

July 24, 2025

The Secretary,  
Listing Department,  
BSE Limited,  
1<sup>st</sup> Floor, Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai - 400 001  
Scrip Code: 543187

The Manager,  
Listing Department,  
National Stock Exchange of India Limited,  
'Exchange Plaza', 5<sup>th</sup> Floor, Plot No. C/1, G Block,  
Bandra Kurla Complex, Bandra (East),  
Mumbai - 400 051  
Scrip Symbol: POWERINDIA

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

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations), please find enclosed the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2024-25, which also forms part of the Integrated Annual Report for the financial year 2024-25 submitted to the exchanges vide our letter dated July 24, 2025.

The same can also be accessed on the website of the Company at: <https://www.hitachienergy.com/in/en/investor-relations/general-meetings#annual-report>.

We request you to take this on record and to treat the same as compliance with the applicable provisions of the SEBI Listing Regulations.

Thank you,

Yours faithfully,

**For Hitachi Energy India Limited**

**Poovanna Ammatanda**  
**General Counsel and Company Secretary**

Encl.: as above

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

Particulars	Response
1. Corporate Identity Number (CIN) of the Listed Entity	L31904KA2019PLC121597
2. Name of the Listed Entity	Hitachi Energy India Limited (“the Company”)
3. Year of incorporation	2019 (February 19, 2019)
4. Registered office address	8 <sup>th</sup> Floor, Brigade Opus, 70/401, Kodigehalli Main Road, Bengaluru-560092
5. Corporate address	8 <sup>th</sup> Floor, Brigade Opus, 70/401, Kodigehalli Main Road, Bengaluru-560092
6. E-mail	<a href="mailto:investors@hitachienergy.com">investors@hitachienergy.com</a> (For investors) <a href="mailto:poovanna.ammatanda@hitachienergy.com">poovanna.ammatanda@hitachienergy.com</a> (email id of Compliance Officer and Nodal Officer)
7. Telephone	080-68473700
8. Website	<a href="https://www.hitachienergy.com/in/en">https://www.hitachienergy.com/in/en</a>
9. Financial year for which reporting is being done	FY 2024-25 (April 01, 2024 to March 31, 2025)
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	₹ 8,91,44,726/- divided into 4,45,72,363 Equity shares of ₹ 2/- each
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Binupriya A R (Telephone: 080-68473719) Email: <a href="mailto:binupriya.a-r@hitachienergy.com">binupriya.a-r@hitachienergy.com</a>
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14. Name of assurance provider	SGS India Pvt. Ltd.
15. Type of assurance obtained	Reasonable assurance

### II. Products/ services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Sale of products	Design, manufacturing/configuration & supply of system, equipment, devices and accessories products	67.47
2	Execution of contracts for projects and services	Project and service engineering, installation, commissioning and support	27.82

#### 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	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	271	67.47
2	Projects and services of related manufactured electrical equipment.	279	27.82

### III. Operations

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

Location	Number of Manufacturing locations	Number of offices	Number of Sales touch points	Total
National	8*	12	7	27

\* 8 Plants with factory licenses containing 19 unique manufacturing units.

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	All states & Union Territories
International (No. of Countries)	70+ countries

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

27.03

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

The Company serves a wide range of customers – Public & Private Power & Energy Utilities, renewables, Industries, Transportation, data centers and Infrastructure companies. These include EPCs (Engineering, Procurement & Construction) & OEMs (Original Equipment Manufacturer) operating in the above segments.

### IV. Employees

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

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	1933	1722	89	211	11
2	Other than Permanent (E)	80	53	66	27	34
3	<b>Total employees (D + E)</b>	<b>2013</b>	<b>1775</b>	<b>88</b>	<b>238</b>	<b>12</b>
<b>WORKERS</b>						
4	Permanent (F)	548	546	100	2	0.4
5	Other than Permanent (G)	596	521	87	75	13
6	<b>Total employees (F + G)</b>	<b>1144</b>	<b>1067</b>	<b>93</b>	<b>77</b>	<b>6.7</b>

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	8	6	75	2	25
2	Other than Permanent (E)	2	2	100	0	0
3	<b>Total employees (D + E)</b>	<b>10</b>	<b>8</b>	<b>80</b>	<b>2</b>	<b>20</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	10	9	90	1	10
5	Other than Permanent (G)	0	0	0	0	0
6	<b>Total employees (F + G)</b>	<b>10</b>	<b>9</b>	<b>90</b>	<b>1</b>	<b>10</b>

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

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	3	0	0

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

(Disclose trends for the past 3 years)

Particulars	Turnover rate in the current FY								
	FY 2024-25			FY 2023-24			FY 2022-23		
	April 1, 2024-March 31, 2025			April 1, 2023 - March 31, 2024			April 1, 2022 - March 31, 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.51%	11.08%	6.99%	10.37%	19.64%	11.24%	11.20%	21.02%	12.00%
Permanent Workers	0.00%	0.00%	0.00%	1.79%	28.57%	1.96%	0.20%	0.00%	0.20%

**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 the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Hitachi Energy Ltd.	Holding	71.31	No

**VI. CSR Details**

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

(ii) Turnover (in ₹): 6,384.93 Crores (For the year ended on March 31, 2025)

(iii) Net worth (in ₹): 4,214.11 Crores (As on March 31, 2025)

**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 the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for the grievance redress policy)	April 1, 2024 - March 31, 2025 Current Financial Year			April 1, 2023 - March 31, 2024 Previous Financial Year		
		Number of complaints filed during the year.	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes <a href="https://www.hitachienergy.com/in/en/contact-us">https://www.hitachienergy.com/in/en/contact-us</a>	0	0	Nil	0	0	Nil
Investors (other than shareholder)	Yes <a href="https://www.hitachienergy.com/in/en/investor-relations#quick-links">https://www.hitachienergy.com/in/en/investor-relations#quick-links</a>	0	0	Nil	0	0	Nil
Shareholder	Yes <a href="https://scores.sebi.gov.in/scores-home">https://scores.sebi.gov.in/scores-home</a>	13	0	Nil	13	0	Nil

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for the grievance redress policy)	April 1, 2024 - March 31, 2025 Current Financial Year			April 1, 2023 - March 31, 2024 Previous Financial Year		
		Number of complaints filed during the year.	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Employees and workers	Yes <a href="https://secure.ethicspoint.eu/domain/media/en/gui/109107/report.html">https://secure.ethicspoint.eu/domain/media/en/gui/109107/report.html</a>	7	0	Nil	11	0	Nil
Customers	Yes <a href="https://www.hitachienergy.com/in/en/contact-us">https://www.hitachienergy.com/in/en/contact-us</a>	605	89	Nil	620	47	Nil
Value Chain Partners	Yes <a href="https://www.hitachienergy.com/in/en/contact-us">https://www.hitachienergy.com/in/en/contact-us</a>	0	0	Nil	0	0	Nil
Other (Media, General enquiries, sales)	Yes <a href="https://www.hitachienergy.com/in/en/contact-us">https://www.hitachienergy.com/in/en/contact-us</a>	0	0	Nil	0	0	Nil

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health and Safety	R/O	Performance on health, safety, and environment (HSE) is critical and comes first in the Company's decision-making, with safety being a key element in our 'license to operate'. We foster a healthy, productive work environment, believing those working for the Company can only perform at their best when feeling safe, healthy, and well.	We are striving towards world-class HSE performance across the Company and have a framework setting out the focus areas for improvement: <ul style="list-style-type: none"> <li>• Culture and leadership</li> <li>• Communication and learnings</li> <li>• Digitalization and analytics</li> <li>• Operations and risk management</li> <li>• Governance and competencies .</li> </ul> The Company's specific improvement activities reflect the scale of potential risk, its performance, and its evolving legal and regulatory requirements.	Negative
2	Climate change	R/O	Natural disasters will exacerbate damage to production facilities, increase downtime of assets, worsen working environments, and disrupt supply chains, leading to delays in deliveries and the procurement of parts Increased need for mitigation activities will divert capital away from decarbonization activities such as grid expansion, renewables connection, and technology research and development	The Company is actively engaged in helping tackle climate change, starting with its own operations. Through market scenarios, it is also looking at potential climate impacts on economic growth and market/energy transition drivers such as pace of acceleration, bottlenecks, and governmental plans and targets. The Company has made efforts to accommodate internet of things (IoT) products.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Carbon neutrality	R	<p>Unprecedented demand creating pressure on the sector to expand the supply chain and dilute levels of ESG performance</p> <p>Investment in capacity extension might dilute the strategic focus on accelerating development of new technologies and/or business models to thrive after the peak of the industry super-cycle</p> <p>Unbalanced grid development from the perspective of intermittent energy supply and storage might critically affect power quality</p> <p>Investment in achieving the reduction targets is not balanced out by an increase in revenue or reduction in costs, increasing the costs of our products and services and reducing competitiveness</p> <p>Carbon reduction targets are not achieved, reducing our competitiveness in the market</p>	<p>The path towards limiting global warming, as envisioned by the Paris Agreement, is a critical challenge for governments, businesses, and organizations. The Company has, therefore, defined and validated ambitious greenhouse gas (GHG) reduction targets to set its own net-zero trajectory. The Company ensures compliance with emerging and future GHG emissions regulation or legislation.</p>	Negative
4	Innovation	R/O	<p>The risks landscape around innovation of sustainable products and solutions in our industry is quite complex.</p> <p>Some of the risks are customer-facing (for example, inadequate, or insufficient infrastructure, lack of grid capacity to connect renewable energy resources or electrification solutions for energy intensive industries, new product range price or usage and adoption anxiety), while others are design and manufacturing related (for example, availability of sustainable materials, quality control, upgrading of production lines, service, circularity and end of life recovery, training and recruitment of specialized resources, compliance with regulatory and legal requirements, investment costs).</p> <p>Another risk area relates to regulatory environment, which may require technology providers to invest vast amount of funding to develop new sustainable solutions while the market adoption of them is relatively low.</p> <p>Therefore, the regulatory actions need to balance between creating sustainability markets and developing sustainable technology, for a healthy development of sustainable solutions.</p>	<p>The Company's innovative technologies and solutions help increase access to affordable, reliable, and sustainable energy vital for society to prosper and progress. As consumer needs and lifestyles continue to evolve, our forward-looking technologies help make the energy system more sustainable, flexible, and secure. The opportunity of innovating and bringing to the market sustainable products and solutions in its field of business is significant and it expects frontrunners to become the brand, supplier, employer, and investment of choice for its stakeholders. As electrification is one of the key pillars of decarbonization, the most innovative companies will also have the biggest contribution to a net-zero future. The Company identifies innovation as part of its DNA and strategy on a short-, medium-, and long-term basis.</p>	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Responsible Sourcing	R	Managing sourcing of materials across the supply chain and comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and responsible sourcing of conflict minerals.	Integrating sustainable practices in to supply chain procedures. Follow the OECD (Organization for Economic Cooperation and Development) due diligence guidance and be involved in relevant industry associations to define and improve best practices and encourage responsible sourcing.	Negative
6	Well-being of employees	O	Good personal health and wellbeing also require everyone to do what they can to look after themselves and others. Health is an opportunity to motivate behavior change and increase engagement with better health practices; increase our support for mental wellbeing and provide safe workplaces and working conditions for all our employees	NA	Positive
7	Diversity	O	The company believes in integrating diversity and inclusion into all our practices and policies and foster female acceleration through our Female Talent Development Program. The Company's sustainability 2030 targets include increasing female diversity from 5.8% in 2019 to 16-20% by 2030.	NA	Positive
8	Human rights and labor conditions	R	Identification, evaluation and managing Human Rights risks in its operation and supply chain and its consequences which includes child labor, modern slavery, forced or compulsory labor, association and collective bargaining, living wage, non-discrimination, natural and cultural impacts, remedy for adverse impacts. The speed and scope of the energy transition comes with risk of real harm that also hollows out public trust, as threats to environment, livelihoods, land, indigenous peoples' rights and culture, and labor rights along the supply chain	Human Rights policy and control standard is in place to evaluate Human Rights risks at all levels of operations. The Company fully commits to respecting all internationally recognized human rights within and across its activities and value chain. It openly commits to respecting human rights, adhering to regulations and legislations, and developing a comprehensive due diligence process.	Negative
9	Integrity and anti-corruption	R	The Company behaves in an ethical, legal, and responsible way. Lack of adherence can have consequences i.e. reputational damage with the top line adverse effect; unattractive employer for top talent; regulatory fines and penalties etc.	The Company has a very stringent policy on integrity that applies to all. The Company's Code of Conduct provides a framework for employees and stakeholders to put business principles into practice with utmost integrity. The Company regularly evaluates culture of integrity, and noncompliance is strictly acted upon.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Cybersecurity	R	Embedding security into every layer of the organization— from technology to people and processes, as well as extending these requirements throughout our value chain— requires expertise, commitment, collaboration, and ongoing vigilance.	The Company runs a cybersecurity risk-based approach and related management program based on ISO 27005, which provides guidance on systematically identifying, addressing, evaluating, and treating relevant risks. Treated as a continuous process involving all IT initiatives, services, and suppliers' engagement, our risk management function is subject to security, legal, and regulatory requirements. The Company follows industry best practices such as ITIL 4 and National Institute of Standards and Technology (NIST) recommendations to manage detected cybersecurity incidents effectively. Incidents are recorded, analyzed, confirmed, classified, and prioritized so that appropriate remediation and response actions are implemented while, at the same time, the impacted data, service, or application is restored/recovered.	Negative

