and Lifestyle Planning. In FY2026 , there were 10 employees who went through the modules to be well versed before they enter their second innings

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*	100%
Working Conditions*	100%

* Tier 1 suppliers are covered

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

As part of our strategy to prevent health and safety incidents involving service providers, we conduct Contractor Field Safety Audits (CFSAs) to verify the adequacy of safety controls and working conditions at operational sites. Based on audit findings, corrective and preventive actions are systematically implemented. Audit observations are categorised across key areas, including procedures, tools and equipment, plant upkeep, personal protective equipment (PPE), and safe positioning of personnel.

In addition, for every commercial enquiry processed through our online platform, suppliers are required to provide an ESG undertaking, including their commitment to creating and maintaining a safe and healthy workplace that is free from injuries, fatalities, and occupational illnesses.

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.

Persons or groups that are directly or indirectly affected by our operations as well as those that may have interests in our operations or the ability to influence its outcome, either positively or negatively are considered as stakeholders for us. This inter alia includes customers, suppliers, communities, government, regulators, shareholders, NGOs and employees. Following is the detailed process for identification, review and updating the stakeholders group within Hindustan Zinc Limited:

- Proactive stakeholder identification and analysis processes are implemented by all sites at all stages of the project to assess the potential and relevant impacts and risks to the stakeholders, and the associated risks to the project
- All the sites identify potential stakeholder representatives who could act as conduits for dissemination of information to large numbers of stakeholders
- As part of this process, operations/sites also identify individuals and groups who may be differentially or disproportionately affected by operations due to their disadvantaged, isolated or vulnerable status and consider specific and proactive communication routes for these groups
- Using the information gathered above, operations than determine the level of communication and consultation that is appropriate for each stakeholder or group, and a Stakeholder Engagement Plan is developed
- Throughout the lifecycle of the project, the process of stakeholder identification and analysis is being reviewed and updated if necessary, taking the feedback from stakeholders into consideration

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

Total seven stakeholder groups are identified.

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
Customers	No	• Intuitive Vedanta Metal Bazaar (Moglix) platform for continuous engagement and feedback • Periodic connects with key customers by senior executives and top management • Biennial customer satisfaction survey • Forum for quick customer query resolution • Voice of customers workshops chaired by CEO & CFO to understand their concerns and feedback • LinkedIn Campaigns for communication and information sharing	• Engagement with regional teams on a regular basis virtually as well as through physical visits • Quarterly engagement with National Sales Head • Biannual or annual connects with Chief Marketing Officer depending on the volume of customer • Chairperson/CEO connect as required with high value target customers • Engagement with customers during new product launch like EcoZen	• Understanding the current market requirement, disruptive industry trends and scope of new zinc & lead applications • Current level of serviceability and areas of improvement to create a buyer/user-friendly experience • Product development is guided by customer requirements basis their zinc application and any changes in their customer products • Discussion on ESG and sustainability practices being adopted to reduce environmental impact • Improving ease of business by understanding their concerns to become a preferred supplier to domestic customers

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
Suppliers	No	• Regular emails, meetings and site visits • Contract negotiations, supplier code of conduct, policies & standards • Vendor due diligence and pre-qualification meetings • Supplier audits and assessments • On-site quality audits of critical suppliers • Supplier sustainability desktop assessment • Helpdesk for speedy resolution of supplier queries • Training and capacity building sessions through programmes like "Wednesdays for Transition" • Focused discussion on ESG goal alignment with critical suppliers • Vendor Grievance Redressal Mechanism through SAHYOG Portal	Continuous and Regular engagement	• Ethical and transparent procurement practices • Critical to ensure operational efficiency through timely supply & logistical efficiency • Vital to our goals of sustainability and responsible • Safety of workers and workplace • Training and capability building
Communities	Yes	• CSR initiatives, events and interventions • Robust grievance mechanism through strategic Social Performance Management Committees (SPMC) • Leadership community connect and community meetings • Third-party assessments – Baseline/Need Impact Assessment Survey and perception studies • Communication via emails, newsletters, leaflets, hoardings, print, social media and website, etc.	Continuous and Regular engagement	• Community outreach is vital to understand the needs & expectations of the community & further accordingly plan the interventions for them, which shall further support national progress, as well as smooth business operations • To enhance their quality of life & overall wellbeing, including economic well-being through sustained livelihood enhancement initiatives • Reduction in the environmental & social impacts including grievances and risks that may affect communities, thereby safeguarding cordial relations with the community • Capacity Building, strengthening grassroot institutions and livelihoods of the nearby communities • Participatory approach in designing long-term strategy

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
Government and Regulatory Authorities	No	• Contribution towards nation-building through our products, taxes & royalties • Support to Government's on-ground initiatives through sponsorships & CSR contributions • Ensuring coherence of interventions through continuous coordination with respective government departments • Policy advocacy on subject relevant to business • Meeting regulatory and statutory compliance requirements • Regular engagement with various regulators, local administration, inspection bodies, industry associations, etc., to adapt to the evolving regulatory environment • Technical representations with various trade and industry associations, state/ central mines departments • Investor meets/roadshows • Submission of Returns/ Forms/ Compliance Report as per Statutory Requirement	Periodic/Need basis	• Area relaxation for base metals in the state of Rajasthan • Associated minerals mining and processing • Contiguous mining of deep-seated minerals • Lease validity expansion for captive mines beyond 2030 • Policy incentives for greening of mining operations and mineral processing • Critical mineral processing and recycling of process waste for critical mineral recovery • Protecting domestic market and restructuring of imports • Risk management for business continuity • Divestment of Government's share in Hindustan Zinc and restructuring • Zinc Park – World-class ancillary industry park in Rajasthan • Execution of new auctioned blocks • Other statutory approvals and compliance requirements
Investors & Shareholders	No	• Annual General Shareholders Meetings, quarterly financial results declaration and earnings calls with senior management • Investor Relations events; one-on-one/group investor meetings, site-visits, investor conferences • Disclosure tools including Annual Reports, Sustainability Reports, Tax Transparency Reports, and Investor Presentations, etc. • Complaints and grievance management	Annual/Quarterly/ Ongoing basis	• Shareholder support and feedback on operations provides continuous guidance for the management on governance • Keeping communications channels open with analysts and investor community, helping them connect with the management • Apprising the investors about the operations, profitability and sustainability initiatives regularly. ESG concerns are of importance to the shareholders

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
Employee & Business Partners Employees	No	• Emails for official and transparent communication • Mentorship programmes for new hires with senior leaders • Sampark townhall meetings with the CEO, location town halls with location heads and pulse checks by HR teams • Flyers to communicate behavioural, motivational and other aspects, promoting a positive work environment • Focus group discussions by leaders and one-on-one discussions with managers • Grievance handling portals and company website • In-person family gatherings during festivals and events to enhance positive atmosphere and develop a healthy community • Awareness of employee benefit policies via regular connects • Annual employee surveys (internal and external)	Continuous and Regular engagement.	• Improve employee experience, monitor organisational health, and provide a better quality of life at the workplace • Improve trust and loyalty through motivation, thereby increasing employee retention, performance, and innovation • Annual Employee surveys help us assess how employees navigate their experience and areas of improvement • Employee engagement ensures their positive mental health and enhances productivity • Understand needs and requirements at grassroots level through direct interaction with the senior management • Develop an inclusive workplace through feedback from the underrepresented communities within our employees and their families • Enable a seamless interaction and recognition for nurturing growth
Non-Government Organisations (NGOs)	No	• CSR initiatives, events and interventions • Robust grievance mechanism through strategic Social Performance Management Committees • Leadership community connect and community meetings • Third-party assessments – Baseline/Need Impact assessment survey and perception studies • Communication via emails, newsletters, leaflets, hoardings, print and social media and website etc. • Review & Governance Mechanisms including due-diligence	As per defined frequency	• To onboard & engage experts in the field for effective implementation of the CSR programs as well as to regularly discuss & share updates to strengthen the existing programs • To strengthen grassroot institutions/experts for the overall development of the community through strategic long-term interventions

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.

There is a structured procedure in place for direct dialogue between the stakeholders and the Board concerning economic, environmental, and social matters. Regular stakeholder consultations are conducted by business heads/ unit heads, who oversee & monitor unit's stakeholder engagement plan. The consolidated feedback, concerns, and issues emerging from these consultations are formally presented by the CEO to the Board of Directors during the quarterly Board meetings. Additionally, periodic review of the Company's stakeholder base and their material interests is an integral part of the roles and responsibility of the Board. During FY2025, we reassessed our material issues in consultation with our stakeholders, ensuring that the Board remains informed and responsive to evolving expectation.

Process for the consultation with different stakeholders

Local Communities:
There is a continuous dialogue with the communities, stakeholder engagements are reviewed at business unit levels in Social Performance Management Committee meetings as well as the CSR Committee level. Their feedback is also taken every three years through the third-party engagement, impact, baseline and need assessment and same is presented to the CSR Committee. We have also established a Board-level ESG and Sustainability Committee where we present the social impact and related matters. An annual perception study is conducted by an independent third party to systematically gather feedback and assess stakeholder perceptions regarding the organisation and its social development projects.

Investors/Shareholders:
The Stakeholder Relationship Committee is primarily responsible for reviewing investor service standards and addressing the interests and grievances of shareholders, debenture holders, and other security holders. Hindustan Zinc's Investor Relations department serves as a bridge between senior management and investors, facilitating regular interactions and feedback sessions through earnings calls, one-on-one meetings, investor conferences, and more. Annually, shareholders engage with the Board members during the Annual General Meeting. We have appointed Kfin Technologies Limited as our Registrar & Transfer Agent, who collaborates with the Secretarial team to address all investor queries.

