

July 31, 2026

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 2025-26**

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 2025-26, which also forms part of the Integrated Annual Report for the financial year 2025-26, submitted to the exchanges vide our letter dated July 31, 2026.

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

**Hitachi Energy India Limited**  
**Registered and Corporate Office:**  
8<sup>th</sup> Floor, Brigade Opus, 70/401,  
Kodigehalli Main Road, Bengaluru - 560 092  
Email ID: [investors@hitachienergy.com](mailto:investors@hitachienergy.com)  
Phone: 080 68473700  
CIN: L31904KA2019PLC121597  
[hitachienergy.com/in](https://www.hitachienergy.com/in)



# 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)<br><a href="mailto:poovanna.ammataanda@hitachienergy.com">poovanna.ammataanda@hitachienergy.com</a><br>(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 2025-26 (April 01, 2025 to March 31, 2026)                                                                                                                                                                                                          |
| 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 ₹ 2.00/- 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                                                                                                                                   | Dr. Binupriya A R<br>Head, HSE & Sustainability - India<br>(Telephone: 080-68473719)<br>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 on BRSR Core as per SEBI guidelines                                                                                                                                                                                               |

### 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 | 65.67                       |
| 2.    | Execution of contracts for projects and services | Project and service engineering, installation, commissioning and support                            | 28.86                       |

#### 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      | 65.67                           |
| 2.    | Projects and services of related manufactured electrical equipment.                                         | 279      | 28.86                           |

### 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*                                | 13                | 7                            | 28    |

\* 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?

The contribution of exports to the total turnover of the entity during the reporting period was 26.19%

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

The Company serves a diverse customer base across utilities, industrial sectors, transportation, data centers, and infrastructure. Its customers include Engineering, Procurement & Construction (EPC) contractors, distributors, Original Equipment Manufacturers (OEMs), and channel partners operating within these segments. Through its five business units, Transformers, High Voltage, Grid Integration, Grid Automation, and Service, the Company provides integrated and digital solutions, including software, protection and control systems, substation integration (220 kV to 765 kV), power and traction transformers, capacitors and filters, as well as advanced technologies such as SF<sub>6</sub>-free GIS under the EconiQ portfolio.

### 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) |
| EMPLOYEES |                          |           |         |           |         |           |
| 1.        | Permanent (D)            | 2253      | 1979    | 88        | 274     | 12        |
| 2.        | Other than Permanent (E) | 28        | 15      | 54        | 13      | 46        |
| 3.        | Total employees (D + E)  | 2281      | 1994    | 87        | 287     | 13        |
| WORKERS   |                          |           |         |           |         |           |
| 4.        | Permanent (F)            | 524       | 522     | 99.6      | 2       | 0.4       |
| 5.        | Other than Permanent (G) | 773       | 702     | 91        | 71      | 9         |
| 6.        | Total employees (F + G)  | 1297      | 1224    | 94        | 73      | 6         |

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

| S. No.                      | Particulars                    | Total (A) | Male     |             | Female   |             |
|-----------------------------|--------------------------------|-----------|----------|-------------|----------|-------------|
|                             |                                |           | No. (B)  | % (B / A)   | No. (C)  | % (C / A)   |
| DIFFERENTLY ABLED EMPLOYEES |                                |           |          |             |          |             |
| 1.                          | Permanent (D)                  | 11        | 8        | 72.7        | 3        | 27.3        |
| 2.                          | Other than Permanent (E)       | 0         | 0        | 0           | 0        | 0           |
| 3.                          | <b>Total employees (D + E)</b> | <b>11</b> | <b>8</b> | <b>72.7</b> | <b>3</b> | <b>27.3</b> |
| DIFFERENTLY ABLED WORKERS   |                                |           |          |             |          |             |
| 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 2025-26                      |        |       | FY 2024-25                     |        |       | FY 2023-24                     |        |        |
|                     | April 1, 2025-March 31, 2026    |        |       | April 1, 2024 - March 31, 2025 |        |       | April 1, 2023 - March 31, 2024 |        |        |
|                     | Male                            | Female | Total | Male                           | Female | Total | Male                           | Female | Total  |
| Permanent Employees | 9.20%                           | 10.63% | 9.36% | 6.51%                          | 11.08% | 6.99% | 10.37%                         | 19.64% | 11.24% |
| Permanent Workers   | 0.00%                           | 0.00%  | 0.00% | 0.00%                          | 0.00%  | 0.00% | 1.79%                          | 28.57% | 1.96%  |