**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.

<b>P1</b>	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
<b>P2</b>	Businesses should provide goods and services in a manner that is sustainable and safe
<b>P3</b>	Businesses should respect and promote the well-being of all employees, including those in their value chains
<b>P4</b>	Businesses should respect the interests of and be responsive to all its stakeholders
<b>P5</b>	Businesses should respect and promote human rights
<b>P6</b>	Businesses should respect and make efforts to protect and restore the environment
<b>P7</b>	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
<b>P8</b>	Businesses should promote inclusive growth and equitable development
<b>P9</b>	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available	Please refer to the section on ‘Links to the Company Policies and Programs’ at the end of this Report.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met									
<b>Governance, leadership and oversight</b>									
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) We are serious in our commitment to drive our business in a sustainable way. We have been consistent in our efforts to decarbonize our operations and in ensuring welfare of our stakeholders. We have made considerable progress towards achieving our Sustainability 2030 goals in all areas.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility 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.									

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

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly / Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against the above policies and follow up action					Yes												
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances					Yes													Quarterly and / or on a need basis

	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>11.</b> 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 agency.									No
<b>12.</b> If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									Not Applicable

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**PRINCIPLE 1 BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**

**Integrity, transparency, and accountability**

The Company’s Code of Ethics and Business Conduct consists of rules and principles to assist leaders and employees in making decisions and acting ethically and in line with the Company’s Identity. The Company has developed and implemented a systematic approach designed to prevent, detect and resolve any potential integrity concerns. This is supported by tools and processes and a zero-tolerance policy for any violations.

## Essential indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Ethics and Code of Conduct Anti-bribery and anti-corruption Antitrust and Competition Law	100
Key Managerial Personnel	4	Ethics and Code of Conduct Anti-bribery and anti-corruption Antitrust and Competition Law	100
Employees other than BOD and KMP	12*	Ethics and Code of Conduct Anti-bribery and anti-corruption Antitrust and Competition Law	100
Workers	32	Ethics and Code of Conduct Anti-bribery and anti-corruption Antitrust and Competition Law	100

\*Conducted as part of induction to new employees and yearly once through e-learning platform for management staff; trainings are available in 2 levels – basic and advanced.

### 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):

Particulars	NGRBC Principle	Name of the regulatory / enforcement agencies/ judicial institutions	Monetary		
			Amount in ₹	Brief of the case	Has an appeal been preferred? Yes/No
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding	NIL	NIL	NIL	NIL	NIL
<b>Non-Monetary</b>					
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

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

Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

### 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.

The Company's anti-corruption policy is stated explicitly in its Corporate Regulation PGR-LI-02 on anti-bribery and anti-corruption and emphasizes key components which are essential to ensuring a strict compliance to anti-bribery laws but also refraining from corruption because it's the right thing to do.

<https://www.hitachienergy.com/about-us/integrity/commitment>

The Company is certified for ISO:37001:2016 for Anti-bribery management systems.

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year		April 1, 2023 - March 31, 2024 Previous Financial Year	
	Number	Remarks	Number	Remarks
Directors		NIL		NIL
KMPs		NIL		NIL
Employees		NIL		NIL
Workers		NIL		NIL

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year		April 1, 2023 - March 31, 2024 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issue of conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issue of conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not applicable

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year		April 1, 2023 - March 31, 2024 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of days of accounts payables		134		135

**9. Openness of business**

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

Parameter	Metrics	April 1, 2024 - March 31, 2025 Current Financial Year		April 1, 2023 - March 31, 2024 Previous Financial Year	
		Value	Value	Value	Value
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	5%		4%	
	b. Number of trading houses where purchases are made from	118		3	
	c. Purchases from top 10 trading houses as % of total Purchases from trading houses	4%		4%	
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	5%		9 %	
	b. Number of Dealers / distributors to whom sales are made	83		94	
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	40%		35%	

Parameter	Metrics	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
Share of RPTs in	a. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	0%
	b. Sales (Sales to related parties / Total Sales)	22%	24%
	c. Loans & advances (Loans & Advances given to related parties / Total loans & advances)	Nil	Nil

### Leadership Indicators

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

In India, supplier trainings on all 9 BRSR core principles were conducted twice in FY2024-25. Training material was made available in the Company's supplier portal for all suppliers. For suppliers with higher sustainability risks, we offer a Supplier Sustainability Development Program (SSDP) that prioritizes partners according to a risk matrix, aggregating country and commodity risks, operational characteristics, the supplier's criticality, and spending level. This program includes training, awareness, and capacity-building. In the year 2024-25, as a part of supplier sustainability development program, the Company trained 13 suppliers within India. The Supplier Sustainability Development Program (SSDP) is a supplier engagement to uphold human rights and decent working conditions, ensure safe and environmentally sound operations and comply with relevant regulatory requirements in the supply chain

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
2	All 9 Principles of BRSR Core	13%

**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 has in place a Code of Ethics and Business Conduct, that is also applicable to the members of the Board. There is also a global policy PGR-LI-21 specifically governing Conflict of Interest. This provides guidance on identifying, disclosing, assessing and mitigating actual, potential and perceived conflicts of interest, approval process. Further, conflict of interest can also be flagged by any person through whistle blower mechanism.

## 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.**

	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NA	NA	Considering the nature of research and development, complexity, competency required, time frame, amount and to optimize overall cost, all major R&D efforts are pooled centrally at the Group level. We invest over four percent of our revenue in R&D annually at Group level. The expenditure has been mainly in the nature of payment of license fee for use of technology know-how reported as royalty and technology fees under other expenses. Around 255 Crores spend in royalty and technology and more than 20 new/incremental technologies implemented. Certain development activities carried out by the Company have been billed to the Group central technology center. Local R&D activities undertaken by the Company were mainly in localizing the products, adoption of global products for the local environment, carrying out cost-saving actions and other improvements.

	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year	Details of improvements in environmental and social impacts
Capex	₹ 10,78,62,940	₹ 1,35,63,252	Key energy and water conservation projects include roof top solar and integration to microgrid and substation at Maneja, construction of 10 rainwater harvesting structures in 2 locations with flow meter. Purchase of battery operated forklift and reach truck. Substituting the water-cooled vacuum with air-cooled vacuum pump in Helium plant; installation of 8 solar streetlights and water meters installation

**Social and environmental aspects are incorporated into R&D through:**

**Environmentally Conscious Design (ECD).** ECD aims to reduce a product’s environmental impact, while maintaining or improving its functionality of the product. Integration of environmental aspects as early as possible into the product design and development process offers flexibility to make changes and improvements to our products. This enables us to make effective decisions about environmental aspects that we control.

**Safety in Design:** Incorporating design solutions for identified hazards and reasonably foreseeable risks that may occur as the product is manufactured, transported, installed, serviced and disposed of. The Company’s designers also consider the behavior of design components in context of the product life span – for example, how often a component might fail during the product life and the potential impacts of such failures. Consideration is also given to post-life aspects through the elimination or minimization of exposure to toxic or environmentally damaging materials designed into the product.

**HSE Checklist for the Company's Gate Model:** The HSE Checklist helps to identify key Health, Safety, Environmental (HSE) and Sustainability aspects in the Company’s product and technology development projects. R&D systematically and comprehensively identifies and assesses health, safety and environmental risks and opportunities.

**Guideline for material selection:** Environmental impact of a product is determined by the material and energy inputs and outputs generated at all stages of its life cycle: raw-material acquisition, manufacture, distribution, use and disposal. Material selection guidance on for energy conservation, pollution prevention, resource conservation, promotion of a safe work environment is provided to reduce impact of product on the environment.

Every year projects focusing on environmental improvements are identified in our operations as part of their environment management program and budget allocated.

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

Yes

Our Supplier Code of Conduct (SCoC) defines the principles by which we require our partners to conduct business. We are committed to sourcing goods and services from suppliers who fully comply with these standards.

The Company also has several programs in place to ensure sustainable sourcing

- The supply base management process enables the Company to partner with suppliers across the entire supply chain lifecycle, from registration and qualification to performance evaluation and classification.
- The Supplier Sustainability Development Program (SSDP) targets suppliers with higher sustainability risks and offers the program by prioritizing the partners according to a risk matrix.
- The Sustainability Assessment via EcoVadis evaluates suppliers across four areas: environmental, social, ethics, and supply chain. This assessment was launched in 2021 as to augment the SSDP.
- The Responsible Minerals Sourcing Program identifies suppliers in the conflict minerals survey and offers regular training and communications for our suppliers and internal teams to work toward ensuring compliance with our Conflict Minerals Policy.

The Company’s non-negotiable requirement is only to do business with fully-qualified, compliant, and high-performing suppliers. The Supply Chain Management (SCM) team implements dedicated programs to monitor, assess, and report performance and progress against various indicators, including health and safety, environmental impact, integrity, quality, and human rights. Among these is the Supplier

Sustainability Development Program, which directs our strategy across the business and encompasses goal setting, performance assessment (internal and external, EcoVadis), monitoring and reporting processes, strengthening relations with external stakeholders, and ensuring overall accountability

The Company works with its suppliers to facilitate conflict-free sourcing that contributes to economic growth. As a member of the Responsible Minerals Initiative (RMI), the Company adheres to the OECD guidelines and supports transparency and responsible minerals sourcing. The Company is a downstream consumer of 3TG and cobalt and does not directly purchase raw minerals or ores. Although the Company does not perform direct audits of those second or third tier suppliers, it proactively assesses indirect links using a Reasonable Country of Origin Inquiry report at the Group level.

Under the SSDP program, we have a new stream, the Greenhouse Gases Assessment Program, for our suppliers. This program aims to educate our suppliers about GHG emissions and their environmental effects, benchmark their GHG emissions, and monitor performance. The Company has partnered with Bureau Veritas India, who will train suppliers on carbon emissions and assist them in calculating and, ultimately, reducing their footprint.

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

In transformer business, the major components include transformer oil, electric steel, copper, Insulation material which comprises of 80% of the total input which are sourced sustainably.

The Company's Supplier Sustainability Assessment Process is dedicated to systematically assess, manage, monitor and report the sustainability risks associated with our external suppliers' operations and performance by assessing their environmental, social, and governance (ESG) practices.