Employees:
Hindustan Zinc participates in Annual Tripartite Committee Meeting under the aegis of Directorate General of Mines Safety (DGMS), with discussions among the dignitaries from DGMS, Hindustan Zinc, and Worker's Federation, revolving around health, safety, and welfare of the workers. While our employees and business partners interact with the CEO in the monthly townhalls, we also have regular visits by our chairperson, where such consultations happen as well. Moreover, to ensure continuous and inclusive engagement, we have other functional and institutional mechanisms like:

- Focused group discussions (FGDs) to capture grassroots-level feedback from the workforce
- Joint consultation committee (JCC) to discuss key operational and people-related issues
- Grievance redressal committees to raise individual or group grievances of employees
- Canteen management committees to ensure employee welfare facilities like food and hygiene
- Social performance committees to assess the social impact of our operations

Insights gathered from these mechanisms are systematically documented, reviewed, and integrated into operational and strategic decision-making. Each forum encourages participation from diverse employee groups across functions, skill categories, genders, and work levels to ensure broad representation and inclusivity. Together, these multidimensional platforms from regulatory committees to grassroot forums ensure that employee consultation at Hindustan Zinc is far more than a compliance requirement. It is a core organisational philosophy embedded into governance and decision-making, reinforcing our commitment to transparency, collaboration, and responsible business conduct.

Customers:
We prioritise maintaining strong connections with our customers, ensuring their needs and concerns are addressed effectively. We have established a structured protocol for customer interaction, led by various levels of management. Our regional managers and area managers actively engage with customers on a regular basis, serving as primary points of contact for addressing day-to-day enquiries, resolving issues promptly, and fostering positive relationships with our valued clientele. Their proactive approach ensures that customer feedback is acknowledged and acted upon swiftly, contributing to enhanced customer satisfaction and loyalty. In instances where situations require escalated attention or involve significant concerns, our national sales heads and chief marketing officer (CMO) personally intervene by engaging directly with customers on a case-by-case basis, upholding our commitment to customer-centricity.

Suppliers:
Hindustan Zinc regularly engages with business partners through one-on-one discussions on ESG topics, as well as training sessions and webinars, to gather their feedback. Relevant feedback is then presented at the monthly EXCO meetings, which is attended by the top management including the CEO.

Government and Regulatory Bodies:
The mining sector has a dynamic regulatory environment which solicits continuous engagement and knowledge-sharing with the government stakeholders at all levels. Public policy advocacy is done through periodic connects and representations for ongoing policy pain points directly with apex institutions and the sector regulator as well as indirectly via national-level industrial associations. To ensure minimal impact on business continuity in the event of any government or community-related disruptions, all engagements with the government are coordinated through the Corporate Affairs department, whose role is to undertake regular mapping of stakeholders and present as a single-point-of-contact for the government and regulators to direct any concerns. The Head of Corporate Affairs presents updates on advocacy matters and day to day compliance status to the Board on case-by-case basis as required.

Non-Governmental Organisations (NGOs):
We regularly assess the progress and identify areas of improvement of our projects in collaboration with our NGO partners, fostering a more dynamic and responsive environment where perspectives of all stakeholders are valued. By actively seeking their input and feedback, we ensure that their insights and expertise are integrated into the process, which not only strengthens the project's efficiency but also enhances its overall impact. As part of our standard assessment practices, we conduct due diligence on NGOs prior to their onboarding into the organisation. This process aims to identify potential threats and weaknesses associated with the NGOs, thereby facilitating systematic planning and risk mitigation.

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, stakeholder consultation is used to support the identification and management of environmental, and social topics.

In our regular interactions with the shareholders, we provide updates on all key aspects including ESG, monitor market reactions, identify their key concerns, and consider their advice/suggestions in our decision-making process. We also take their consent for major corporate actions at AGMs. We address all concerns, including workplace health and safety, of our executive employees and business partners' employees in a monthly employee engagement session, Sampark (CEO townhall), where their efforts are also recognised.

During the double materiality assessment, we identify, shortlist and prioritise material topics based on their impact on our stakeholders and our business. We ensure that we integrate the inputs received from stakeholders into our processes and policies. We have framed our Sustainability Goals 2030 on material topics from our stakeholder consultations. We also take their input through public consultation prior to establishing any greenfield/brownfield projects.

Sustainability Goals 2030

Climate Change & Decarbonisation

- Accelerate mitigation and adaptation measures and reduction of Scope 1 and 2 emissions by 50% and Scope 3 emissions by 25% from the 2020 baseline
- Net Zero Goal: Achieving Net Zero emission by 2050 or sooner

Water Stewardship

- Achieve a 50% reduction in freshwater consumption in operations from the 2020 baseline, thereby contributing to increased freshwater availability for communities within the shared watershed
- Securing 100% municipal sewage treated water for smelting operations
- Engage with supply chain partners to assess and manage water footprint in water-stressed

Circular Economy & Material Stewardship

- Aiming to achieve near to Zero waste to landfill by diverting all smelting process waste away from landfill through reuse, recycling and recovery

Biodiversity Conservation

- Halting and reversing biodiversity loss by 2030 from a 2020 baseline, through measurable gains in the health, abundance, diversity and resilience of species, ecosystems, and natural processes
- Plan and stive to achieve No Net loss of biodiversity at all mine sites by closure through applying mitigation hierarchy

Ensuring Zero Harm

- Contribute to reach Zero Fatality and 100% elimination of high consequence work-related injuries

Social Performance

- By 2030, complete Social and Human Rights Impact Assessments (SHRIA) at all major sites and implement site-specific Social and Human Rights Management Plans (SHRMPs) to respect human rights, support vulnerable communities, and promote inclusive growth
- Impacting 0.5 million lives directly through economic enhancement & improving the quality of life
- 30K individuals made employable through skilling and entrepreneurial opportunities by 2030

Diversity & Inclusion

- Increase gender diversity to 30%, with a strong focus on decision-making roles, to foster a more inclusive and diverse workplace

Responsible Sourcing

- 100% active Supplier evaluation on ESG & Risk Management
- Transition to Greener Fuels for advancing Scope 3 emission reduction
- Achieve 25% of total procurement spend from local business partners (includes Contracting & Sub-contracting spend) by 2030 from base year 2025

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

The Company identifies the disadvantaged, vulnerable and marginalised stakeholders on an ongoing basis. A comprehensive stakeholder management and grievance mechanism exist at all our locations.

The response to this question has been covered under the CSR section of our Integrated Annual Report 2025-26. For more details, refer page 236 of the Integrated Annual Report 2025-26.

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	FY2026			FY2025		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2,804	2,804	100%	2,846	2,598	91.29%
Other than permanent	11	11	100%	8	8	100%
Total Employees	2,815	2,815	100%	2,854	2,606	91.31%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent*	845	845	100%	831	831	100%
Total Workers	845	845	100%	831	831	100%

* All security personnel are accounted here

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

Category	FY2026					FY2025				
	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	2,804	-	-	2,804	100%	2,846	-	-	2,846	100%
Male	2,059	-	-	2059	100%	2,116	-	-	2,116	100%
Female	743	-	-	743	100%	728	-	-	728	100%
Other	2	-	-	2	100%	2	-	-	2	100%
Other than Permanent	11	-	-	11	100%	8	-	-	8	100%
Male	10	-	-	10	100%	8	-	-	8	100%
Female	1	-	-	1	100%	-	-	-	-	100%
Other	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	499	-	-	499	100%	632	-	-	632	100%
Male	486	-	-	486	100%	619	-	-	619	100%
Female	13	-	-	13	100%	13	-	-	13	100%
Other	-	-	-	-	-	-	-	-	-	-
Other than Permanent	23,949	-	-	23,949	100%	22,045	-	-	22,045	100%
Male	23,605	-	-	23,605	100%	21,730	-	-	21,730	100%
Female	323	-	-	323	100%	294	-	-	294	100%
Other	21	-	-	21	100%	21	-	-	21	100%

3) Details of remuneration/salary/wages:

a. Median remuneration/wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BOD)$	1	12,46,99,557	0	0	0	NA
Key Managerial Personnel (KMP)	2	5,47,17,836	1	24,79,042	0	NA
Employees other than BOD and KMP#	1,805	15,59,402	618	10,58,861	2	18,25,242
Workers#	486	30,73,977	13	23,75,912	0	NA

Note:

$ Only one Executive Director (CEO) has been considered for this purpose as the other Directors do not draw any salary except for sitting fee

Excluding the current Company Secretary, as she was onboarded during the year w.e.f. January 09, 2024

Only permanent employees and workers who are employed with the company for the complete financial year are considered for the purpose of median remuneration

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

	FY2026	FY2025
Gross wages paid to female as % of total wages*#	12%	12%

* Permanent employees, other than permanent employees and permanent workers are included for calculations

All permanent employees who have worked during the year (full and partial) are considered for the purpose of this analysis

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, Mr. Munish Vasudeva, Chief Human Resource, Hindustan Zinc Limited, is the focal point for addressing human rights related issues.

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

The Company considers 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. Hindustan Zinc has defined a technical standard (TS-04) for handling all types of grievances including the grievances related to human rights. Every unit has a Grievance Redressal Committee and a grievances handling procedure is defined at all units wherein any employee/worker/stakeholders can register any kind of grievance. The grievance can be captured through various means. Also, grievance boxes are available at conspicuous places where the person can post their grievance, and the Committee takes it up as per the procedure. Company also has the whistle blower policy in place and aims to protect the confidentiality and anonymity of the complainant to the fullest extent possible with an objective to conduct an adequate review and consequence. Company respects the dignity of all employees working for the Company irrespective of their gender or hierarchy and expect responsible conduct and behaviour on the part of all employees at all levels. Providing for a safe and congenial work environment to all employees is an integral part of the Company's employment policy and the same commitment is there in our Human rights policy.