## 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 ₹): ₹ 8,147.71 Crores (For the year ended on March 31, 2026)
- (iii) Net worth (in ₹): ₹ 5,175.96 Crores (As on March 31, 2026)

## 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, 2025 - March 31, 2026<br>Current Financial Year |                                                                  |         | April 1, 2024 - March 31, 2025<br>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/en/contact-us">https://www.hitachienergy.com/en/contact-us</a>                                               | 0                                                        | 0                                                                | Nil     | 0                                                         | 0                                                                | Nil     |
| Investors (other than Shareholder)                    | Yes <a href="https://www.hitachienergy.com/en/en/investor-relations#quick-links">https://www.hitachienergy.com/en/en/investor-relations#quick-links</a> | 0                                                        | 0                                                                | Nil     | 0                                                         | 0                                                                | Nil     |

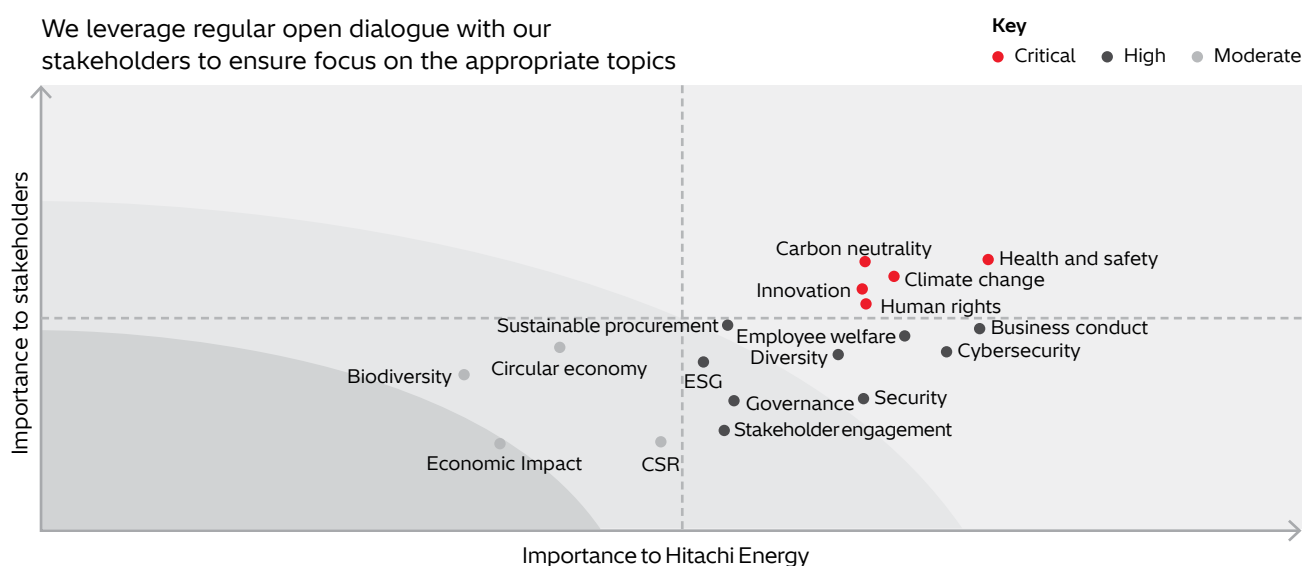
| Stakeholder group from whom the complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for the grievance redress policy)                                            | April 1, 2025 - March 31, 2026<br>Current Financial Year |                                                                  |                                                                                                                                                                                                                                                                        | April 1, 2024 - March 31, 2025<br>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 |
| Shareholder                                           | Yes <a href="https://scores.sebi.gov.in/scores-home">https://scores.sebi.gov.in/scores-home</a>                                                             | 13                                                       | 4                                                                | Four complaints from a single Shareholder were received on March 31, 2026. Accordingly, these complaints remained pending as on March 31, 2026. The Company responded to all four complaints on April 02, 2026, which is within the turnaround time prescribed by SEBI | 13                                                        | 0                                                                | Nil     |
| 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> | 6                                                        | 2                                                                | Nil                                                                                                                                                                                                                                                                    | 7                                                         | 0                                                                | Nil     |
| Customers                                             | Yes <a href="https://www.hitachienergy.com/in/en/contact-us">https://www.hitachienergy.com/in/en/contact-us</a>                                             | 757                                                      | 41                                                               | Nil                                                                                                                                                                                                                                                                    | 605                                                       | 89                                                               | 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.