**2. *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 Company is dedicated to minimizing the use of water, materials, and hazardous substances and reducing and designing out pollution and waste across the lifecycle of our offerings through a circular mindset. Steel, copper, aluminum, plastics, and insulating oil are the main materials of our products and are mostly recoverable at end-of-life. The Company recycles plastics from packaging and fulfills its extended producer responsibility requirement. Product manual has specific instructions on safe disposal of products after end of life as per local legislation.

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

Yes, EPR is applicable. Waste collection plan is in line with the EPR plan and is periodically submitted to Central pollution control board as per the regulatory requirement.

#### **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's lifecycle perspective on managing environmental risks, aspects, and impacts extends beyond its operations. It includes its supply chain, the use of its products, and their end-of-life. The application of lifecycle assessments (LCAs) is key to improving the environmental performance of our products, systems, and services. LCAs provide us with quantitative environmental information to improve the design of our products, systems, and services. Beyond that, LCAs quantify the environmental footprint of our products, systems, and services as requested by our customers.

LCAs are performed as per ISO 14040 and ISO 14044 on request. For our main product groups, we have assessed lifecycle environmental impact and provided transparent environmental information to our customers and regulators. Where needed, we verify LCAs according to ISO 14025 to provide an Environmental Product Declaration (EPD) based on LCAs. The Company understands the complexity of its portfolio and that systems it delivers are customized to its customer's needs and specifications.

Over previous years, however, the Company has also performed LCAs for its solutions of complex systems such as High Voltage Direct Current (HVDC), Flexible Alternating Current Transmission Systems (FACTS), grid connections, e-mobility solutions, and others. The LCAs helped identify the next focus areas for eco-design and improvements. The Company is investigating the quantification of the environmental impact and potential benefits of its service solutions and project installations. It is also implementing highly automated LCA tools that directly assess project-specific configurations, providing decision support at all project stages and during discussions with its customers.

EcoSmart™ is the Company’s in-house lifecycle assessment calculator for transformers, components, and services. This tool is based on lifecycle modeling by ISO 14040 and ISO 14044 standards on environmental lifecycle assessment and the applicable product category rules (PCR) of the International EPD System. It evaluates energy and resource consumption and environmental emissions from all lifecycle stages of transformer solutions (production and transportation of materials and parts to manufacturing sites; unit manufacturing; assembly and testing; transportation to customer site; product use, maintenance, and end-of-life).

Through its Service and Digital offerings, the Company is convinced that more trusted lifecycle partnerships will drive increased asset sustainability, given that service activities are designed to improve the sustainability footprint of installed assets, ensure efficient and safer operation, and extend asset life. To enable circularity, the Company has introduced eco-design for all new products, following the IEC 62430 approach.

<b>NIC Code</b>	<b>Name of Product / Service</b>	<b>% of total Turnover contributed</b>	<b>Boundary for which the Life Cycle Perspective / Assessment was conducted</b>	<b>Whether conducted by independent external agency (Yes/No)</b>	<b>Results communicated in public domain (Yes/No). If yes, provide the web-link.</b>
27102	Transformer including Distribution Transformer / Power Transformer and Traction Transformer	90% of transformer business unit (LCA models available)	From raw material acquisition, through production and use, to waste management	Yes	Yes Published EPD – EPD Italy
27102	Mineral oil immersed transformers (25 MVA)		From raw material acquisition, through production and use, to waste management	Yes	Yes Published EPD – EPD Italy
27102	PASS M0S 245 kV (Plug and Switch System)		From raw material acquisition, through production and use, to waste management	Yes	Yes Published EPD – EPD Italy
27102	Mineral and vegetable oil immersed transformers (40 MVA)		From raw material acquisition, through production and use, to waste management	Yes	Yes Published EPD – EPD Italy
27102	Mineral and vegetable oil immersed transformers		From raw material acquisition, through production and use, to waste management	Yes	Yes Published EPD – EPD Italy
27102	PASS M0 DCB 145/170kV, hybrid high-voltage module standard device and alternative drive device		From raw material acquisition, through production and use, to waste management	Yes	Yes Published EPD – EPD Italy
27102	EconIQ™ GIS ELK-04, 145 kV		cradle-to-grave model	No	Hitachi Energy Publisher

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
Transformers including Power / Distribution and Traction transformer	End of life disposal of Product	Decommissioning guidelines prepared
Instrument Transformers	Oil Spillage – Land Contamination / Water Pollution	Preventive maintenance program in place, oil collection trays, spill kit and safe disposal
Circuit Breakers	SF6 Leakage – Global Warming	SF6 Management system with Mass balance. Leakage sensors.
Gas Insulated & Hybrid Switchgear	SF6 Leakage – Global Warming	SF6 Management system with Mass balance. Leakage sensors.
All products - manufacturing	Resource consumption including electricity, water, raw materials, CO2 emissions, waste generation	Energy and water monitoring, use of low carbon fuel, renewable electricity, reduction in waste generation, zero waste to landfill of wastes using authorized recyclers.

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

Indicate input material	Recycled or re-used input material to total material	
	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
	-	-

The Company manufactures and delivers transformers to customers. Transformers are designed by prioritizing their efficiency, resilience, and longevity, by strategically selecting special component materials to accommodate high electrical, mechanical, and thermal loads and stresses. They are customized designs with rigorous technical specifications to ensure efficient, reliable, and safe operations that would last 30 to 40 years or even longer. Transformer services contribute to extending the service life and to increasing the productivity of the built-in materials. We are also providing declarations on recyclability rates of our transformers at their end of life and delivering decommissioning and materials recovery guidelines to maximizing material recovery and to support an environmentally friendly and safe end of life management. With our supply chain we are continuously gathering data on recycled content in sourced materials and partnering with stakeholders on establishing more circular material value chains. As of today, the recycled content rate in sourced main materials varies between 10 and 100% for materials such as e-steel, carbon steel, aluminium, copper and insulating mineral oil.

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:***

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year			April 1, 2023 - March 31, 2024 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

All products and packaging Majority of packaging material used are wood and recyclable plastic. Packaging wastes are disposed by the end user as per local pollution control board requirements to authorized recyclers.

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
-	-

**PRINCIPLE 3 BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

**People well-being**

The Company is committed to Diversity 360—diversity, equity, and inclusion. We aim to create the environment and opportunity for all facets of diversity to thrive, enabling employees to reach their full potential. The Company fosters a growth mindset and has a lifelong and collaborative learning philosophy. Tools and resources are available for people at every career level, from technical to ‘soft’ skills. The employee value proposition (EVP) forms the basis of talent attraction strategy. It reflects the Purpose, the scale and impact of the Company’s work, how diversity leads to great innovation, and how employees are empowered to develop their careers. The Company encourages its people to mentor or learn from others as a mentee regardless of their level, tenure, or age. There are four types of mentorships available: leadership mentoring, career mentoring, reverse mentoring, and onboarding mentoring. The Company is committed to the UN Sustainable Development Goal of Quality Education (GRI 404-2). In 2021, the Company promoted learning for all within the organization through new on-demand learning platforms and Female Talent Development Program. Externally, we created partnerships with schools to promote our industry and activate interest in science, technology, engineering, and mathematics (STEM). The Company is also committed to closing the gender representation gap to promote a gender balanced workplace and elevate equity. The aim is to ensure women are promoted and platformed to succeed within the company at every level of the organization. The Company grades jobs objectively and follows the internal standard process to assess the level of each job profile consistently and fairly. The Company offers various career progression opportunities and enable employees with relevant experience and qualifications to move across different levels and career paths, allowing them to grow professionally and financially within the organization.

Health Safety and Environmental performance is critical for the Company and comes first in its decision-making. Safety is a key element in our ‘license to operate’. The company’s Health and Safety policy defines the health and safety approach and covers organization, responsibilities, and accountabilities. The approach to health and wellbeing is informed by numerous sources, including implementing key international principles from the World Health Organization and relevant international conventions and standards, such as those governed by the International Labor Organization. The Company has nearly 50 professionals focused on occupational health and industrial hygiene across its locations. They are helping provide positive health and wellbeing work environments in line with the three elements of our health wheel: 1. Physical health: Participation-based wellness programs to motivate behavior change, drive engagement, and increase engagement with better health practices 2. Mental health: Proactive mental wellbeing management is a part of our upcoming strategies 3. Occupational health: Ensuring safe workplace and working conditions by complying with the applicable occupational health and industrial hygiene standards.

**Essential Indicators**

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

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	1722	1722	100	1722	100	NA	NA	1722	100	811	47
Female	211	211	100	211	100	211	100	NA	NA	113	54
<b>Total</b>	<b>1933</b>	<b>1933</b>	<b>100</b>	<b>1933</b>	<b>100</b>	<b>211</b>	<b>100</b>	<b>1722</b>	<b>100</b>	<b>867</b>	<b>45</b>
<b>Other than Permanent employees</b>											
Male	53	53	100	53	100	NA	NA	53	100	40	75
Female	27	27	100	27	100	27	100	NA	NA	17	63
<b>Total</b>	<b>80</b>	<b>80</b>	<b>100</b>	<b>80</b>	<b>100</b>	<b>27</b>	<b>100</b>	<b>53</b>	<b>100</b>	<b>57</b>	<b>71</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	546	546	100	546	100	NA	NA	546	100	453	83
Female	2	2	100	2	100	2	100	NA	NA	1	50
<b>Total</b>	<b>548</b>	<b>548</b>	<b>100</b>	<b>548</b>	<b>100</b>	<b>2</b>	<b>1</b>	<b>546</b>	<b>100</b>	<b>454</b>	<b>83</b>
<b>Other than permanent workers</b>											
Male	521	521	100	521	100	NA	NA	521	100	373	72
Female	75	75	100	75	100	75	100	NA	NA	43	57
<b>Total</b>	<b>596</b>	<b>596</b>	<b>100</b>	<b>596</b>	<b>100</b>	<b>75</b>	<b>8</b>	<b>521</b>	<b>92</b>	<b>416</b>	<b>70</b>

\*Day Care facilities are available in Peenya and Maneja

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

	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year*
Cost incurred on well-being measures as a % of total revenue of the company	0.1%	0.1%

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year			April 1, 2023 - March 31, 2024 Previous Financial Year		
	No of employee 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 employee covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	1.29	2.55	Y	1	2.47	Y
Others-superannuation	8.69	0	Y	29	0	Y
Others - NPS	32.74	0	Y	NA	0	Y

**Note:**

- 25 white collar employees + 14 blue collar workers covered under ESI
- Superannuation is an optional retirement benefit for employees. 168 employees have availed the scheme.
- Superannuation & Gratuity is deposited with respective trusts.

3. *Accessibility of workplaces*

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

Yes, the premises / offices of the entity are accessible to differently abled employees and workers.

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

**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%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**Note:** 110 employees have availed maternity/ paternity and 100% of them have resumed work.

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

Yes, there are multiple ways, the employees can report their concerns/ grievances. The employees may use the Ethics helpline/dedicated email id, inform the Immediate reporting manager/ HR representative for the function or the country Integrity officer, Internal committee – Prevention of sexual harassment (POSH) etc.

The Grievances received will be thoroughly examined and enquires will be done in the given timeframe to resolve the same.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent workers	POSH policy, Ethics Global email
Other than permanent workers	POSH policy, Ethics Global email
Permanent employees	POSH policy, Ethics Global email
Other than permanent employees	POSH policy, Ethics Global email

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year			April 1, 2023 - March 31, 2024 Previous Financial Year		
	Total employees / workers in respective category (A)	No of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No of employees / workers in respective category, who are part of association(s) or Union (D)	% (C/D)
<b>Total permanent employees</b>	<b>1933</b>	<b>0</b>	<b>0</b>	<b>1810</b>	<b>0</b>	<b>0</b>
- Male	1722	0	0	1625	0	0
- Female	211	0	0	185	0	0
<b>Total permanent workers</b>	<b>548</b>	<b>548</b>	<b>100</b>	<b>565</b>	<b>565</b>	<b>100</b>
- Male	546	546	100	562	562	100
- Female	2	2	100	3	3	100

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

Yes, all the Company employees underwent training on health & safety measures.