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

	FY2026			FY2025		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year*	Remarks
Sexual harassment	6	0	The case is upheld & closed	1	0	The case is upheld & closed
Discrimination at workplace	0	0	-	0	0	-
Child labour	0	0	-	0	0	-
Forced labour/involuntary labour	0	0	-	0	0	-
Wages	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:

	FY2026	FY2025
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	6	1
Complaints on POSH as a % of female employees/workers	0.56%	0.15%
Complaints on POSH upheld	6	1

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

Yes. The Company is committed to providing equal opportunities to all individuals and is intolerant towards discrimination and/or harassment based on race, religion, colour, age, sexual orientation, national origin, gender identification, political affiliation and political beliefs, minority or vulnerable groups. The Company has adopted Diversity & Inclusion Policy with the objective to ensure that the Company continues to be an employer for all diversity groups to create and foster an open culture of inclusion for all its stakeholders; and to create an environment, which has zero tolerance for discrimination. Company also has a policy on prevention, prohibition, and redressal of sexual harassment of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Members of the Corporation's ICC are responsible for conducting enquiries pertaining to such complaints. Hindustan Zinc follows several mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:

- **Confidentiality:** Keeping the complaint and its details confidential helps to protect the complainant's privacy and prevent retaliation. The organisation ensures protection of aggrieved women by taking appropriate steps such as change of workplace or leaves, etc. as prescribed by the law.
- **Non-retaliation policy:** At Hindustan Zinc, Human Rights Policy and Prevention of "Sexual Harassment" Policy are established to ensure the prohibition of retaliation against an employee who reports discrimination or harassment.
- **Investigation:** An investigation conducted to determine whether the complaint has merit and to identify any witnesses or evidence to support the complaint.

- **Remedial actions:** If the investigation finds that discrimination or harassment has occurred, remedial actions are taken to address the situation. It includes disciplinary action against the perpetrator, training to employees and managers, and change/amendment/modification in policies and procedures.
- **Support and counselling:** Support and counselling to the complainant to help them to cope with the emotional impact of the situation.

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

Yes. Human Rights forms part of our business agreements and contracts for all of our value chain partners. Further following processes ensure that the Human Rights are embedded in all the dealings we do with them:

1. **Onboarding/selection process -** Compliance with applicable Labour Laws, including statutory requirements such as child labour, forced and compulsory labour is also ensured along with other necessary compliances.
2. **Compliance with Company's Code of Conduct -** All the value chain partners are also abided by our Code of Conduct through signing the same as a part of their respective contracts.
3. **Due diligence process -** All of our critical business partners undergo desktop assessment and on-site assessment for human rights, together with the usual risk assessment process.

10) Assessments for the year:

Hindustan Zinc conducted Human rights assessment during FY2026.

The Human Rights Impact Assessment (HRIA) was conducted using a **systematic and evidence-based methodology** aligned with the **UN Guiding Principles on Business and Human Rights (UNGPs), OECD Due Diligence Guidelines, ILO Core Labour Standards, ICMM Principles**, and applicable **Indian laws and regulations**. Methodology involved scoping, identification of key human rights indicators, stakeholder consultations, document reviews

The assessment of our performance against 14 key categories as management, human rights, labour, environment, and anti-corruption.

	% 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	-

*All nine operating mines, smelters & refining units were assessed

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 as no significant risks/concerns arose from the above assessment.

LEADERSHIP INDICATORS

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

The business process is generally modified or introduced as a result of addressing human rights grievances/complaints received through the grievance redressal committee. However, there was no need for such revisions during FY2026 as no such complaints were received during the year.

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

The HRDD was conducted for all sites of Hindustan Zinc operations including employees, contract workers, business partners, and surrounding communities. It assesses actual and potential human rights impacts arising from operational activities, labour practices, environmental aspects, community interactions, and governance systems, based on stakeholder engagement, document review, and site observations, in alignment with applicable laws and international human rights standards.

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?

Premises/offices of the Company are also accessible to differently-abled visitors, barring a few places/locations/ manufacturing facilities due to safety considerations and specific design and structure of certain places.

The inclusive infrastructure facilities available at most of our premises include:

- Elevators with braille inscribed for person with visual impairment
- Ramps for mobility impaired person with disability
- Touchless entry places for person with disability
- Text to speech software for visually impaired
- Wheelchair accessible restrooms are available in the office at the ground floor

4) Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at Workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others - please specify	NA

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

No significant risks or concerns were identified during the assessments of value chain partners.

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:

Hindustan Zinc's progress towards its climate change goals is described in detail in the Climate Action Report (CAR), including the performance against targets and the implementation of the relevant projects. The report provides insights into the Hindustan Zinc's climate change strategy and actions taken to mitigate its impacts.

Parameter	Units	FY2026	FY2025
From renewable sources (GJ)			
Total electricity consumption (A)		22,37,281	14,95,989
Total fuel consumption (Biomass) (B)		12,336	2,14,179
Energy consumption through other sources (WHRB) (C)		9,63,099.39	8,20,392
Total energy consumed from renewable sources (A+B+C)		32,12,716	25,30,560
From non-renewable sources (GJ)			
Total electricity consumption (D)		12,25,664	19,10,385
Total fuel consumption (E)		4,88,76,206	4,68,74,019**
Energy consumption through other sources (F)		-	-
Total energy consumed from non-renewable sources (D+E+F)		5,01,01,870	4,87,84,404**
Total energy consumed (A+B+C+D+E+F)		5,33,14,586	5,13,14,964**
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)		0.000131	0.000151**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) *		0.00266	0.00311**
Energy intensity in terms of physical output			
Energy intensity (optional) - the relevant metric may be selected by the entity (Total energy consumption/tonne of metal)		50.83	48.74

*PPP adjusted revenue in US$

PPP Factor = 20.34; World Economic Outlook (April 2024) implied PPP conversion rate (imf.org).

** This number has been restated

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

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP

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

The targets under PAT Scheme are yet to be assigned to Hindustan Zinc. However, the baseline study is currently being conducted by auditors assigned by the Bureau of Energy Efficiency (BEE).

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

Parameter	Units	FY2026	FY2025
Water withdrawal by source (in kilolitres)			
(i) Surface water	Kilolitres	1,53,62,889	1,51,93,065
(ii) Groundwater		35,41,000	38,21,972
(iii) Third-party water (Municipal water supply)		2,272	2,841
(iv) Seawater/desalinated water		-	-
(v) Others (Municipal Sewage Treated Water)		88,66,159	87,38,856
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		2,77,72,321	2,77,56,734
Total volume of water consumption (in kilolitres)		2,53,63,614	2,59,78,248
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	KL/₹	0.0000621	0.0000762
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)*	KL/US$	0.00126	0.00157
Water intensity in terms of physical output			
Water intensity (optional) - the relevant metric may be selected by the entity (Water consumed/tonne of metal)	KL/MT of Metal	24.18	24.69

*PPP adjusted revenue in US$

PPP Factor = 20.34; **World Economic Outlook (April 2024)** implied PPP conversion rate (imf.org).

Note: The difference between withdrawal and consumption is due to water distributed to communities as a part of CSR activities and evaporation losses.

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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP

4. Provide the following details related to water discharged:

Parameter	FY2026	FY2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater		
- No treatment	Nil, as all plants are maintaining zero liquid discharge (ZLD).	
- With treatment - please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)		

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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP

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

Yes, all our units are maintaining zero liquid discharge. Effluent generated at our smelters is treated in effluent treatment plant (ETP), followed by two stages RO plant. The treated effluents conform to the prescribed standards and recycle in the process. Further, to strengthen zero liquid discharge (ZLD), improved water recovery is achieved using upgraded technology by installation of multiple effect evaporator (MEE)/mechanical vapour recompression (MVR).

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

Parameter	Please specify unit	FY2026	FY2025
NOx	MT	6,379	6,606
SOx	MT	22,252	26,753
Particulate matter (PM)	MT	1,240	1,247
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)*	-	BDL	BDL
Others - please specify	-	-	-

*HAP – Here, Mercury emissions is Below Detectable Levels.

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. .

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP

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

We have adopted a range of green and low carbon solutions to translate our climate ambition into tangible outcomes and achieve key milestones under our climate vision. An overview of these initiatives is outlined in this section. Further details are available under Sustainability | Energy and Climate Management.

Parameter	Unit	FY2026	FY2025
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	47,82,041	45,42,396
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	2,41,728	3,85,798

Parameter	Unit	FY2026	FY2025
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	Total Scope 1 and Scope 2 GHG emissions/Revenue from operations	0.00001230	0.0000145**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP*	0.000250	0.000299**
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) **-** the relevant metric may be selected by the entity	Total Scope 1 and Scope 2 GHG emissions/Tonnes of metal produced	4.79	4.68**

*PPP adjusted revenue in US$

** Numbers have been restated from last year

PPP Factor = 20.34; **World Economic Outlook (April 2024)** implied PPP conversion rate (imf.org).

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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP

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

Yes, Our decarbonisation efforts focus on technology investments, renewable energy adoption, and operational innovation to lower our carbon footprint. Refer to our Sustainability | Energy and Climate Management.

Key Highlights of FY2026:

- Asia's first low-carbon 'green' zinc, EcoZen, produced using 100% renewable electricity, witnessed expanded adoption during the year as Hindustan Zinc strengthened partnerships with key customers to integrate EcoZen across manufacturing operations, enabling verified Scope 3 emission reductions across one of India's largest industrial value chains
- Strengthened its sustainable logistics efforts by 52 Electric Vehicle bulkers at its Zinc Smelter Debari in Udaipur. Developed with Enviro Wheels Mobility Pvt. Ltd., ten EV bulkers are already operational, with the rest to be rolled in coming months
- 530 MW round-the-clock renewable energy (RE-RTC) power agreement with Serentica India Renewables Limited through which we received 518 million units power, resulting in reduction of 0.83 million tCO_2e

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

We implement the 4R strategy – Reduce, Reuse, Recycle, Reclaim – throughout the processes and facilities to minimise waste, maximise resource recovery, and promote eco-friendly disposal while fostering innovation and championing the circular economy. Refer to our Sustainability | Waste Management

Parameter	FY2026	FY2025
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	33	9
E-waste **(B)**	74	44
Bio-medical waste **(C)**	11	4
Construction and demolition waste **(D)**	188	0
Battery waste **(E)**	152	103
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	1,24,627	1,07,801
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition, i.e., by materials relevant to the sector)	2,03,63,115	1,96,48,857
Total (A + B + C + D + E + F + G + H)	2,04,88,200	1,97,56,818
Waste intensity per rupee of turnover (Total waste generated MT/₹)	0.0000501	0.0000580
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (Total waste generated MT/Revenue from operations adjusted for PPP US$)	0.00102	0.00120
Waste intensity in terms of physical output		
Waste intensity (optional) - the relevant metric may be selected by the entity	19.54	18.78

Parameter	FY2026	FY2025
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	2,04,499.09	1,91,532
(ii) Re-used	66,00,252	58,54,344**
(iii) Other recovery operations	2,972	5,025**
Total	68,07,723	60,50,901
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	25	392
(ii) Landfilling	1,44,81,695	1,40,13,010
(iii) Other disposal operations	1,366	71
Total	1,44,83,086	1,40,13,473

*PPP adjusted revenue in US$

**The number has been restated due to better categorization of waste disposal

PPP Factor = 20.34; **World Economic Outlook (April 2024)** implied PPP conversion rate (imf.org).