### Materiality assessment

We leverage regular open dialogue with our stakeholders to ensure focus on the appropriate topics





A global sustainability material impact assessment, applicable to all regions, was undertaken to identify and prioritize the sustainability impacts that matter most to our stakeholders across the value chain. The material impacts included in the assessment are relevant to the Company globally. The impacts highlighted in the top right corner and marked in red as ‘critical’ are the key impacts considered substantive to the Company’s strategy, reporting, and action. Within our enterprise risk management (ERM) framework we assess impact over the short-term (less than two years), medium-term (two to five years) and long term (more than five years) perspective.

| 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: Employee and contingent workers’ occupational health and safety, wellbeing and mental health, resilience, product and projects safety | R                                          | <p>Harm to people and planet with attendant damage to reputation.</p> <ul style="list-style-type: none"> <li>• Loss of business opportunities.</li> <li>• Financial costs such as fines, legal fees, compensation.</li> </ul> | <p>The Company recognizes Health, Safety and Environment (HSE) as a critical material issue, integral to its operational sustainability and long-term value creation. HSE performance is embedded in all decision-making processes, with safety constituting a fundamental element of the Company’s ‘license to operate’.</p> <p>The Company is committed to providing a safe, healthy, and conducive working environment for all employees, contractors, and stakeholders. It acknowledges that employee well-being directly contributes to productivity, operational excellence, and business sustainability.</p> <p>To drive continuous improvement in HSE performance and align with global best practices, the Company has established a structured framework focusing on the following key areas:</p> <p>Safety culture and leadership accountability to promote a proactive and prevention-oriented approach</p> <p>Communication, training, and organizational learning to strengthen awareness and capability building</p> <p>Digitalization and data analytics to enable real-time monitoring, predictive risk assessment, and informed decision-making</p> <p>Operational controls and risk management systems to identify, assess, and mitigate workplace hazards</p> <p>Governance frameworks and competency development to ensure compliance with applicable regulations and internal standards</p> <p>The Company’s HSE initiatives and improvement programs are aligned with:</p> <ul style="list-style-type: none"> <li>• The scale and nature of operational risks</li> <li>• Historical performance trends and incident learnings</li> <li>• Evolving statutory, regulatory, and stakeholder expectations</li> </ul> | 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) |
|--------|----------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|        |                                                                                                                      |                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Given the criticality of ensuring a safe and healthy workplace and minimizing environmental impacts, Health, Safety, and Environment will continue to remain a key material topic for the Company, with ongoing focus on strengthening systems, enhancing performance, and fostering a culture of zero harm.                                                                                                                        |                                                                                                |
| 2      | Climate change: Climate transition plan and scenario planning, financing risks and opportunities from climate impact | R / O                                      | <p><b>Risk:</b><br/>Acute risks: Increasing frequency and severity of extreme weather events (for example, floods, storms) pose significant threats to operations. These events can damage production facilities, increase asset downtime, deteriorate working conditions, and disrupt supply chains – resulting in delays in both deliveries and the procurement of critical components.</p> <ul style="list-style-type: none"> <li>Chronic risks: Long-term climate changes, such as rising temperatures and sea levels, may impact infrastructure integrity, logistics efficiency, and the long-term viability of certain operational locations.</li> <li>The growing need for climate adaptation and mitigation measures may divert financial resources away from strategic decarbonization initiatives, including grid expansion, renewable energy integration, and investment in research and development of low carbon technologies.</li> </ul> <p><b>Opportunity:</b><br/>Efforts to accommodate internet of things (IoT) products will lead to higher demand for remote control and remote maintenance during natural disasters.</p> <ul style="list-style-type: none"> <li>Energy demand expected to grow as extreme weather leads to increased use of electricity</li> <li>Increased competitiveness of existing power transmission and distribution systems by making them more resilient to extreme weather conditions.