Skill upgradation programs are conducted on a periodical basis.

The casual/contractual employees are subjected to skill-based training depending on the work and job roles. Training matrix is designed based on their job risk profiles. As and when required, refresher trainings are provided to upgrade skills based on any changes in the work/job profiles of employees.

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year					April 1, 2023 - March 31, 2024 Previous Financial Year				
	Total (A)	On health and safety measures*		On skill upgradation		Total (D)	On health and safety measures*		On skill upgradation#	
		No. (B)	% (B/A)	No C	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	1722	1722	100%	1722	100%	1625	1625	100	1625	100
Female	211	211	100%	211	100%	185	185	100	185	100
<b>Total</b>	<b>1933</b>	<b>1933</b>	<b>100%</b>	<b>1933</b>	<b>100%</b>	<b>1810</b>	<b>1810</b>	<b>100</b>	<b>1810</b>	<b>100</b>
<b>Workers</b>										
Male	546	546	100%	546	100%	562	562	100	562	100
Female	2	2	100%	2	100%	3	3	100	3	100
<b>Total</b>	<b>548</b>	<b>548</b>	<b>100%</b>	<b>548</b>	<b>100%</b>	<b>565</b>	<b>565</b>	<b>100</b>	<b>565</b>	<b>100</b>

\*More than 100 health safety and environment trainings conducted regularly for all employees and workers.

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year			April 1, 2023 - March 31, 2024 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No (D)	% (D/C)
<b>Employees</b>						
- Male	1722	1459	85%	1625	1342	83
- Female	211	157	74%	185	121	65
<b>Total</b>	<b>1933</b>	<b>1616</b>	<b>84%</b>	<b>1810</b>	<b>1463</b>	<b>81</b>
<b>Workers</b>						
- Male	546	Refer note below				
- Female	2	Refer note below				
<b>Total</b>	<b>8</b>	Refer note below				

Above numbers for employees are based on the Annual Salary Revision eligibility of the financial year.

At the Company, Non-Management Staff (NMS) are also eligible for meritorious increment /promotion according to practice of respective location in addition to normal increment. This practice differs based on the location and terms agreed with the Union. Details given below:

- Peenya:** Appraisal period April to March  
Each workman eligible for promotion after every 3<sup>rd</sup> year
- Mysore:** Appraisal period January to December  
All NMS eligible for promotion once in 4 years.
- Maneja:** Appraisal period April to March  
35% of total strength eligible for promotion. Meritorious increment 15% of total strength discontinued w.e.f April 1, 2023, as agreed in settlement with the Union dated December 23, 2022.

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

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

Yes, all our manufacturing sites have implemented and are certified for Occupational Health and Safety management system as per ISO 45001:2018.

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

The Company identifies and assesses HSE risks and opportunities across the organization, ranging from individual actions to enterprise-level activities. A specialized and standardized audit program monitors the accuracy of our risk analysis, the program’s efficiency, and the identification of opportunities. Health Safety and Environmental impacts of each of our operating units are also assessed according to the ISO 14001:2015, ISO 45001:2018, and ISO 50001:2018 standards. This information is used to identify and report hazards and opportunities for improvement available in a company-wide web-based tool. Based on findings within our assessment program, tasks carried out by or on behalf of the Company involving hazards with a high level of risk receive deeper analysis. Additional controls are implemented to ensure the safety and health of all employees and contractors, as well as to prevent environmental harm or damage.

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

Yes, a company-wide web-based tool is available to report work related hazards and incidents. Each Accountable Manager is aware of the entity’s top five risks and, considering these in conjunction with its top five incident categories, develops appropriate action plans for reducing the risks and implementing improvements. Action plans are reviewed twice annually and updated as necessary. We believe that a person who feels ownership of the safety process shifts from a reactive worker to a proactive business partner who shares decision rights to protect and sustain a workplace free of injury, illness, or other loss.

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

Yes

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

Safety Incident / Number	Category	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.07
	Workers	0.38	0.32
Total recordable work-related injuries	Employees	2	9
	Workers	9	3
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill - health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Safety is vital to our ‘license to operate’ and being a business that people want to work for or with. We minimize risk of harm and are committed to eradicating fatalities, life-changing injuries, and major environmental incidents.

Workers are protected against reprisals. Errors are accepted and expected, regardless of seniority, geography, or experience. These errors are addressed through a dedicated consequence management approach — Fair Process — that favors error prevention through learning.

The Company’s leaders and managers create an open and transparent reporting environment without fear of retaliation to promote the early detection and honest reporting of errors. Strong workers’ participation at the local level manages early detection, helping define relevant solutions to prevent errors that may lead to injuries and/or environmental and asset damages Fair Process assessments address an individual’s behaviors and, most importantly, their line management. People act according to, but not limited to, their leadership environment. When breaches to HSE requirements are identified, they are openly reported by workers and managed accordingly by the individual’s line management. This open reporting of breaches is understood as the best way to improve current practices and related standards to prevent harm to people, the environment, and assets. This open reporting environment is free from disciplinary action and retaliation when performed in due time.

Our long-term Health Safety and environment commitments are:

- Positive health and wellbeing work environments
- Safe working conditions as well as continual improvement
- Environmental protection to minimize our impact.
- Learnings from successes and failures
- Trust by open reporting and through external validation

Our key safety programs include

- The Life-saving rules (LSRs) apply to all employees and contractors regardless of work location or their role. Life-saving rules – eLearning is now mandatory for the Company’s employees.
- Electrical safety awareness (PICW) programs are organized for employees and contractors who perform an electrical work.
- Contractor management – Management of contractors is critical to achieving good safety.
- Risk management – We aim to reduce risks to the lowest practical level. Activity based risk assessment is conducted for all activities which present a risk to HSE. Risk Assessments periodically and on need basis. Controls are established to reduce risks and communicated.
- Manual material handling - The manual handling and transport of heavy loads can cause discomfort, muscular aches, back pain or even injuries. Techniques for safe manual handling is provided as a guide to minimize manual material handling risks and improve workplace ergonomics.
- Safety observation tour (SOT) – SOT helps us learn and improve safety.
- HSE training - Training plans are developed based on the assessment of the current level of competence and awareness. Trainings are in consideration of individual capabilities and cultural aspects. All trainings shall consider the differing levels of responsibility, risks, ability, language skills and literacy. All relevant staff and persons working on behalf of the Company shall participate in trainings as defined in the training plan.
- Internal & external audits are carried out to check the adequacy of systems, procedures, and control are implemented.
- Management reviews the status of the HSE Management System with regards to suitability, effectiveness and adequacy and opportunities for improvement.
- HSE Management system has been implemented as per ISO 14001 & 45001 and continual improvements are carried out.

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year			April 1, 2023 - March 31, 2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

**14. Assessments for the year:**

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

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

Owing to our operations, our significant risks are in areas involving electrical work, excavation/trenching, machine work, mechanical lifting – suspended loads, work at height, confined spaces, working with chemical and work environments such as mines, offshore works. The Company uses a simple-5 phase approach to manage HSE and Sustainability risks at all levels of our organization which allows our risk owners to make good decisions based on sound risk assessments. Our approach is:

- Identify the risks.
- Assess/ Prioritize the risk of each hazard exposure.
- Implement the controls.
- Communicate the risks and controls.
- Monitor & review controls for effectiveness.
- Stop! Take 5 is the name given in the Company for a risk assessment that is conducted just before start of any activity.
- The Life-saving rules (LSRs) apply to all employees and contractors regardless of work location or their role. Our safety rules and procedures create ‘barriers’ that prevent potential incidents from happening. When fully applied they should prevent incidents. A key role of the life-saving rules is to help keep our safety ‘barriers’ solid and everyone safe from harm. Our 10 Life Saving Rules protect our employees and contractors from the activities most likely to cause serious harm or death if safety rules are not fully and properly applied.

**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).**

(A) Employees – Yes

(B) Workers – Yes

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

Periodic compliance audit of value chain partners is done to ensure the statutory dues paid properly. Awareness sessions are also being conducted on the latest practices.

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

Zero

Particulars	Total Number 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	
	April 1, 2024 – March 31, 2025	April 1, 2023 – March 31, 2024	April 1, 2024 – March 31, 2025	April 1, 2023 – March 31, 2024
	Current Financial Year	Previous Financial Year	Current Financial Year	Previous Financial Year
Employee	0	0	0	0
Workers	0	1	0	0

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

No

## 5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practice	13%
Working Condition	13%

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

Category managers classify suppliers as potential partners based on their long-term operational and sustainability performance, integrity, and anti-bribery compliance. This classification process also considers de-sourcing and blocking suppliers in cases of non-compliance. For suppliers with higher sustainability risks, we offer a Supplier Sustainability Development Program (SSDP) that prioritizes partners according to a risk matrix, aggregating country and commodity risks, operational characteristics, the supplier's criticality, and spending level. This program includes: Training, awareness, and capacity-building; Assessments and audits conducted remotely and on-site; Monitoring of supplier sustainability performance. Through assessments and corrective action plan (CAP) closures lasting from eight months to two years, we help suppliers assess their strengths and weaknesses. The Company works with suppliers to detect and implement corrective actions when potential risks are identified. If those are not implemented within a reasonable timeframe, the supplier is recommended for desourcing.

## PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

### Essential Indicators

Sustainability performance forms an important basis for the Company's dialogue with its stakeholders. A comprehensive dialogue with key stakeholders and its inputs and feedback enabled the Company to revisit its materiality matrix and developed the next level 2030 objectives. The Sustainability 2030 Objectives are established by the Group and the legal entity has incorporated the same along with the local objectives.

The Company had dialogues with various Government entities central and state with regards to policy and presentation on the Company's innovative sustainable solutions such as electric vehicle charging and "Make-in-India", smart cities, sustainable mobility solutions, energy efficiency, efficiency upgradation in the railways sector, renewable energy, growth developments & technology keeping the climate change, job skilling, etc. The Company also carried out its Supplier Sustainable Development Program (SSDP) across chosen vendors.

As a part of continuous improvement in supplier sustainability, The Company have introduced a program to monitor and improve Greenhouse gases emissions originating in the Company's suppliers. In this direction, the Company collaborated with its third-party service providers M/s Bureau Veritas India Ltd, to provide training to its key suppliers to identify, measure and monitor the emission levels within their area of manufacturing.

The Company during the period also organized several customer engagements events to bring the Company's technologies closer to the customers. The Company organized multiple customers connect programs on sustainability aspects to hear the voice of the customer to further improve the performance and to include the inputs of the customer into the strategy of the Company.

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

Leadership teams across businesses and functions review various audiences - primary to tertiary - to identify.