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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP.

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

Waste management practices description -

We have in place a Resource Use and Waste Management Technical Standard and the supporting guidance notes which augment us to mitigate the environmental impacts of our products and process. The Company believes in Zero Waste and has aligned waste management practices to '4-R Policy" of Reduce, Reuse, Recycle and Reclaim in our operations. Refer to Sustainability | Waste Management

Strategy adopted to reduce usage of hazardous and toxic chemicals in products and processes

Company is taking various initiatives and has adopted state-of-the-art technologies to reduce the waste generation, reuse of waste, recovery of metal from waste and disposal of remaining waste in environmentally sound manner.

Processes and the practices adopted to manage Hazardous and Toxic Chemicals

- The commissioning of Fumer plant has resulted in significant elimination of Jarosite generation from one of the Hydrometallurgical Zinc Smelter and the generated slag will be 100% utilised in cement industries
- For effective metal recovery, a second ancillary plant was commissioned for treatment of process residues at Chanderiya Lead-Zinc Smelter
- A project to recover sodium sulphate crystal from RO reject was commissioned at Dariba Zinc Smelter
- Gainful utilisation of Jarosite, Jarofix, slag and fly ash in cement manufacturing, road construction, and railway embankment as well as tailings in back-filling voids in mines through paste fill/hydrofill

For further information, please refer to: Our Approach Note on Responsible Production

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:

None of HZL's operations are located in eco-sensitive zone however, Zawar Mines is located 3.2 km away from eco-sensitive zone of Jaisamand Wildlife Sanctuary. Details are in below table -

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Zawar Mines	Mining	Yes

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
Not Applicable. No environmental impact assessments of projects were undertaken by the company during the current financial year. However, the details of our EIA studies can be referred here.					

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

Yes, the Company's operations and offices operate in compliance with applicable environmental laws and regulations and adhere to the Consent to Operate conditions issued by the Central and State Pollution Control Boards.

S. No.	Specify the law/regulation/ guidelines which were not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as Pollution Control Boards or courts	Corrective actions taken, if any
Not applicable, since there is no non-compliance with the applicable environmental laws/regulations/guidelines in India				

LEADERSHIP INDICATORS

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

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

I. **Name of the area** - Chanderiya Lead Zinc Smelter, Dariba Smelting Complex, Rajpura Dariba Mine, Sindesar Khurd Mine, Rampura Agucha Mine, Kayad Mine, Zawar Mines, Zinc Smelter Debari.

II. **Nature of operations** - Smelting & Mining

III. Water withdrawal, consumption and discharge in the following format:

Parameter	FY2026	FY2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,53,48,433	1,51,83,051
(ii) Groundwater	34,99,697	37,81,726
(iii) Third party water (Municipal water)	2,272	2,841
(iv) Seawater/desalinated water		
(v) Others (Municipal sewage treated water)	88,66,159	87,38,856
Total volume of water withdrawal (in kilolitres)	2,77,16,562	2,77,06,474
Total volume of water consumption (in kilolitres)	2,53,09,833	2,59,28,370
Water intensity per rupee of turnover (Water consumed/turnover)	0.0000619	0.0000761
Water intensity (optional) - the relevant metric may be selected by the entity	24.18	24.64
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(ii) Into Groundwater	0	0
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iii) Into Seawater	0	0
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iv) Sent to third-parties	0	0
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA

Parameter	FY2026	FY2025
(v) Others	0	0
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	0	0

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

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP.

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

Parameter	Unit	FY2026	FY2025
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	14,69,090	15,39,762
Total Scope 3 emissions per rupee of turnover	Total Scope 3 GHG emissions/ Revenue from operations	0.00000359	0.00000452
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	Total Scope 3 GHG emissions/ Tonnes of metal produced	1.40	1.46

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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP.

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

The Company does not have any operations located within notified eco-sensitive zones. While Zawar Mines (ZMW) operations have obtained the requisite forest clearances, all sites of HZL are situated outside ecologically sensitive areas. Comprehensive biodiversity assessments have been conducted across all operational locations, and site-specific Biodiversity Management Plans are in place to identify, mitigate, and manage potential direct and indirect impacts on biodiversity.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	**Water Stewardship - Sewage Treatment Plant (STP) at Udaipur & Bhilwara**	Company commissioned a 20 MLD STP in Udaipur in 2014 under a public-private partnership, which is the first of its kind in Rajasthan. Further, Hindustan Zinc Limited and Udaipur Smart City Limited signed an agreement in June 2017 to extend the sewage treatment capacity by another 40 MLD. 25 MLD has been commissioned in January 2019. Another 15 MLD was commissioned in FY2021, taking the total to 60 MLD.	The replacement of fresh water for operations by STP treated water has led to increased availability of fresh water for the community. 32% of total water withdrawal was satisfied with treated sewage.
2	**Circularity & Waste Management – Filtered Tailing Plant**	India's first filtered tailing plant was set up at the Zawar Mines in Rajasthan and in 2024 at Rajpura Dariba Mine. The filtered tailing technology is based on separating water from tailings slurry, which is generated in the beneficiation process. Company repurposes tailings materials and waste rock as backfill to stabilise our underground mining operations, while the remaining tailings are then placed in a specially designed tailings storage to minimise the environmental, social and economic risks. We externally review the integrity/stability of our dam structures and their associated management practices by global experts. The same is in progress in Rampura Agucha Mine.	Key benefits of the filtered tailing technology include recirculation of more than 80% of the process water present in tailings, a faster rehabilitation, and restoration of storage site at mine closure and ensuring re-availability of water for further use.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
3	**Water Stewardship - 4 MLD Zero Liquid Discharge (ZLD) at Zawar and water treatment plant at Rampura Agucha Mines.**	Treatment of poor-quality excess water at Zawar Mines by installation of 4,000 cum/day effluent treatment plant with zero liquid discharge and recycling in the process. The same has been commissioned at Rampura Agucha Mines.	1. Reduction of freshwater intake from Tidi Dam on daily basis of c. 3,800 cum/day. 2. Being environmentally compliant
4	**Water Stewardship - Rainwater Harvesting Structure**	Company executed groundwater recharge intervention project across Hurda, Shahpura, Kotri, and Jahazpur blocks of Bhilwara district. We were able to complete the desilting of ponds, repairing, strengthening and increasing the height of damaged embankments, and construction of 358 recharge shafts for effective groundwater recharge in 83 ponds	Created a total groundwater recharge potential of over 8.7 million cubic metre/annum
5	**Climate Change & Energy Transition** **Agreement for 180 Liquified Natural Gas (LNG) vehicles**	In a significant move towards green transportation, the Company has joined forces with Greenline, a subsidiary of Essar Group, by signing a contract for 180 LNG vehicles. During the previous year, all 180 LNG vehicles (alternate fuel vehicles) were launched to aid finished goods and interunit transport.	This initiative is to help reduce Company's Scope 3 emissions and help achieve SBTi Scope 3 targets.
6	**Circularity & Waste Management - Paste Fill**	Instead of conventional hydraulic filling, Company chose to use the paste fill technology. This technology ensured fast filling and practically no bleeding water in the stopes. The other benefits of paste fill technology have been water conservation, better stope stability, surface integrity in mines, and more recycling of tailings.	• Metal recovery from secondary stopes • Reduced cement consumption with increased usage of fly ash • Reduced water consumption as paste solids content is high (77-79% solids) • Utilisation of nearly 39% of tailings in paste fill plant, helping in improving the stability of tailings dam
7	**Circularity & Waste Management - Ancillary Plant**	It treats residues produced during smelting process, leading to in-house production of a few key consumables and by-products, in collaboration with the Company's central R&D team. Few projects were successfully executed, including production of copper sulphate and zinc sulphate from purification cake as well as production of potassium antimony tartrate from antimony dust.	• It treats different kinds of residues, namely copper dross, purification waste cake, antimony dust/slag, and raw zinc oxide • This has also enabled in improvement of metal recoveries of lead, copper and silver
8	**Circularity & Waste Management - Jarofix Yard Restoration**	Company follows the principle of reducing the waste, quantitatively as well as qualitatively, and performing recovery and recycling. The last priority is disposal in landfills. Company used Mycorrhiza technology for rejuvenation and reclamation of wasteland into productive land by increasing the green cover, enhancing biodiversity, controlling fugitive dust emission, and restoring site. It also makes plants less vulnerable to environmental stresses through optimum use of water resources	Provides overall stability to waste dump and dump failure due to heavy rains, ensuring safe and stable dump. Phase 1 covered development of green belt in an area of 6.25 hectares (10,000 plants). Further, Phase 2 of area restoration of 16 hectares has been completed, taking the total area to 22.25 ha
9	**Climate Change & Energy Transition Solar Plant**	Company has installed 40.70 MW of solar power project by utilising its waste lands without disturbing any productive land.	40.70 MW of renewable power capacity