- those that we have most interactions and exchanges
- those whom we impact economically and socially, and vice versa
- with whom we create value and enable the energy transition
- communities and those whom we can support

These groups have been classified broadly as our key stakeholders, as listed below.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ Others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
<b>Business</b>				
Customers	No	Emails Meetings, Trainings Webinars	Ad hoc	Knowledge sharing Presentation of innovative sustainable solutions
Suppliers	No	Development programs Meetings & Emails	Annual Ongoing	Supplier Sustainable Development program
Investors	No	Email, newspaper advertisement, Boards' report, quarterly financials, annual financials, website, analyst call, annual general meeting	Annual, quarterly and on a need basis	Welfare of investors by management of business operations in best possible way, timely identification of risks and its mitigation and imbued with principles of integrity and sustainability in all aspects of the Company Business performance Annual general body meeting
Employees	No	HSE & Sustainability Programs & trainings Townhalls, Employee welfare programs Emails	Ongoing	Communication & feedback
Competitors	No	Seminars Industry events & Associations	Event based	Networking & knowledge sharing
<b>Government</b>				
Government and regulators	No	Meetings	Need based	Presentation of innovative sustainable solutions
Legislators and the law	No	Meetings	Need based	Compliances
Trade bodies	No	Seminars & conferences	Event based	Networking & knowledge sharing
<b>Civil society</b>				
International organizations	No	Meetings	Ad hoc	Partner for Sustainability programs
Local communities	Yes	Community Meetings	Ongoing	Engagement for CSR activities
Academia and scientific community	No	Seminars Meetings, Campus connect programs	Ad hoc	R&D and educational partnerships
Media	No	Meetings, Press Release, and events	Quarterly	Thought leadership, Communication & branding
NGOs and civil society organizations, trade unions	No	Interactions & Meetings	Ad hoc	Implementation of CSR projects Employee welfare

## 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.**

Priority stakeholders, including policymakers, regulators, institutions, and industry analysts, are identified through collaborative approaches and stakeholder dialogue. The Company's engagement is aligned with its Purpose. Meaningful engagement with key stakeholders is managed through the respective function supported by the Company's senior management. The Company continually engages with key stakeholders throughout the year. This engagement is through major platforms and events, such as COP or Climate Week, alongside our stakeholders to accelerate the energy transition. The Company also works with trade associations and public-private institutions to deliver collaborative inputs and feedback to policy and regulatory proposals impacting the energy sector. The Government and Institutional Relations team at the Company oversees government and institutional stakeholder engagement.

**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.**

To ensure meaningful stakeholder engagement, the Company prioritizes thought leadership. Company representatives share expertise and lessons learned from different global markets. The Company also values transparent collaboration across stakeholder groups on topics that can contribute to the acceleration of global energy transition and climate change mitigation. For example, senior leadership strategically consider the World Economic Forum's Annual Risk Report in 2024, highlighting that within 10 years, environment-related risks will identify four out of the top five global risks. The Company engages with business and social institutions across the world. Sustainability is a key topic for collaborations with many of these institutions and the pursuit of efforts to accelerate the shift towards a carbon-neutral economy.

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

Yes. The Company has identified vulnerable/ marginalized stakeholder groups and is creating an impact through its CSR projects by providing quality education in technology institutes for girl students and through Women in Engineering program providing scholarships across 6 states for nearly 250 young women. The Company launched the Women in Engineering (WIE) initiative in 2020. Currently spreading to six states, WIE's objective is to sponsor and mentor students from underprivileged families. A merit-based system is used in the selection process, and participants receive financial support, career guidance, mentorship, scholarships, industrial visits, internships, and job placement opportunities.

## PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

The Company values are rooted in respect, including respect for the human rights of every single person who works for or with us. Respecting and promoting human rights in its business activities is one of its priorities in its community's impact area. The Group recognizes that respect for human rights is a basic requirement and that failure to do so can cause harm to people and adversely affect business, with potential legal, financial and reputational consequences.

The Company follows its Human Rights Policy and a Social Policy to respect human rights and to avoid causing or contributing to adverse human rights impacts through own activities. The policy draws on the Universal Declaration of human rights, the International Labour Organization (ILO) core conventions on labor standards, United Nations Global Compact (UNGC), The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, UN sustainable development goals (SDG) and the Social Accountability (SA) 8000 standard. All employees have access to the human rights e-learning, which describes the human rights principles and risks for the Company. The Company has made a provision, employees shall report any human rights risk or violation that might occur during projects, services and operations of the Company. Human Rights performance are being monitored based on relevant indicators to evaluate and to prevent human rights impacts in all the Company's operations and workplaces. The Company's Human Rights and Social Policies specifically refer to the ILO core conventions as the minimum to be achieved, with respect to non-discrimination, prohibition of child and enforced labor, freedom of association and the right to engage in collective bargaining. The United Nations (UN) guiding principles are central to the Company's human rights training. A global awareness-raising program for all focuses on understanding how the Company can potentially impact human rights, the importance of due diligence and how the Company is embedding human rights in business processes, a global capacity building program is under way.

During the year under review, the Company has not received any grievances related to human rights. The Company, in line with the Group policy, seeks to raise its standards, and increase its understanding, and mitigation of human rights risks.

**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:**

Particulars	April 1, 2024- March 31, 2025 Current Financial Year			April 1, 2023 - March 31, 2024 Previous Financial Year		
	Total (A)	No of employees / workers covered (B)	% (B/A)	Total (C)	No of employees / workers covered (D)	% (C/D)
<b>Employees</b>						
Permanent	1,933	1,933	100	1,810	1,810	100
Other than permanent	80	80	100	64	64	100
<b>Total employees</b>	<b>2,013</b>	<b>2,013</b>	<b>100</b>	<b>1,874</b>	<b>1,874</b>	<b>100</b>
<b>Workers</b>						
Permanent	548	548	100	565	565	100
Other than permanent	596	596	100	532	532	100
<b>Total workers</b>	<b>1,144</b>	<b>1,144</b>	<b>100</b>	<b>1,097</b>	<b>1,097</b>	<b>100</b>

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year					April 1, 2023 - March 31, 2024 Previous Financial Year				
	Total (A)	Equal to Minimum wage		More than minimum wage		Total (D)	Equal to Minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No C	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	1,722	0	0	1,722	100	1,625	0	0	1,625	100
Female	211	0	0	211	100	185	0	0	185	100
<b>Other than Permanent</b>										
Male	53	0	0	53	100	53	0	0	53	100
Female	27	0	0	27	100	11	0	0	11	100
<b>Workers</b>										
<b>Permanent</b>										
Male	546	0	0	546	100	562	0	0	0	100
Female	2	0	0	2	100	3	0	0	0	100
<b>Other than Permanent</b>										
Male	521	0	0	521	100	491	0	0	491	100
Female	75	0	0	75	100	41	0	0	41	100

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

**a. Median remuneration / wages:**

Particulars	Male		Female	
	Number	Median remuneration / salary / wages of respective category ₹	Number	Median remuneration / salary / wages of respective category
Board of Directors (BOD)	2*	3,81,16,423	2	40,02,500
Key managerial personnel (KMP)	3	2,36,92,232	0	NA
Employees other than BOD and KMP	1719	12,92,231	211	12,67,488
Workers	546	11,02,986	2	12,62,916

\* For the calculation of Median Remuneration, the remuneration paid to Managing Director & CEO relates to fixed component of salary and excludes the performance bonus and long-term Incentive Plan payout as per the amount disclosed elsewhere in the Board's Report.

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
Gross wages paid to females as % of total wages	8.35%	6.78%

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

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

The Company has Internal committees to redress various grievances.

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year			April 1, 2023 - March 31, 2024 Previous Financial Year		
	Filed during year	Pending resolution at the end of the year	Remarks	Filed during year	Pending resolution at the end of the year	Remarks
Sexual harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	07	0	Nil	11	0	Nil
Child labour	0	0	Nil	0	0	Nil
Forced labour / Involuntary labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

Policies are made and awareness been given to employees on the same.

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

Yes

**10. Assessments for the year:**

Particulars	% 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	NA

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

Not applicable

**Leadership Indicators**

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

None received.

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

**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?**

Provisions are available.

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

Particulars	% 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.**

None

**PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.**

Driven by the responsibility to our planet and future generations, the Company has aligned its internal climate goals and product strategies with a critical threshold: preventing global warming from exceeding 1.5°C above pre-industrial levels. By 2030, the Company aims to achieve carbon neutrality within its own operations, with a minimum 80 percent reduction in absolute Scope 1 and 2 emissions and a 55 percent reduction in GHG emission intensity of its Scope 3 emissions. The Company is dedicated to reducing emissions across its entire value chain and is working collaboratively with customers, partners, and suppliers. The Company recognizes the risks of climate change and is determined to mitigate them, aligning its efforts with UN Sustainable Development Goal 7 (Affordable and Clean Energy) and the Paris Agreement. World-class management of SF6 to reduce emissions to as low as technologically possible is critical for its journey to carbon neutrality.

Climate-related changes pose significant risks to communities, economies, and biodiversity, necessitating comprehensive adaptation strategies to build resilience. As a business directly involved in accelerating the energy transition, the Company has a responsibility to act accordingly. Adaptation involves adjusting practices, processes, and infrastructure to reduce vulnerability and enhance the capacity to cope with climate-related stresses. The transition to a low-carbon economy involves a shift from fossil-fuel dependency to renewable energy sources and the adoption of best practices in sustainability across all sectors. This transition not only contributes to mitigating future climate risks but also presents opportunities for innovation, economic growth, and the creation of a more sustainable and equitable society.

The Country Management Committee along with the ESG Committee comprising of Board members regularly reviews sustainability-related issues at the Company level, providing strategic oversight and governance responsibilities to support management in delivering strategy and achieving business objectives and is supported by the ESG steering committee comprising of key stakeholders at location and business unit level.

The Company's Climate Transition Plan-focused actions include addressing the sources of CO2 emissions along the value chain, sourcing fossil-free electricity in its operations, reducing energy use in its factories, continuing to invest in alternatives for SF6 and minimizing its use in our products and operations and maximizing energy efficiency in its products.

### Essential Indicators

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

Parameter	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
<b>From renewable sources</b>		
Total electricity consumption (A)	183316*	177402*
Total fuel consumption (B)	200600	168300
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	383916	345702
<b>From non-renewable sources</b>		
Total electricity consumption (D)	0	0
Total fuel consumption (E)	59929	49821
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	59929	49,821
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>443845</b>	<b>395523</b>
Energy intensity - Total energy consumed in GJ / Cr ₹ revenue from operations	69.51	75.52
Energy intensity - Total energy consumed in GJ / mUSD of revenue adjusted for purchasing power parity (PPP)	156	169
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

\*International Renewable Energy Certificates purchased for Grid Electricity consumed.

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

Not applicable

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

<b>Parameter</b>	<b>April 1, 2024 - March 31, 2025 Current Financial Year</b>	<b>April 1, 2023 - March 31, 2024 Previous Financial Year</b>
Water withdrawal by source (in m <sup>3</sup> )		
(i) Surface water	1,99,127	2,04,179
(ii) Groundwater	1,49,156	1,32,012
(iii) Third party water	19,493	32,365
(iv) Sea water / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in m<sup>3</sup>) (i + ii + iii + iv + v)</b>	<b>3,67,776</b>	<b>3,68,556</b>
<b>Total volume of water consumption (in m<sup>3</sup>)</b>	<b>3,67,776</b>	<b>3,68,556</b>
Water intensity - Total water consumed in m <sup>3</sup> / mUSD of revenue adjusted for purchasing power parity (PPP)	129.03	157.63
Water intensity - Total water consumed in m <sup>3</sup> / Cr ₹ revenue	57.60	70.37
Water intensity in terms of physical output	-	-

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

Yes. SGS India Pvt. Ltd.

**4. 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.**

<b>Parameter</b>	<b>April 1, 2024 - March 31, 2025 Current Financial Year</b>	<b>April 1, 2023 - March 31, 2024 Previous Financial Year</b>
Water discharge by destination and level of treatment (in m <sup>3</sup> )		
<b>(i) To Surface water</b>	<b>50,736</b>	<b>26,996</b>
With treatment		
Water treated in own sewage treatment plant and discharged to municipal sewage		
<b>(ii) To Groundwater</b>	<b>0</b>	<b>0</b>
<b>(iii) To Seawater</b>	<b>0</b>	<b>0</b>
<b>(iv) Sent to third-parties</b>	<b>0</b>	<b>0</b>
<b>(v) Others</b>		
With treatment		
Water treated in own sewage treatment plant and utilized to irrigate garden and flush toilets.	1,18,730	1,19,260
<b>Total water discharged (in m<sup>3</sup>)</b>	<b>1,69,466</b>	<b>1,46,255</b>

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

Yes. SGS India Pvt. Ltd.

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

Yes. The Company has taken various initiatives on water conservation to reduce freshwater consumption. All facilities have installed sewage treatment plants to treat domestic sewage. In line with zero liquid discharge approach, the facilities reuse treated wastewater for irrigating garden as well as for flushing purposes thereby reducing use of freshwater for the activity. Only Maneja facility discharges treated sewage to municipal sewer. The facility is currently working towards utilizing the treated wastewater within the site for irrigation, flushing and construction activities.

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

Parameter	Please specify unit	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
NOx	PPM	Complied	Complied
SOx	PPM	Complied	Complied
Particulate matter (PM)	µg/m <sup>3</sup>	Complied	Complied
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)	µg/m <sup>3</sup>	Complied	Complied
Hazardous air pollutant (HAP)		NA	NA
Others – please specify		-	-

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

Yes, Environment assessment done by Pollution control board approved Laboratory in respective states.

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

Parameter	Unit	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MT CO <sub>2</sub> eq	4,447	3,286
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MT CO <sub>2</sub> eq	0	0
Total Scope 1 and Scope 2 GHG emissions tCO <sub>2</sub> e / Cr ₹ of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/Cr ₹	0.70	0.63
Total Scope 1 and Scope 2 GHG emissions / mUSD revenue from operations adjusted to purchasing power parity (PPP)	tCO <sub>2</sub> e/ mUSD from operations adjusted for PPP	1.56	1.41
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-

The CO<sub>2</sub> emission is calculated considering International Renewable Energy Certification (IREC) procured for grid electricity consumed. In FY2024-25 fugitive emissions from refrigerants included.

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

Yes. SGS Pvt. Ltd.

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

The main sources of the Company’s direct (Scope 1) Greenhouse Gas (GHG) emissions are the fuels used in our operations, such as natural gas usage and SF6 losses during production processes and gas handling on site. Indirect (Scope 2) GHG emissions from purchased electricity. The Company recognizes the need to limit global warming to no more than 1.5°C above pre-industrial levels, in order to avoid the worst affects of climate change. As such, our ambition is to become carbon neutral in our own operations by 2030 and achieve Net Zero across the entire value chain by 2050. To achieve this, we have implemented several projects and initiatives which include: Solar roof top installations at Maneja where 932 kW and Doddaballapur where 600 kW were commissioned. Mysore facility has Power Purchase Agreements which caters to nearly 90% of its electricity requirement. The remaining carbon from grid electricity is offset by purchasing International Renewable Energy Certificates (IREC). Going forward the Company will focus on more direct, and potentially value adding methods such as green tariffs, Power Purchase Agreements (PPAs) and own generation to meet its renewable electricity targets.

At project site, solar roof top installations are used to power offices at Adani HVDC project and 6 GPQS sites totaling 47.7 kW capacity. 6 sets solar based mobile charging facility with 3 lights and 2 USB installed in rest sheds and worker colony and 7 CNG vehicles are used at HVDC site.

Energy conservation activities include replacing conventional lamps with LED, installation of solar lights, electrical retrofits such as replacement of old drives and compressors with energy efficient equipment; process improvements such as optimizing operations of HVAC and AHUs and thermal insulation of hotlines to prevent heat loss. At Maneja, energy monitoring systems were installed to monitor energy consumption patterns and take appropriate actions. 7 nos. of HT/LT substations and 53 Energy meter are connected to the monitoring system. At Halo and Maneja, LPG was replaced by low carbon PNG while Mysore uses biofuel such as paddy husk and waste dust from own operations to fuel its boilers. Replacing old R22 based HVAC systems to high COP R410A at Maneja has also resulted in reduction in carbon emissions.

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

<b>Parameter</b>	<b>April 1, 2024 - March 31, 2025 Current Financial Year</b>	<b>April 1, 2023 - March 31, 2024 Previous Financial Year</b>
Total Waste generated (in metric tonnes)		
Plastic waste (A)	77	89.3
E-waste (B)	1.59	13.2
Bio-medical waste (C)	0.03	0.1
Construction and demolition waste (D)	NA	NA
Battery waste (E)	4.08	7.2
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G) (Used Oil, Resin, oily quartz & papers, glass wool, discarded containers)	431.61	277.8
Other Non-hazardous waste generated (H). Please specify, if any. (Ferrous - MS & SS) & Nonferrous (Copper, Aluminum) Wood waste & dust) (Break-up by composition i.e. by materials relevant to the sector)	8,454	7,438.3
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>8,968.4</b>	<b>7,825.8</b>
Waste intensity - Waste in MT / Cr ₹ revenue from operations	1.40	1.49
Waste intensity - Waste in MT / mUSD revenue from operations adjusted for purchasing power parity (PPP)	3.15	3.35
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-

Parameter	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	8,834	7,438
(ii) Re-used	-	0
(iii) Other recovery operations	-	0
<b>Total</b>	<b>8,834</b>	<b>7,438</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	96	206
(ii) Landfilling	39	24
(iii) Other disposal operations	-	-
<b>Total</b>	<b>135</b>	<b>230</b>

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

Yes. SGS India Pvt. Ltd.

**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.**

The Company constantly monitors its supply chain to identify and replace hazardous substances in its products and operations. The Company has established processes to meet the requirements from the following legislations:

- The European Union Regulation on Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)
- The European Union Directive on the Restriction of the use of certain Hazardous Substances in Electrical and Electronic Equipment (RoHS)
- European Union Waste Framework Directive (WFD) Database created and maintained by the European Chemicals Agency for information on Substances of Concern in articles as such or in complex objects (SCIP-Products)
- The US Polyfluoroalkyl substances (PFAS) restriction proposal
- The US Toxic Substances Control Act (TSCA)

To facilitate compliance and protect ecosystems, as well as workers, customers, and other stakeholders, the Company maintains a list of Prohibited and Restricted Substances. This is aligned with the global standards IEC62474 (Material Declarations for the Electrical and Electronics Industry) and the Railway Industry Substance List (RISL). The list's scope includes goods supplied for product development, production processes, products and components, packaging materials, service activities, construction sites, and end-of-life phases. Embedded within the Company's general terms and conditions of purchase, the list comprises a table of regulated substances most relevant to the Company's products. While it does not replace specific national or international regulatory obligations, it is biannually reviewed along with REACH Candidate List updates. As a manufacturer, importer, and supplier of products in the EU, the Company understands the importance of environmental and regulatory management. The Company is registered with the European Chemicals Agency's (ECHA) SCIP database for substances of concern for particular items ('articles') and products ('complex objects'). This enables the identification of any items containing substances of very high concern (SVHCs) on the Candidate List at a concentration above 0.1 percent weight by weight. Those substances in the Company's products are recorded in a blockchain web database tool that reports information about such products to the SCIP database. The Company works closely with all its vendors and suppliers to keep the ledger updated.

The Company future-proofs its business with resource efficiency as a key operational driver. This includes a commitment to send zero waste to landfill from its manufacturing sites and achieve 100 percent plastic waste recovery in our operations by 2030. Additionally, it extends its focus to enable circularity across its value chain—or 'value loop,' Through the Company's Service and Digital offerings, it is convinced that more trusted lifecycle partnerships will drive increased asset sustainability, given that service activities are designed to improve the sustainability footprint of installed assets, ensure efficient and safer operation, and extend asset life.

To enable circularity, the Company has introduced eco-design for all new products, following the IEC 62430 approach. The Company holds a lifecycle perspective in mind, working with ISO 14040/44 principles while recognizing that system benefits can only be recovered if the focus is too narrow on individual products. The Company strives to create value sustainably, finding new ways to optimize resource use while minimizing or eliminating waste. The Company is committed to creating resource efficient solutions to help achieve a truly circular economy by implementing our 5R principle – Rethink, Reduce, Reuse, Repair, Recycle.

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

Not applicable

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.
	Nil		NA

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

Not applicable

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
NA					

**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 has complied with the applicable environmental law/ regulations/ guidelines in India.

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

**Leadership Indicators**

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

Parameter	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
<b>From renewable sources</b>		
Total electricity consumption (A) # GJ	1,83,316	1,77,402
Total fuel consumption (B)	2,00,600	1,68,300
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>3,83,916</b>	<b>3,45,702</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	0	0
Total fuel consumption (E)*	59,929	42,886
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>4,43,845</b>	<b>3,66,936</b>

# Total electricity consumption from renewable source consists of renewable energy from Power Purchase Agreements, in-house solar roof top electricity generation and purchasing of International Renewable Energy Certificates (IRECs)

\*Fuel consumption does not include the fuels consumed from fleet operations.

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

Yes, SGS India Pvt Ltd

2. Provide the following details related to water discharged:

Parameter	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	0	0
- With treatment – treated in own STP as per local pollution control board norms and discharged to municipal sewage in Maneja	50,736	26,996
<b>(ii) To Groundwater</b>		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>(iii) To Seawater</b>		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>(iv) Sent to third - parties</b>		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – treated in own STP as per local pollution control board norms used for irrigation and flushing	1,18,730	1,19,260
<b>Total water discharged (in kLs)</b>	<b>1,69,466</b>	<b>1,46,255</b>

Water is treated in own sewage treatment plant as per local pollution control board norms to meet sewage treated water quality requirements.

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

Yes. SGS India Pvt Ltd.

3. **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:**

As per World Resources Institute, Karnataka and Gujarat high to extremely water stressed zones. All our manufacturing facilities are located in Karnataka and Gujarat making water material for us.

**(ii) Nature of operations:**

Manufacturing of Transformers, Bushings & Breakers

Manufacturing of control panels, substation automation system & grid automation products

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

Parameter	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	1,99,127	2,04,179
(ii) Groundwater	1,49,156	1,32,012
(iii) Third party water	19,493	32,365
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (kL)</b>	<b>3,67,776</b>	<b>3,68,556</b>
<b>Total volume of water consumption (in kL)</b>	<b>3,67,776</b>	<b>3,68,556</b>

Parameter	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
Water intensity per rupee of turnover (Water consumed kL / Cr ₹)	58.52	70.37
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kL)</b>		
<b>(i) Into Surface water</b>	-	-
- No treatment	0	0
- With treatment – treated in own STP as per local pollution control board norms	50,736	26,996
<b>(ii) Into Groundwater</b>		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>(iii) Into Seawater</b>		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>(iv) Sent to third parties</b>		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – STP treated and used for irrigation and flushing	1,18,730	1,19,260
<b>Total water discharged (in kilolitres)</b>	<b>1,69,466</b>	<b>1,46,255</b>

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

Yes, assessment done by SGS India Pvt Ltd.

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

The company has developed the criteria for measurement and calculation of emissions of relevant categories as per GHG protocol guidance. The scope 3 emission of significant categories shall be reported from FY 2023-24 onwards.