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
10	**Circularity & Waste Management - Fumer Plant**	In the existing zinc hydro metallurgical process, Jarosite is generated which is treated with lime & cement and disposed in Jarofix Yard. In the Fumer plant, a clean slag will be produced and utilised in cement manufacturing and goethite cake produced will be treated with lime & cement and disposed in captive secured landfill.	• Production of usable clean slag and elimination of Jarosite waste of 1,00,758 MT in FY2026 • Elimination of recurring land for storage of Jarofix • Power generation from waste heat recovery • Increased recovery of zinc, lead, silver, copper, and sulphur • Saving of cement and lime
11	**Circularity & Waste Management - Jarofix/Jarosite Utilisation in Cement and Road Construction**	Jarosite is waste produced in the hydrometallurgy process of zinc extraction, necessitating additional investment for its stabilisation and disposal. The study showed positive results and encouraged us to conduct field trials. Company has been granted permission by Rajasthan State Pollution Control Board for gainful utilisation of Jarofix waste for road construction/highway construction (embankment). Company also partnered with a few government agencies like NCCBM, NEERI and CRRI for the utilisation of jarosite in cement and road construction.	• Jarosite used in cement construction – 1,78,212 MT • Jarofix used in road construction – 4,75,719 MT
12	**Circularity & Waste Management - Closure of Secured Landfill (SLF) at Vizag**	Company's Vizag closure and capping was first project in the entire country in which a slurry pond was stabilised, closed and capped as per the Central Pollution Control Board (CPCB) Guidelines due to introduction of superior geotechnical concepts and material science knowledge.	• Nearly 56,000 sqm (6 hectares) of plan area at site has been stabilised and capped as per CPCB guidelines • Aligned to our site closure management standard
13	**Climate Change & Energy Transition** **530 MW Renewable Power**	Hindustan Zinc has extended the power delivery agreement for up to 530 MW renewable energy and it will contribute towards transitioning to green energy and reduce carbon emissions.	It will contribute towards transitioning to green energy and reduce 3.5 million tCO_2e carbon emissions by 2028
14	**Climate Change & Energy Transition** **EV bulkers and trucks for Interunit Transport**	Hindustan Zinc has taken a significant leap towards sustainable logistics by signing a contracts with multiple vendors, marking the deployment of 52 electric vehicle (EV) bulker and trucks, each boasting a capacity of 55 metric tonnes and dedicated to the inter-operations transport of concentrates. We have further introduced 5 EV charging stations overall.	These eco-friendly trucks reaffirm Hindustan Zinc's commitment to green and sustainable practices. The partnership signifies an important shift in the logistics landscape, aligning with global efforts to reduce carbon emissions and promote cleaner modes of transportation. This marks a total of 52 EVs in Hindustan Zinc.
15	**Circularity & Waste Management - Zinc Tailings Reprocessing Plant, Rampura Agucha**	In a landmark step towards circular mining, the Board of Hindustan Zinc approved the establishment of India's First Zinc tailings reprocessing plant at Rampura Agucha Mine, Bhilwara district, Rajasthan. The plant, with a feed capacity of 10 Mtpa and an investment of up to ₹ 3,823 crore, will extract zinc and silver from previously processed tailings. Contracts have been awarded to CIMIC group companies - Sedgman for engineering and procurement, and Leighton Asia for onshore construction - and the facility is targeted for completion within 28 months from zero date.	• Transform legacy mine waste into recoverable zinc and silver, reducing long-term environmental liability • India's first facility of this kind - sets a national benchmark for responsible tailings management • Directly supports the company's zero waste to landfill goal by 2030

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
16	**Climate Change & Energy Transition** **EcoZen Low-Carbon Zinc - Industrial Partnerships**	Hindustan Zinc scaled the adoption of EcoZen - Asia's first low-carbon zinc -through strategic partnerships with major industrial customers. Silox India adopted EcoZen across its operations to reduce the carbon footprint of its zinc-based chemical manufacturing. Subsequently, we partnered with Tata Steel to scale EcoZen adoption in steel manufacturing, enabling verified Scope 3 emission reductions across one of India's largest industrial value chains. EcoZen is produced using 100% renewable electricity and carries a carbon footprint of less than 1 tCO_2e per tonne of zinc - nearly 75% lower than the global industry average.	• Enables customers to significantly reduce their Scope 3 emissions through verified low-carbon zinc sourcing • Strengthens commercial demand for certified green metals in key industrial sectors • Positions Hindustan Zinc as the preferred low-carbon metals supplier for decarbonising value chains
17	**Biodiversity & Ecosystems** **Baghdarra Crocodile Conservation Reserve**	Hindustan Zinc signed a ₹ 5 crore MoU with the Forest Department, Udaipur, under the Hariyalo Rajasthan and "Ek Ped Maa Ke Naam" initiatives for a large-scale plantation drive at the Baghdarra Crocodile Conservation Reserve. The Company planted 500 native saplings and committed to nurturing 5,000 more to bolster habitat biodiversity and green cover across the nearly 400-hectare reserve. This public-private collaboration focuses on afforestation, water-conservation infrastructure, and the development of eco-sensitive visitor zones to protect marsh crocodiles and restore wetland ecosystems.	• 5,000 saplings committed for habitat restoration across the nearly 400-hectare conservation reserve • Strengthens wetland ecosystem resilience and marsh crocodile habitat protection, positively impacting over 200 species in the ecosystem • Reinforces the Company's biodiversity stewardship and No Net Loss commitment under its Biodiversity Management Plan
18	**Circularity & Waste Management -** **Zinc-Ion Battery Technology - R&D Collaboration**	As part of its continued collaboration with the Jawaharlal Nehru Centre for Advanced Scientific Research (JNCASR) and Indian Institute of Technology (IIT) Madras, Hindustan Zinc is advancing the development of next-generation zinc-ion battery storage solutions. JNCASR has developed and demonstrated stable zinc-ion battery pouch cell prototypes for large-scale renewable energy storage. In parallel, IIT Madras is working on zinc-air battery prototypes at lab scale, with ongoing work focused on vehicle-level range-extension applications. Low-cost electrolyte formulations that address key challenges in cycle life and energy density have been developed through these collaborations.	• Zinc-ion battery prototypes developed for large-scale renewable energy storage applications • Advances India's indigenous research in safer, non-flammable energy storage alternatives to lithium-ion • Positions zinc as a critical energy transition metal, opening new market opportunities for the Company

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

- All our operating sites are having onsite emergency preparedness plan (including disaster control management plan) along with responsibilities in place covering all the risk associated with the operational activities to mitigate and handle the emergency and ensure business continuity. Emergency scenarios, mock drills, rescue team, and trainings are regularly being carried out for making the system more robust and to check the healthiness of the emergency response procedure
- We have an Incident Management Committee to investigate all the incidents (safety, environment, process) and learnings are being shared across all the locations for horizontal deployment and based on the recommendations, suitable changes are being made in the emergency response plan also
- Stand downs are being conducted on shop floor to communicate the learnings from all such incidents. Regular trainings and awareness programmes are being conducted at sites. Unit leadership regularly review the emergency preparedness and contingency planning at their sites. We have a standalone standard on emergency preparedness and contingency planning and uniformly applies to all the sites of the Company

- Hindustan Zinc recognises that Business Continuity & Disaster Recovery is not only an IT subject, rather a business subject. Aligned with this thought, Hindustan Zinc has implemented ISO 22301 Disaster Recovery & Business Continuity Management Framework to prevent the interruption in operations of Hindustan Zinc's critical IT systems and to ensure that IT systems are continuously available to all the authorised users, all statutory & legal requirements are complied with, and organisation's finance and reputational interests are protected. Business Continuity Plan (BCP) has considered various risks including technical risk, natural disasters risk, human risk, and risk related to external partners
- Business Continuity Testing & Disaster Recovery Drills are carried out on a half-yearly basis to test the readiness of recovery sites

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 part of its due diligence framework, Hindustan Zinc assesses the potential for significant adverse environmental impacts arising from its Tier-1 business partners. The assessment for the year did not identify any high-impact cases. Our supply chain management framework promotes responsible sourcing and enhanced sustainability performance, driven by technology, innovation, and collaboration. Embedded policies support a future-ready ecosystem aligned with ESG goals and regulatory compliance. Refer to Our Approach on Supply Chain Management

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

100% of tier 1 suppliers (by value of business done with such partners basis commercial procurement spend) were assessed for environmental impacts. 570 commercial vendors undergone due diligence and rest are under progress.

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

a. By the listed entity

NIL

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

NIL

PRINCIPLE 7

BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

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

11

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	International Council of Mining & Metal	International
2	Federation of Indian Mineral Industries	National
3	Confederation of Indian Industry	National & State
4	Federation of Indian Chambers of Commerce & Industry	National & State
5	Indian Chamber of Commerce	National
6	India Lead Zinc Development Association	National
7	Udaipur Chambers of Commerce	National
8	Global Compact Network - INDIA	National
9	Extractive Industries Transparency Initiative	International
10	International Zinc Association	International

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.

During the year, there were no adverse orders from regulatory authorities relating to anti-competitive conduct.