Parameter	Unit	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) Only Category I Purchased Goods and Services	Metric tonnes of CO <sub>2</sub> equivalent	7,29,348.61	5,97,439.70
Total Scope 3 intensity: tCO <sub>2</sub> e / Cr ₹ revenue	tCO <sub>2</sub> e/Cr ₹	114.23	114.07
Total Scope 3 intensity: tCO <sub>2</sub> e / mUSD revenue from operations adjusted for purchasing power parity (PPP)	tCO <sub>2</sub> e/ mUSD from operations adjusted for PPP	255.87	255.52

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

**5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along- with prevention and remediation activities.**

Not applicable

**6. 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	Rooftop Solar and integration to microgrid and substation in Maneja	No	12,00,000 kWh/Year fossil free electricity
2	Purchased - Battery Operated Fork Lift -01 and Reach Truck - 01	No	5 kL Diesel consumption reduced
3	Substituted the water-cooled vacuum with air-cooled vacuum pump in Helium plant	No	9 kL Water consumption reduced
4	8nos of 0.06kW Solar street Lights installed	No	2,765 kWh / annum usage of grid electricity avoided
5	Installation of energy meters	No	Real time energy monitoring
6	Installation of water meters	No	Monitoring water consumption and leakage
7	Installation of 10 rainwater harvest structures	No	3 wells recharge groundwater equivalent to >32% of total annual water consumption in Halol. At Maneja 7 recharge wells recharge ground water equivalent to 23% of its annual water consumption.
8	Water meter installation, aerator taps	No	20 kL annual water consumption reduced

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

Yes, Business Continuity Planning (BCP) is part of the Company's organizational resilience program. It is designed to reduce the impact of a business interruption which could occur due to a range of events ranging from financial, natural causes or man-made events. It helps Business Unit/Function to respond effectively to the disruption and restore its essential services and mission critical processes as quickly as possible to ensure timely recovery. It provides a reference tool for the actions required during or immediately following an emergency or incident that threatens to disrupt Business Unit/Function normal business activities.

The key objectives of this business continuity plan are to:

- Identify advanced preparations and procedures that will enable Business Unit/Function to respond quickly to disruptive incidents and ensure continuity of critical business functions.
- Reduce employee injury or loss of life, and minimize damage and losses
- Have documented plans and procedures to ensure effective execution of recovery strategies for critical business functions.
- Reduce and mitigate disruptions to business operations.
- Identify teams which would need to respond to incidents and define specific responsibilities.
- Quantify the impact of incidents in terms of monetary, time, operations, and work force.
- Recover quickly from an emergency and resume full operations.

**The various steps are:**

**Key Business Processes & Recovery Priorities**

List all the key processes and sub processes of that must be maintained or quickly restored in the event of a disruptive incident. It provides a high-level description for each of the process and assigns a priority (criticality) ranking to each of them.

**Risk assessment**

Risk assessment is one of the main parts of the BCM system. The RA process involves identification, analysis, and evaluation of all possible risks, hazards, and threats to the operating environment, and defines likelihood / impact of disruptive events caused by such threats.

Once the risks have been identified, their impact on different aspects of operations are gauged. Those risks which affect mission-critical operations should be handled first. The following strategy is used to handle risks:

- **Prevent** – Risks which are of high probability with high impact. These risks must be attended first by using mitigation, prevention or any other strategy to lessen or avoid its impact.
- **Accept** – Risks which have low probability and low impact. Nothing specific needs to be done for such risks, but the organization should be vigilant. If a back-up strategy is put in place for such a risk, all the better
- **Contain** – Risks which have a high probability of occurring but having low impact on operations. Use mitigation strategies to minimize impact of the risk on business operations.
- **Plan** – Low probability but high impact events. Though this may be once in a lifetime event, its impact could be disastrous. The business should plan the steps to be taken if such a risk occurs. Once the steps to be taken are in place, production can be resumed in the shortest possible time with the least loss.

**Business Impact Analysis**

The Business Impact Analysis (BIA) identifies and prioritizes the mission-critical business processes and key functions, disruption related operational impacts, and the resources (internal and external) required to recover critical operations.

A properly executed BIA will guide in reducing the overall operational and financial impacts, reduce potential losses, and enhance the business operations.

**Business Continuity Strategy**

Business Continuity Plan describes the strategy devised to maintain business continuity in the event of a disruption to operations. This strategy will be invoked when the primary facility(ies) somehow be damaged or inaccessible, and business critical operations are interrupted.

**Recovery priorities**

The strategy is to recover critical business functions at an alternate site location (if an off-site strategy has been put into effect to provide recovery service). Critical business functions are the most critical for immediate recovery at the secondary location.

**8. *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.***

Not available

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

Not available

**PRINCIPLE 7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

The Company is operating in a dynamic, competitive, and regulated environment, making the operations and compliance more complex.

The Company is committed to follow the law of the land and has a policy of zero tolerance to non-compliance which is an integral part of its culture and operating philosophy. To support, streamline and adapt quickly with the ever-changing policy framework, The Company have key industry memberships as given below

## Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations - 5
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry Chambers / associations (State/ National)
1	Confederation of Indian Industries	State & National
2	Indian Electrical and Electronics Manufacturers' Association	National
3	Sweden Chamber of Commerce India	National
4	Central Board of Irrigation and Power	National
5	Bangalore Chamber of Industry and Commerce	State

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

Not applicable since the Company has not received any adverse order from regulatory authorities towards issues related 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:**

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link if available
			-	-	-

## PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

The Company's Social Policy covers engagement in Society, Human Rights, Child and Forced Labor, Freedom of Engagement, and Health and Safety

The policy is drawn principally on six sources:

- a. The Universal Declaration of Human Rights
- b. The UN Guiding Principles on Business and Human Rights
- c. The International Labour Organization's Declaration on Fundamental Principles and Rights at work
- d. The OECD Guidelines for Multinational Enterprises
- e. The Global Sullivan Principles and
- f. The Social Accountability 8000 (SA 8000) standard

The Company has its Corporate Social Responsibility (CSR) policy and framework for action along with clear focal areas against which community engagement projects are taken up predominantly in and around its factory locations.

The details of beneficiaries of CSR Projects are given in response to clause 6 of Leadership indicators.

**Essential Indicators**

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

Not applicable

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
NA	NA	NA	NA	NA	NA

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

Not applicable

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R
NA	NA	NA	NA	NA	NA

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

The company is committed to sustainable and inclusive development of the community’s social capital through active engagement. Social surveys are organized through NGO partners to receive the grievances of community, if any. CSR projects are identified and implemented in the following focus areas

- Promote gender equality and empowering of women in engineering workforce.
- Endorse Education, employability & healthcare.
- Social impact projects to collaborate with communities to provide innovative off-grid solutions to improve access to electricity in the country, especially in rural areas for its development.
- Support national disaster management and other government initiatives.
- Aid in sustainable development goals.

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Directly sourced from MSMEs/small producers	13.77%	18%
Directly from within India	65.56%	86%

**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**

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year	April 1, 2023 - March 31, 2024 Previous Financial Year*
Rural	53%	14%
Semi-urban	0%	5%
Urban	9%	74%
Metropolitan	38%	7%

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

Data from previous year not included as information has been sourced and calculated from the current financial year only

## Leadership Indicators

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

Not applicable

Details of negative social impact identified	Corrective action taken
Nil	NA

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

Sl. No.	State	Aspirational district	Amount spent (In MINR)
1	Karnataka	Bangalore, Mysore Mandya, Chickballapur, Chamrajnagar	9.09
2	Gujarat	Vadodara, Anand	6.69
3	Tamil Nadu	Chennai	6.91
4	Telangana	Warangal	1.27
5	Uttarakhand	Roorkee	0.20
6	West Bengal	Kharagpur	0.20
7	Delhi	Delhi	1.07
8	Assam	Bongaigaon	0.36
9	Haryana	Gurugram	0.39
10	Maharashtra	Mumbai	0.72

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

(b) **From which marginalized /vulnerable groups do you procure? - Not Applicable**

(c) **What percentage of total procurement (by value) does it constitute? - Not Applicable**

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

Not applicable

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

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**

Not applicable

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

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

Sl. No.	CSR project	No of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Women in Manufacturing, Engineering – empowering Girl students	250	100%
2	Digital class rooms & Sustainable energy at Government School in Mysore	900	100%
3	Healthcare project -Sustainable Energy at Govt Hospital Operation theatre & Maternity ward	General Public	100%
4	Development of village road with Solar street lighting	General Public	100%

Sl. No.	CSR project	No of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
5	Green initiative – Maintenance of traffic islands at Vadodara	General public in the city	100%
6	Green initiative- Development of greenery at Fire Department, Bangalore	General public in the city	~50%
7	Urban afforestation at Manjalpur, Kendra nagar & Sayyajibaug Road. Green cover development under Vadodara Municipal Corporation	General public in the city	100%
8	Technology Colloquium at NIT Warangal, IIT Delhi & BVM Engg College, Anand	700	~ 20%
9	Women in Manufacturing, Engineering – empowering Girl students	250	100%
10	Digital class rooms & Sustainable energy at Government School in Mysore	900	100%
11	Healthcare project -Sustainable Energy at Govt Hospital Operation theatre & Maternity ward	General Public	100%

**PRINCIPLE 9 BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**

**Essential Indicators**

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

The company customers have following channels through which complaints can be sent and following mechanism is in place to respond to the same:

- i) Customers can place the complaints through:
  - a. Contact Center
  - b. Through e-mail / Letter to the concerned area sales office or project management/order handling or through the EPC/OEM/Distributor from which they have purchased the finished product.
- ii) Upon receipt of the complaint, the sales team or the factory team who have received the complaint, will raise in the system thru Customer compliant resolution process (CCRP) tool. The progress of these CCRP tickets is tracked monthly.
- iii) Customers if not satisfied with pace of resolution or the resolution itself, can also request for an escalation matrix.
- iv) Transactional NPS (Net Promoter Score) is used to track the customer feedback and analyzed to take corrective action if necessary.
- v) High severity customers complaints are monitored on monthly basis at management meetings.
- vi) Feedback from Customer visits are monitored at various steering committee levels.

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

The product manual provides information on Environmental and social parameters wherever it is relevant to the product.

For products installed in the field, the Company can offer lifecycle management solutions through its Service operations. This will support decision-making for customers to manage and maintain their assets, including when it is time for upgrades and decommissioning of assets. The Company is expanding its solutions for product end-of-life management, which have already contributed to large amounts of recycled material in certain markets. One of the key pillars of its service strategy is extending the life of its customers’ electrical infrastructure.

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

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

Particulars	April 1, 2024 - March 31, 2025 Current Financial Year			April 1, 2023 - March 31, 2024 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
	Data privacy	None	None	Nil	None	None
Advertising	None	None	Nil	None	None	Nil
Cyber-security	None	None	Nil	None	None	Nil
Delivery of essential services	None	None	Nil	None	None	Nil
Restrictive trade practices	None	None	Nil	None	None	Nil
Unfair trade practices	None	None	Nil	None	None	Nil
Other						

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

Particulars	Number	Reason 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, the link is as follows - <https://www.hitachienergy.com/offering/solutions/cybersecurity>

The Company is certified for ISO/IEC: 27001:2013 for information security management systems.

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

No action taken or underway on issues relating to data privacy of customer.

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

- Number of instances of data breaches None
- Percentage of data breaches involving personally identifiable information of customers NA
- Impact, if any, of the data breaches NA

**Leadership Indicators**

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

Yes, Web Link is as : <https://www.hitachienergy.com/offering>

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

The Company give the following to inform and educate consumers about safe and responsible usage of products and/or services.

- Product operational Manual
- Customer training on product, if required
- Factory Acceptance Test (FAT) confirmation
- On site commissioning support
- On-site Service support to the customer

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

In case of disruption / discontinuation of essential services the Company will ensure communication of the same through the Company website and press releases.

**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.**

No

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

Yes. The Net Promoter Score (NPS) survey methodology is adopted to understand how the Company is perceived by its customers. The surveys are administered online through a web-based application at planned interval.

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

a. Number of instances of data breaches along-with impact - None

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

# Links to the Company Policies and Programs' section

Health, Safety, Environment Commitments

[Health, Safety and Environment | Hitachi Energy](#)

Commitment to Human Rights

<https://www.hitachienergy.com/sustainability/sustainability-at-hitachi-energy/our-commitment-to-human-rights>

Corporate Social Responsibility Policy (Company)

<https://www.hitachienergy.com/in/en/investor-relations/corporate-governance>

Sexual harassment of women at the workplace Policy (Company)

<https://publisher.hitachienergy.com/preview?DocumentID=8DBR000676&LanguageCode=en&DocumentPartId=&Action=launch>

Code of Conduct (Company)

<https://www.hitachienergy.com/about-us/integrity/standards/code-of-conduct>

Supplier Code of Conduct (Hitachi Energy Group)

<https://www.hitachienergy.com/in/en/about-us/supplying/supplier-code-of-conduct>

Sustainability commitment

<https://www.hitachienergy.com/in/en/sustainability/sustainability-overview#our-commitment>

Corporate Governance (Company):

<https://publisher.hitachienergy.com/preview?DocumentID=8DBR000673&LanguageCode=en&DocumentPartId=&Action=launch>

Integrity Program (Hitachi Energy Group):

<https://www.hitachienergy.com/in/en/about-us/integrity>

Hitachi Energy Whistleblower - Protection Policy (Company):

<https://www.hitachienergy.com/in/en/about-us/integrity/reporting-channels/whistleblower-protection-policy>

Vulnerability Disclosure Policy:

<https://www.hitachienergy.com/products-and-solutions/cybersecurity/vulnerability-disclosure-policy>

Privacy Policy:

<https://www.hitachienergy.com/privacy-policy>

Conflict minerals policy

<https://publisher.hitachienergy.com/preview?DocumentID=9AKK107991A3811&LanguageCode=en&DocumentPartId=&Action=Launchz>

Modern Slavery and human trafficking transparency statement

[Modern Slavery and Human Trafficking Transparency Statement | Hitachi Energy](#)

# INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Hitachi Energy India Limited on its BRSR for the FY 2024-25

**The Board of Directors,  
Hitachi Energy India Limited ,**  
No. 70/401, 8<sup>th</sup> Floor,  
Brigade Opus, Kodigehalli Main Rd,  
Sanjeevini Nagar, Bengaluru,  
Karnataka 560092

## NATURE OF THE ASSURANCE

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Hitachi Energy India Limited (the 'Company' or 'HEIL') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Report') pertaining to the reporting period of April 1, 2024, to March 31, 2025. SGS India has conducted a Reasonable level of Assurance for BRSR core parameters. This assurance engagement was conducted in accordance with "International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

## REPORTING FRAMEWORK

The Report has been prepared following the

- 1) BRSR Core-Framework for assurance and ESG disclosures for value chain (SEBI vide Circular No.SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122) dated July 12, 2023
- 2) MASTER CIRCULAR (SEBI vide Circular No.SEBI/HO/CFD/PoD2/CIR/P/2023/120) dated July 11, 2023
- 3) Greenhouse Gas Protocol standard

## INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Hitachi Energy India Limited's Stakeholders.

## RESPONSIBILITIES

The information in the report and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

## ASSURANCE STANDARD

SGS has conducted an engagement in accordance with the International Standard on Assurance Engagement (ISAE) 3000(revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000(revised) standard but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

## STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Hitachi Energy India Limited, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

## SCOPE OF ASSURANCE

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators (KPIs) within the report for the period April 1, 2024, to March 31, 2025. The reporting scope and boundaries include 8 manufacturing Plants and 4 offices spread across different states in India

## ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core KPIs and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIS.

## LIMITATIONS

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in “Findings and Conclusion.”
- The assurance engagement considers an uncertainty of  $\pm 5\%$  based on the materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company’s statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party audited financial reports of the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

### **FINDINGS AND CONCLUSIONS**

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report, on the Core Indicators (as per annexure A) is complete, accurate, reliable, has been fairly stated in all material respects, and is prepared in line with the BRSR requirements.

**For and on behalf of SGS India Private Limited**

**Ashwini K. Mavinkurve,**  
Technical reviewer  
Head – ESG & Sustainability Services, SGS India  
Pune, India  
27<sup>th</sup> May, 2025

**Abhijit M. Joshi**  
Lead Verifier – ESG & Sustainability Services,  
SGS India Pune, India  
Team Members: Harishanker Tiwari, Dheeraj Sindhe,  
Anisha Udaykumar

## ANNEXURE A

The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

S.No.	BRSR Core Attributes	BRSR Core Indicators
1	Greenhouse gas (GHG) footprint	<ul style="list-style-type: none"> <li>Total Scope 1 emissions</li> <li>Total Scope 2 emissions</li> <li>GHG Emission Intensity (Scope 1 +2)</li> </ul>
2	Water footprint	<ul style="list-style-type: none"> <li>Total water Extraction</li> <li>Total water consumption</li> <li>Water consumption intensity</li> <li>Water Discharge by destination and levels of Treatment</li> </ul>
3	Energy footprint	<ul style="list-style-type: none"> <li>Total energy consumed</li> <li>% of energy consumed from renewable sources</li> <li>Energy intensity</li> </ul>
4	Embracing circularity	<ul style="list-style-type: none"> <li>Plastic waste</li> <li>E-waste</li> <li>Bio-Medical Waste</li> <li>Construction and Demolition waste</li> <li>Battery waste</li> <li>Radioactive Waste</li> <li>Other hazardous waste</li> <li>Other non-hazardous waste</li> <li>Total waste generated</li> <li>Waste intensity</li> <li>Total waste recovered through recycling, re-using or other recovery operations</li> <li>Total waste disposed by nature of disposal method</li> </ul>
5	Employee well-being and safety	<ul style="list-style-type: none"> <li>Spending on measures towards well-being of employees as a % of total revenue from operations of the Company</li> <li>Details of safety related incidents for employees</li> </ul>
6	Enabling gender diversity in business	<ul style="list-style-type: none"> <li>Gross wages paid to females as % of total wages paid</li> <li>Complaints on POSH</li> </ul>
7	Enabling inclusive development	<ul style="list-style-type: none"> <li>Input material sourced from MSMEs/ small producers as % of total purchases directly sourced from MSMEs/ small producers and directly from within India</li> <li>Job creation in smaller towns - Wages paid to persons employed in smaller towns as % of total wage cost</li> </ul>
8	Fairness in engaging with customers and suppliers	<ul style="list-style-type: none"> <li>Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events</li> <li>Number of days of accounts payable</li> </ul>
9	Open-ness of business	<ul style="list-style-type: none"> <li>Concentration of purchases &amp; sales done with trading houses, dealers, and related parties</li> <li>Loans and advances &amp; investments with related parties</li> </ul>

# GHG Assurance Statement

**HITACHI ENERGY INDIA LIMITED**

No. 70/401, 8<sup>th</sup> Floor,  
 Brigade Opus, Kodigehalli Main Rd,  
 Sanjeevini Nagar, Bengaluru,  
 Karnataka 560092

SGS India Private Limited (hereinafter referred to as SGS India) was contracted by Hitachi Energy India Limited (the ‘Company’ or ‘HEIL’) to conduct an independent assurance of its annual Greenhouse Gas (GHG) inventory for Scope-1 and Scope-2 pertaining to the reporting period of 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025. The Company has developed its GHG inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1 standard. SGS India has conducted a Reasonable level of Assurance for Scope-1 & Scope-2 data. This assurance engagement was conducted in accordance with the “International Standard on Assurance Engagements (ISAE) 3410”.

SGS India verified the following parameters given in the Table below:

**Scope 1 and Scope 2 Data**

Locations	Actual emission (tCo2)
Scope 1 emission (Group level)	4447.48
Scope 2 emission (Group level)	19847.66
REC certificate from projects that reduce or sequester carbon dioxide to offset emissions	-19847.66

Note: Hitachi Energy India Limited has purchased a REC certificate from projects that reduce or sequester carbon dioxide to offset emissions.

Verification Statement no: BA\_ESG\_6664820\_GHG\_V1

Statement Date: 27<sup>th</sup> May 2025

This Statement is issued, on behalf of Client, by SGS India (“SGS”) under its General Conditions for ESG Assurance Services. A full copy of this statement may be consulted at SGS India. This Statement does not relieve Client from compliance with any regulations that applied to it. Stipulations to the contrary are not binding on SGS and therefore SGS shall have no responsibility vis-à-vis parties other than its Client.

This Statement is not valid without the full verification scope, objectives, criteria and findings available on the Statement.

## **INDEPENDENT ASSURANCE STATEMENT**

Independent Assurance Statement to Hitachi Energy India Limited on its GHG Inventory for FY 24-25

**The Board of Directors,  
Hitachi Energy India Limited**  
No. 70/401, 8<sup>th</sup> Floor,  
Brigade Opus, Kodigehalli Main Rd,  
Sanjeevini Nagar, Bengaluru,  
Karnataka 560092

### **Nature of the Assurance**

SGS India Private Limited (hereinafter referred to as SGS India) was contracted by Hitachi Energy India Limited (the 'Company' or 'HEIL') to conduct an independent assurance of its annual Greenhouse Gas (GHG) inventory for Scope-1 and Scope-2 pertaining to the reporting period of 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025. The Company has developed its GHG inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1 standard. SGS India has conducted a Reasonable level of Assurance for Scope-1 & Scope-2 data. This assurance engagement was conducted in accordance with the "International Standard on Assurance Engagements (ISAE) 3410".

### **Responsibilities**

The information in the report and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, calculation, and statements within the defined scope of verification, aiming to inform the Management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific purpose, and it is not intended for use in interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope. The Company holds the responsibility for preparing and ensuring the fair representation of the verification scope.

### **Assurance Standard**

SGS India has conducted Reasonable level Assurance for Scope 1 & Scope 2 data. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3410. Our evidence-gathering procedures were designed to obtain a 'Reasonable level of assurance' which involves the underlying assumption that the control environment and controls are reliable.

### **Statement of Independence and Competence**

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Hitachi Energy India Limited, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

### Scope of Assurance

The assurance exercise included the evaluation of quality, accuracy, and reliability of the GHG Inventory on Scope 1 and Scope 2 data for the period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025. The scope of verification covers the following aspects:

- The reporting scope and boundaries include 8 manufacturing Plants and 4 offices spread across different states in India and this is aligned with the GHG inventory consolidation approach.

### Assurance Methodology

The assurance comprised a combination of pre-assurance research, interaction with the key personnel engaged in the process of developing the company's GHG inventory, on-site visits, and remote desk review & verification of data. Specifically, SGS India executed the following activities:

- Interaction with key personnel from the head office and selected manufacturing locations to understand and review the current processes in place for developing the Company's GHG inventory.
- Assessment of internal control mechanism to ensure the reliability and accuracy of emission data.
- Review of the data management system used for collection and consolidation of emission data.
- Review of consistency of data/information within the GHG inventory and between the inventory and source.
- Evaluation of the appropriateness of the quantification methods used to arrive at the Scope 1 and Scope 2 emissions with respect to the specific requirements of the GHG Protocol
- Assurance of emission data on a sample basis, including conversion factors and emissions factors.

### Limitations

#### ***The assurance scope excludes:***

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusion."
- The assurance engagement considers an uncertainty of  $\pm 5\%$  based on materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.

SGS India verified data on a sample basis; the responsibility for the authenticity of data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

### Findings and Conclusions

#### ***Scope 1 and Scope 2 inventory:***

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report is complete, accurate, reliable, has been fairly stated in all material respects, and is prepared in line with the reporting criteria.

SGS India verified the following parameters given in the Table below:

#### Scope 1 and Scope 2 Data

Locations	Actual emission (tCo2)
Scope 1 emission (Group level)	4447.48
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Note: Hitachi Energy India Limited has purchased a REC certificate from projects that reduce or sequester carbon dioxide to offset emissions.

#### For and on behalf of SGS India Private Limited

**Ashwini K. Mavinkurve,**  
Technical reviewer  
Head - ESG & Sustainability Services,  
SGS India Pune, India  
27<sup>th</sup> May, 2025

**Abhijit M. Joshi**  
Lead Verifier - ESG & Sustainability Services,  
SGS India Pune, India  
Team Members: Harishanker Tiwari,  
Dheeraj Sindhe, Anisha Udaykumar