Name of Authority	Brief of the case	Corrective action taken
-	-	-

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information is available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half Yearly/Quarterly/ Others - please specify)	Web-Link, if available
1	Area relaxation for base metals (zinc, lead, silver, iron, etc.) in the state of Rajasthan	Advocacy with the State Mines department as well as the Industry Association for the benefit of pioneer companies to get more area for enhancement of production and reduce imports. Relaxation of maximum area limit in exercise of powers conferred under provision 6(1)(b) of MMDR Act. GOI Ministry of Mines order number 16/33/2016-M PART IV issued in September '25	No	NA	NA
2	Mineral exploration	Representations through National level industry associations/geological conferences and meetings have been sent to apprise the concerned authorities of the process and complexities involved in the exploration of deep-seated base metals.	No	NA	NA
3	Critical associated minerals mining and processing	Representations through National level industry associations, NITI and Think Tanks. Amendment act passed by the Parliament and the President. Rules awaited.	No	NA	THE MINES AND MINERALS (DEVELOPMENT AND REGULATION) AMENDMENT ACT, 2025
4	Contiguous mining of deep-seated minerals	Representations through National level industry associations, NITI and Think Tanks. Amendment act passed by the Parliament and the President. Rules awaited.	No	NA	THE MINES AND MINERALS (DEVELOPMENT AND REGULATION) AMENDMENT ACT, 2025
5	Lease validity extension	Representations through National level industry associations.	No	NA	NA
6	Policy incentives for greening of mining operations and mineral processing	Direct representation through industrial consultation process and indirect representation through National level industrial associations.	No	NA	NA
7	Reinstating of QCOs for Lead and Zinc	Refined Zinc (Quality Control) Order, 2025 (S.O. 1768(E), April 17, 2025) and Primary Lead (Quality Control) Order, 2025 (S.O. 1767(E), April 17, 2025) were removed by Ministry of Mines vide order dated November 13	No	NA	NA
8	Permitting women to work in underground mines round-the-clock.	Direct representation through industrial consultation process and indirect representation through National level industrial associations.	No	NA	https://www.pib.gov.in/FactsheetDetails.aspx?Id=150475&reg=3&lang=2

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
SK Village R&R as per LARR Act 2013	G.N. संख्या प.12/17 ( ) राजस्व/ भू. अ./2023	25/04/2023	Yes, its is conducted by an agency headed by Dr. Alpana Kateja, Professor, Department of Economics, University of Rajasthan, Jaipur	No, only notification is communicated in public domain (https://reams.rajasthan.gov.in/PrintingStationary) The final number of projected affected families shall be identified accurately by the administration; hence report is yet to be finalised	-

Note: The project was undertaken in FY2024

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

S. 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 FY (In ₹)
1	SK Village R&R as per LARR Act 2013	Rajasthan	Rajsamand	**325** families (Estimated) as per Gazette Notification and **228** families (including 168 nuclear and 60 joint families) as per SIA report by Dr. Alpana Kateja	The final number of projected affected families shall be identified accurately by the administration after undertaking a detailed survey of the population and final number of families to be shifted and compensated shall also be finalised basis the same only.	Not yet decided.

Note: The project was undertaken in FY2024

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

Aligning with Technical Standards (TS-04), structured grievance redressal mechanisms are adhered to for receiving and resolving grievances. In line with sustainability strategy of establishing strong relationships with stakeholders and adhering to the International Finance Corporation (IFC), International Council on Mining and Metals (ICMM), Organization for Economic Cooperation and Development (OECD) and United Nations Environment Programme (UNEP) Standards for responsible stewardship, United Nations Global Compact (UNGC) Principles & Technical standards, Company has set up a robust Grievance Redressal Mechanism. Regular monitoring and reviewing of the mechanism established is undertaken at various platforms. To further strengthen it, effective stakeholder engagement is a continuous process taken up to reduce the grievances of the stakeholders.

Proactive and sustained engagement platforms like “Community Connect” and “Community Leadership Connect” are established to ensure two-way communication network and strengthen the trust element thereby reducing the grievances.

A grievance box has been placed outside the plant main gate for stakeholders to share their grievances in written form in the local language. All grievances are required to be resolved in maximum 15 days, failing which they are escalated to the senior management for its resolution and closure. Also, at each Company location, we have well established Social Performance Steering Committee, consisting representatives of major functions and chaired by respective IBU CEO/SBU Director, through which all grievances are raised and discussed for their timely resolution and thereby reduction in the collective risk involved. Our approach to strengthening Social Performance Steering Committees (SPSC) at business locations involves active participation from functional leaders. This is crucial for

monitoring grievances, resolving issues, mitigating key risks, and fostering strong stakeholder relationships. By addressing community feedback and grievances promptly, we reduce collective risks. At the corporate level, the Social Performance Management Committee consolidates and reviews progress at each site, enhancing our overall social performance management.

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

	FY2026	FY2025
Directly sourced from MSMEs/small producers	30.08%	19%
Directly from within India	88%	89%

* Tier 1 suppliers are covered. FY2025 numbers are restated basis total procurement spend, hence not comparable with FY2026.

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

	FY2026	FY2025
Rural	81%	81%
Semi-Urban	0.00%	0%
Urban	17%	16%
Metropolitan	2%	2%

LEADERSHIP INDICATORS

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

Not applicable, as SIA is yet to be finalised by district authorities.

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

S. No.	State	Aspirational District	Amount Spent (In ₹)
1	Uttarakhand	Udham Singh Nagar	12,34,87,340
2	Rajasthan	Dholpur	2,39,73,945

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

No, the Company does not have a preferential procurement policy. However, Company strives to procure locally, which makes up 30% from MSMEs & 88% of the total procurement spend sourced from within India, comprising Rajasthan & Uttrakhand and 22% basis HZL's local procurement policy.

(b) From which marginalised/vulnerable groups do you procure?

NA

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

NA

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:

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

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

Name of authority	Brief of the Case	Corrective action taken
NA	NA	NA

6) Details of beneficiaries of CSR Projects:

S. No.	Project Name	Thematic Area	Beneficiaries	% of beneficiaries from vulnerable and marginalised groups
1	Child Care Centre	Education	564	100
2	Nand Ghar		3,21,510	100
3	Shiksha Sambal		13,023	100
4	Unchi Udaan		152	100
5	Vedanta College		137	100
6	Company Run Schools		1,850	100
7	Rural Infra	Rural Infrastructure	1,63,803	100
8	Drinking Water Project	Drinking Water & Sanitation	90,977	100
9	Environment Conservation (including plantation and sewage treatment)	Environment	5,94,477	100
10	Swasthya Seva (Health)	Healthcare	96,287	100
11	Company Run Hospitals		1,33,959	100
12	Samadhan + SPARSH	Livelihoods	33,716	100
13	Microenterprise	Livelihoods	372	100
14	Zinc Kaushal	Skill Development	2,256	100
15	Zinc Football Academy	Sports & Culture	1,405	100
16	Cluster-based Sports	Sports & Culture	55,263	100
17	Promotion of Art and Culture	Sports & Culture	7,76,282	100
18	Sakhi	Women Empowerment	25,530	100
19	Uthori		2,67,519	100
20	Community Safety	Healthcare	19,194	100
Total			**25,98,276**	

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.

There are following mechanisms in place to receive and respond to consumer complaints and feedback:

1. **Customer Service Hotline:** Vedanta Metal Bazaar is a one-stop portal for customers from buying the product to raising concerns or complaints etc. Customers can raise their concerns or feedback through the portal. Through an automatic raised ticket by the portal, the customers can monitor the progress of their complaints and resolutions thereon. This portal can be accessed here.

2. **Email Correspondence:** Customers can also reach out to the company via email to lodge complaints or provide feedback. Hindustan Zinc Limited ensures prompt responses to emails, acknowledging receipt and providing a timeline for resolution, whenever possible.

By employing these diverse mechanisms, Hindustan Zinc Limited demonstrates its commitment to listening to consumer concerns, addressing issues promptly, and continuously improving its products and services to ensure sustainability and long-term success.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable*.
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

* Since we provide services in a B2B market and such information on products is provided by the final end product manufacturers.

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

	FY2026			FY2025		
	Received during the year	Pending resolution at end of year*	Remark	Received during the year	Pending resolution at end of year**	Remark
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cybersecurity	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other (Product and service-related complaints)	24	1	The given number is of formal complaints logged by customers in the Company's portal related to quality.	44	2	The given number is of formal complaints logged by customers in the Company's portal related to quality.

*Pending grievances or complaints as at the end of the current FY relate to the new complaints or grievances raised during the year.

** Grievances which are reported in FY2025 and are pending for resolution, have been resolved in FY2026

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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

Yes, Hindustan Zinc Limited has an integrated framework for cyber security, data privacy and business continuity management, which can be accessed at our Information Security Policy and our Approach on Cybersecurity

To manage the information security in the Company, we have a well-entrenched and comprehensive Information Security Management Framework as part of our Enterprise Risk Management (ERM) framework. The framework for managing information security effectively covers the various relevant policies, standard operating procedures (SOPs) and technology standards. We have also established an effective security assessment and audit process for preventing cyber-attacks. Implementation of security-by-design in our business and technology landscape has further strengthened the framework.

The framework covers:

- A **cyber resilience programme**, with technical and business-readiness to respond to or recover from critical incidents
- Adoption of **security service edge (SSE)** enables secure, identity-centric access to applications and data from any location, integrating capabilities such as secure web gateway, cloud access security broker, and zero-trust network access
- **Network Access Control** enforces explicit verification of every user and device attempting to connect to our corporate resources, ensuring that access is granted only to authenticated, compliant, and trusted endpoints
- Comprehensive **social engineering and security awareness** for full-time employees and business partner employees
- **Data privacy** compliance, to implement best-in-class privacy practices and avoid regulatory penalties
- **Operational technology security**, by strengthening and monitoring plant technical system (PTS) assets to prevent compromise of critical PTS infrastructure

- Risks and vulnerabilities are identified and addressed across the information technology (IT), operational technology (OT) and digital landscape, in line with the Company's **vulnerability management program**
- Protection of the Company's information assets hosted in the Vedanta cloud or external SaaS (software as a service) platforms, ensuring **cloud security**
- Comprehensive **data leakage prevention**, protecting all communication channels
- **Third-party risk management,** through mitigation of cyber risks posed by third parties, including strengthening of third-party contracts
- **Governance, risk and compliance framework** for audit and risk management, as well as continuous improvement

The framework guides the formulation of our information security strategy, as well as our long-term roadmap and annual information security plan. The Executive Committee reviews the framework annually, in consultation with external expert agencies. This helps in incorporating applicable regulatory requirements and prevailing industry knowledge and also enables consideration of newer threats and risks.

Company is compliant with ISO 27001 framework and is certified as per the defined Statement of Applicability (SOA) since the year 2018. Certification is applicable to all Infrastructure & Applications under the purview of Information Technology & Operational Technology functions across all sites of the Company. Subsequently, the Company has decided to implement an integrated framework covering various domains of Information Security, Disaster Recovery & Business Continuity Management, Risk Management and Data Privacy Management. Under this approach, the Company has achieved an Integrated ISO Certification consisting of ISO 27001 (Information Security), ISO 22301 (DR & BCP), ISO 31000 (Risk Management) and ISO 27701 (Privacy Management) in the year 2024.

All the policies and procedures enforced in the Company environment are all-inclusive to manage the Information Security and Data Governance aspects. All these policies are reviewed annually by competent personnel in the Information Security Function. All the approved and enforced policies are made available to all employees and business partners over the Hindustan Zinc Limited Intranet Portal.

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 the safety of products/services.**

   Not Applicable, as there are no complaints with respect to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls. Further, no penalties were paid or regulatory actions were taken by regulatory authorities on account of the safety of our products/services.

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

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

   b. Percentage of data breaches involving personally identifiable information of customers: **Not Applicable**

   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).**

   Hindustan Zinc Limited provide products and services related information on its Company's website and various other platforms as mentioned below. These sites/platforms carry all the factsheets about each of the products we manufacture

   - https://www.hzlindia.com/what-we-do/products-powering-transformation
   - https://www.hzlindia.com/uploads/HZL_Product_Brochure_2025
   - https:www.lme.com/Physical-services/Brands/Approved-brands
   - https://www.lbma.org.uk/good-delivery/silver-current-list#-
   - EcoZen leaflet
   - Environment product declaration zinc

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

   Material Safety Data Sheets are issued to all new vendors and are shared with customers on request, ensuring access to complete information on product characteristics, safe use, and handling. Our sales team also interacts with customers and all their queries are resolved during the personal interactions. A dedicated customer services team is available to assist customers with any sales-related services.

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

   Hindustan Zinc Limited through the issue of market circulars and in-person interaction with the customers via emails and phone calls inform the customers immediately of any risk of disruption/discontinuation of essential services.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey regarding 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. Majority of our production grades are listed on the London Metal Exchange (LME) and therefore following their guidelines for the specification of products on labels, prominent large-size labels are displayed on our product, however, there is no Indian regulatory mandate to display any product information.

   Hindustan Zinc Limited carried out a consumer/customer/buyer satisfaction survey in FY2024, and one ongoing, with the help of Feedback Insights Agency relating to the major products manufactured by Hindustan Zinc Limited for its significant locations of operation.

   Feedback Insights team has conducted the survey with the customers of all the products of Zinc, Lead and Silver in domestic & export regions. They have done this survey by various means such as in-person interactions, telephonic & web-based discussions to understand their satisfaction, and loyalty levels by assessing the parameters like product, packaging, delivery, contracting process, complaint handling, etc., to derive the performance score.

Value Chain Partners BRSR Core Disclosure

1. INTRODUCTION

As per SEBI Circular No. SEBI/HO/CFD/CFD SEC 2/P/CIR/2023/122 dated July 12, 2023, listed entities are required to provide value chain disclosures under BRSR Core, covering key upstream and downstream partners accounting for 75% of total purchases and sales (by value), respectively.

Accordingly, value chain ESG disclosures are voluntary for Hindustan Zinc Limited for FY2026 and shall cover FY2025 data of upstream and downstream partners individually contributing 2% or more of the our total purchases and sales (by value), respectively, cumulatively accounting for up to 75% of total purchases and sales (by value), as applicable.

2. APPROACH AND COVERAGE

HZL recognises that a significant portion of its environmental and social footprint lies within its value chain. In line with BRSR Core requirements, disclosures are extended to key upstream (suppliers) and downstream (customers/ distributors) value chain partners who collectively account for a substantial share of purchases and sales.

3. ENGAGEMENT WITH VALUE CHAIN PARTNERS ON ESG DISCLOSURES

Hindustan Zinc has initiated a Sustainable Supply Chain Programme to foster a responsible and resilient ecosystem across its supplier network. The programme is anchored on structured supplier engagement,

a. supplier ESG evaluations,

b. focused capacity building workshops,

c. targeted handholding support for priority suppliers,

d. systematic supplier engagement plan.

Together, these pillars enable consistent assessment of ESG performance, strengthen supplier capabilities, support progressive improvement, and ensure sustained engagement on environmental, social and governance priorities across the value chain.

Accordingly, 33 downstream customers contributing to 75% of sales were identified, of which 18 individually account for 2% or more. Data for 8 such customers has been collated from publicly available, third-party assured BRSR disclosures.

Wherever aggregation (sum/average) is applied, calculations are based on entities with available data. Variations in units across disclosures have been standardised to ensure consistency.

This assessment establishes a baseline and highlights opportunities to strengthen ESG maturity and collaboration across the value chain. Currently, only data from the 8 customers with assured BRSR disclosures is reported. HZL continues to actively engage with remaining suppliers and customers to enhance participation and progressively improve the completeness and robustness of disclosures, while also seeking further regulatory clarity from SEBI on data attribution methodologies.

4. BRSR CORE PARAMETERS COVERED

For identified value chain partners, we have disclosed performance against the following all nine BRSR Core parameters, aggregated separately for upstream and downstream partners, and consolidated at a total level:

1. GHG footprint: Scope 1 & 2 emissions and emission intensity.
2. Water footprint: consumption, discharge and intensity.
3. Energy footprint: total energy consumption, renewable energy share and intensity.
4. Circularity / Waste: waste generation, recovery and disposal (by category).
5. Employee Wellbeing & Safety – Permanent Disabilities, LTIFR, Fatalities.
6. Gener Diversity – Gross wages paid to female as % of wages paid, POSH complaints reported, complaints on POSH as a % of female employees, POSH complaints upheld.
7. Inclusive Development – MSME Sourcing (as % of total purchases), wages in smaller towns.
8. Fairness with Customers & Suppliers – Instances involving loss / breach of data of customers as % of total breaches, Number of days of accounts payable.
9. Openness of business – Share of RPTs (as respective %) in – Purchases, Sales, Loans & Advances, Investments.

   HZL communicates its sustainability expectations to value chain partners through supplier codes and engagement programmes. As disclosures mature, we aim to progressively enhance data quality, coverage and comparability across the value chain, with a focus on high impact categories.

5. BRSR CORE DISCLOSURE FOR VALUE CHAIN REPORTING

The below table discloses the value chain ESG information in accordance with the principles and measurement approaches prescribed under BRSR Core based on publicly available data. Hindustan Zinc will continue to strengthen its value chain ESG disclosures in line with evolving regulatory expectations and internal maturity.

	BRSR Core Parameter	Measurement	Customer 1	Customer 2	Customer 3	Customer 4	Customer 5	Customer 6	Customer 7	Customer 8
1. Greenhouse gas (GHG) footprint	Total Scope 1 emissions	MT CO_2e	5,31,00,751.6	35,896	1,58,50,000	7,80,00,000	6,816	12.21	51,854	15,50,000
	Total Scope 2 emissions	MT CO_2e	16,53,056.65	3,50,643	12,90,000	60,00,000	2,30,765	789.87	38,496	1,20,000
	GHG Emission Intensity (Scope 1+2)	MT CO_2e/PPP*	0.00090008 tCO_2/US$	481.43 MT/CO_2/ US$ crore	-	0.001 (per Million US$ of turnover)	425.62 MT /₹ crore revenue	0.24 MT/10k $	0.00004013 tCO_2e/million turnover	2.34 tCO_2e per tcs (total)
2. Water footprint	Total Water consumption	Million KL	5,32,50,097.2	20,43,676	3,24,04,000	12,62,56,000	9,41,500	774.24	68,046	50,50,000
	Water consumption intensity	KL/PPP*	-	2,545.35 KL / US$ crore		0.000058 (Kilolitres/H)	1,736.51 KL//₹ crore revenue	0.23 ltr/10k $	0.0000003 KL/ million turnover	-
	Water Discharge by destination and levels of treatment	Million KL	0	305318	22,000	26,34,35,000	0	-	11,560	-
3. Energy footprint	Total energy consumed	GJ	52,92,09,357	27,98,349		830.81	15,68,625	4,087.49	7,61,567	2,26,82,000
	% Renewable energy	%								
	Energy intensity	GJ/PPP*	0.008699 GJ/US$	3,485.28 GJ / US$ crore	-	0.0079 (PJ/Million US$)	2,893.18 GJ/₹ crore revenue	1.23 GJ/10k $	0.0003382 GJ/ million turnover	
4. Circularity & Waste Management	Plastic waste (A)	MT	591.05	1319.4	-	3,359	1,987.09	-	1,494	-
	E-waste (B)	MT	155.02	34.23	-	435	4.06	-	2.74	-
	Bio-medical waste (C)	MT	0.1958	0.06	-	276	0.18	-	0.00377	-
	Construction & demolition waste (D)	MT	0	-	-	65,946	0	-	0	-
	Battery waste (E)	MT	158.57	-	-	695	3,680.38	-	0	-
	Radioactive waste (F)	MT	0	-	-	-	0	-	0	-
	Other hazardous waste (G)	MT	1,58,148.1810	47,822.31	40,135	13,52,807	16,526.4	-	4,624	-
	Other non-hazardous waste (H)	MT	1,89,50,286.33	14,145.32	72,56,614	1,76,47,983	5,375.15	-	30,336	-
	Total waste generated	MT	1,91,09,339.34	63,321.33	72,96,749	1,90,71,500	27,573.26	-	36,456	6,20,730
	Waste generation intensity	MT/PPP*	0.000314 MT/US$	79.74 MT/US$ crore	-	0.000018 t/US$	50.85 MT/₹ crore revenue	-	0.00000016 MT/ million turnover	-
	Waste recovered: Recycled/Reused/ Other recovery	MT	1,65,46,749.9	51,756.98	-	2,11,75,468	25,873.37	-	31,994	5,55,577
	Waste disposed: Incineration/Landfill / others	MT	3,375.855	11,564.29	-	72,763	1,699.73	-	4,418	2,104

	BRSR Core Parameter	Measurement	Customer 1	Customer 2	Customer 3	Customer 4	Customer 5	Customer 6	Customer 7	Customer 8
5. Employee Wellbeing	Wellbeing Spending	%	0.0253	0.23	-	0.22	0.75	0.28	-	-
	Permanent Disabilities	Nos.	8	0	35	27	0	-	0	-
	LTIFR	Nos.	Employees- 0.25 Workers- 0.19	worker- 0.1	0.26	Employees-0.64 Worker-0.32	Employees- 0.20 Workers- 0.55	-	Employees- 0.24 Workers- 2.21	0.32
	Fatalities	Nos.	5	0	9	5	0	-	1	0
6. Gender Diversity	Gross wages paid to females as % of wages paid	%	5.15	0.89	-	9	9.7	25.6	1.33	-
	POSH complaints reported	Nos.	7	1	-	46	0	0	0	
	Complaints on POSH as a % of female employees / workers	%	0.53	0.89	-	0.3	0	0	0	
	POSH complaints upheld	Nos.	6	1	-	20	0	0	0	-
7. Inclusive Development	MSME sourcing (as % of total purchases)	%	5.58	16.09	-	10	11.95	-	2	-
	Wages in smaller towns- Rural (Wages paid to persons employed in smaller towns as % of total wage cost)	%	31.52	3.79	-	0.22	0	-	62	-
8. Fairness with Customers & Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	Nos.	0	0	-	0	0	0	0	-
	Number of days of accounts payable	Nos.	127	78	-	74	45.44	0	96	-
9. Openness of business	Purchases from trading houses as % of total purchases	%	20.65	0.0026	-	0	0.0035	0	0	-
	Sales to dealers / distributors as % of total sales	%	17.18	0.7506	-	23%	0.6465	0	0.093	-
	Share of RPTs (as respective %age) in -									
	· Purchases	%	30.03	45.59	-	5	10.75	68	0	-
	· Sales	%	34.76	7.59	-	5	0.38	1	0	-
	· Loans & advances	%	100	0	-	6	20.16	0	0	-
	· Investments	%	100	37.26	-	55	79.26	0	0	-

6. CONCLUSION

Hindustan Zinc's proactive integration of ESG considerations across its value chain reinforces and complements its existing sustainability and supplier engagement programmes. While value chain disclosures remain voluntary in the current year, the Company has undertaken this exercise to establish a robust baseline, strengthen supplier engagement, and enhance data readiness. This approach is expected to support more comprehensive, consistent and assured value chain ESG disclosures from the next reporting cycle.

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INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT AND LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN HINDUSTAN ZINC LIMITED's BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

To the Board of Directors of Hindustan Zinc Limited

1. We have undertaken to perform a reasonable assurance and limited assurance engagement, for "Hindustan Zinc Limited" ("the Company"), its subsidiaries and joint venture (together referred to as "the Group") vide our engagement agreement dated "February 02, 2026", in respect of the agreed Sustainability Information in accordance with the criteria listed in the "Identified Sustainability Information and Criteria" paragraph below. The identified Sustainability Information is included in the Business Responsibility and Sustainability Report ("BRSR") of the Group for the financial year ended March 31, 2026 pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India's ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations"). This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and specialists.

Identified Sustainability Information and Criteria

2. We have performed an assurance engagement on the Identified Sustainability Information (ISI) for the Reporting Boundary as disclosed under Question No. 13 of Section A: General Disclosures of the BRSR, on consolidated basis. Identified Sustainability Information (ISI) is detailed in the table below:

Identified Sustainability Information subject to assurance	Period subject to assurance	Level of assurance	Reporting criteria used by the Group to prepare Identified Sustainability Information
BRSR Core (Refer to Appendix 1)	From April 01, 2025 to March 31,2026	Reasonable	i. Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended; ii. Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 and Industry Standard on Reporting of BRSR Core per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024.
Other than BRSR Core	From April 01, 2025 to March 31,2026	Limited	

3. Our reasonable and limited assurance engagement was with respect to the year ended March 31, 2026 information only and we have not performed any reasonable assurance procedures with respect to any other elements included in the BRSR (i.e. non- BRSR Core attributes) and, therefore, do not express any opinion thereon.

Management's Responsibility

4. The Group's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information including the reporting boundary of BRSR, disclosing environmental information basis operational control approach, taking into account applicable laws and regulations including the SEBI circular, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Group's compliance with the requirements of LODR Regulations and the SEBI Circular in relation to the BRSR.

Inherent limitations

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

6. Measurement of certain amounts and BRSR attributes, some of which are estimates, is subject to inherent measurement uncertainty, for example, GHG footprint, water footprint, embracing circularity (waste management), energy footprint. Obtaining sufficient appropriate evidence to support our opinion/conclusion does not reduce the uncertainty in the amounts and attributes.

Our Independence and Quality Control

7. We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

8. We apply Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

9. Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix 1 and limited assurance conclusion on the Identified Sustainability Information (Other than BRSR Core) based on the procedures we have performed and evidence we have obtained.

   We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Reporting Criteria and to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.

   A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

   A limited assurance engagement involves assessing the suitability in the circumstances of the Group's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

10. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

    Below is the informative summary of the procedures performed by us for obtaining reasonable assurance:

    - Obtained an understanding of the Identified Sustainability Information and related disclosures.
    - Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information.
    - Made inquiries of Company's management, including those responsible for preparing the BRSR report, finance team, human resource team amongst others and those with the responsibility for managing the Group's BRSR.
    - Obtained an understanding and performed an evaluation of the design of the key processes and controls for recording, processing and reporting on the Identified Sustainability Information on sample basis of different sites. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures

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that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls.

- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, we determined the nature, timing and extent of further procedures.
- At each site visited, performed substantive testing on a sample basis of the Identified Sustainability Information to verify that the data had been appropriately measured with the underlying documents recorded, collated and reported. This includes reconciling the Identified Sustainability Information with the underlying records and recalculation on a sample basis.
- Where applicable, for the Identified Sustainability Information in the BRSR, we have relied on the information in the audited consolidated financial statements of the Group for the year ended March 31, 2026 and the underlying trial balance.
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the management in the preparation of the Identified Sustainability Information.
- Obtained representations from Company's management.

We also performed such other procedures as we considered necessary in the circumstances.

Below is the informative summary of the procedures performed by us for obtaining limited assurance:

- assessed the suitability of the criteria used by the entity in preparing the information subject to limited assurance;
- interviewed relevant staff at corporate and selected sites, concerning policies on environmental and social aspects and the implementation of these across the business;
- through inquiries, obtained an understanding of the control environment, processes and information systems relevant to the preparation of the information subject to limited assurance, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- inspected, at each site visited, a limited number of samples as appropriate to check the accuracy of the data
- applied analytical procedures, as appropriate; and made inquiries of management to obtain explanations for any differences we identified
- recalculated the information subject to limited assurance based on the criteria;
- evaluated the overall presentation of the information subject to limited assurance to determine whether it is consistent with the criteria and in line with our overall knowledge of, and experience with, the entity's operations.

We also performed such other procedures as we considered necessary in the circumstances.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the Criteria.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion and limited assurance conclusion.

Exclusions

11. Our assurance scope excludes the following and therefore we do not express an opinion on the same:
    - Operations of the Group other than the Identified Sustainability Information;
    - Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
    - The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Group.

Other Information

12. The Company's management is responsible for the other information. The other information comprises the information included within the BRSR other than Identified Sustainability Information and our independent assurance report dated June 4, 2026 thereon.

13. Our opinion/conclusion on the Identified Sustainability Information does not cover the other information and we do not express any form of assurance thereon. In connection with our assurance engagement of

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the Identified Sustainability Information, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Identified Sustainability Information or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Reasonable assurance Opinion

14. Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information listed in Appendix 1 for the year ended March 31, 2026 are prepared in all material respects, in accordance with the criteria (as stated under "Identified Sustainability Information and Criteria").

Limited assurance Conclusion

15. Based on our procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Group's Identified Sustainability Information included in the BRSR for year ended March 31, 2026 are not prepared, in all material respects, in accordance with the criteria (as stated under "Identified Sustainability Information and Criteria").

Restriction on use

16. Our Reasonable and Limited Assurance report has been prepared and addressed to the Board of Directors of "Hindustan Zinc Limited" at the request of the Company solely, to assist the Group in reporting on its sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Group. Our Reasonable and Limited Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **S.R. Batliboi & CO. LLP**
Chartered Accountants
Firm's Registration No.: 301003E/E300005

Amit Chugh Digitally signed by Amit Chugh
Date: 2026.06.04 11:08:14 +05'30'

Amit Chugh
Partner
Membership No.: 505224
UDIN: 26505224QMNUXW4895
Place of Signature: Gurugram
Date: 04 June 2026

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Appendix-1

BRSR Core KPIs			
S. No	**Attribute**	**Principle and indicator reference**	**Parameter**
1	Green-house gas (GHG) footprint	Principle 6, E-7	1.Total Scope 1 and scope 2 emissions 2.GHG Emission Intensity (Scope 1 +2) per rupee of turnover adjusted for Purchasing Power Parity (PPP) and in terms of physical output or services
2	Water footprint	Principle 6, E-3 and E-4	1. Total water consumption 2.Water consumption intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3.Water Discharge by destination and levels of Treatment
3	Energy footprint	Principle 6, E-1	1. Total energy consumed 2. Percentage of energy consumed from renewable sources 3. Energy intensity per rupee of turnover adjusted for PPP and in terms of physical output or services
4	Embracing Circularity (waste management)	Principle 6 – E9	1. Total waste generated 2. Waste intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3. Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 4. For each category of waste generated, total waste disposed by nature of disposal method
5	Enhancing Employee Wellbeing and Safety	Principle 3 – E1(C) Principle 3- E11	1. Spending on measures towards well-being of employees and workers 2. Details of safety related incidents for employees and workers
6	Enabling Gender Diversity in Business	Principle 5 – E3(b) Principle 5 – E7	1. Gross wages paid to females as percentage of wages paid 2. Complaints on POSH
7	Enabling Inclusive Development	Principle 8 – E4 Principle 8 – E5	1. Input material sourced from following sources as percentage of total purchases – Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns
8	Fairness in Engaging with Customers and Suppliers	Principle 9 – E7 Principle 1 – E8	1. Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9	Open-ness of business	Principle 1 – E9	1. Concentration of purchases & sales done with trading houses, dealers, and related parties 2. Loans and advances & investments with related parties.