</li> </ul> | The Company is actively engaged in helping tackle climate change, starting with its own operations. We use climate scenarios to assess business resilience in our own operations and to guide long-term strategy. Through market scenarios, we are 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. | 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: Emissions reduction roadmap in operations and value chain, energy efficiency | R / O                                      | <p><b>Risk:</b><br/>Unprecedented demand creating pressure on the sector to expand the supply chain and dilute levels of ESG performance</p> <ul style="list-style-type: none"> <li>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</li> <li>Unbalanced grid development from the perspective of intermittent energy supply and storage might critically affect power quality</li> <li>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</li> <li>Carbon reduction targets are not achieved, reducing our competitiveness in the market</li> </ul> <p><b>Opportunity:</b><br/>Increased demand for existing products that enable an increase in renewable power generation and more widespread electrification</p> <ul style="list-style-type: none"> <li>Increased demand for new products that improve power quality, efficiency, and stability in grids and address issues of intermittent and/or inconsistent generation by renewable sources</li> <li>Decreased need for mitigation activities releasing capital that could be allocated to grid capacity expansion and the research and development of new technologies</li> <li>Increased value placed on sustainability by customers, making carbon neutrality a point of competitive difference and a potential driver for an increase in market share</li> <li>Compliance with emerging and future GHG emissions regulation or legislation</li> </ul> | The path toward 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 our own net-zero trajectory | 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) |
|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 4      | Innovation: Sustainable products, services, and solutions – research and development, eco-design, lifecycle assessments, circularity, product compliance, avoided emissions, Scope 3 emissions, digitalization | R / O                                      | <p><b>Risk:</b></p> <p>The risk landscape around innovation of sustainable products and solutions in our industry is quite complex:</p> <ul style="list-style-type: none"> <li>Customer-facing risks, such as 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.</li> <li>Design and manufacturing related risks such as availability of materials, quality control, upgrading of production, service, circularity and end of life processes, training and recruitment of specialized resources, compliance with regulatory and legal requirements, investment costs.</li> <li>Risks related to regulatory environments, which may require technology providers to invest a vast amount of funding to develop new sustainable solutions while the market adoption of them is relatively low. Therefore, regulatory actions need to balance between creating sustainability markets and developing sustainable technology, for a healthy development of sustainable solutions.</li> </ul> <p><b>Opportunity:</b></p> <p>There is a significant opportunity to innovate and introduce sustainable products and solutions in our industry. We anticipate that those leading the way will become the preferred brand, supplier, employer, and investment of choice for their stakeholders.</p> <p>As electrification stands as a cornerstone of decarbonization, the most innovative companies will play a leading role in contributing to a net-zero future. We see innovation as part of our DNA and strategy on a short-, medium- and long-term basis.</p> | <p>Our technologies and solutions are key enabler of electrification and thus essential for the transition toward a sustainable energy infrastructure to action against climate change. They support broader access to affordable, resilient, and sustainable energy, which is important for societal prosperity and progress.</p> <p>As consumer needs and lifestyles continue to evolve, our forward-looking technologies help make the energy system more sustainable, flexible, and secure. Continuously innovating on our products helps to reduce resource consumption and might eventually improve circularity</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      | Human rights: Child labor, modern slavery, forced or compulsory labor, association and collective bargaining, living wage, non-discrimination, natural and cultural impacts, remedy for adverse impacts | R                                          | <p>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</p> <ul style="list-style-type: none"> <li>Identification, prevention, ending, minimization, and remediation of adverse human rights and environmental impacts we may cause, contribute to and/or be associated with through business relationships</li> </ul> | The Company fully commits to respecting all internationally recognized human rights within and across its activities and value chain. Through related programs, the Company openly commits to respecting human rights, adhering to regulations and legislations, and developing a comprehensive due diligence process. | 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.

| 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 |    |    |    |    |
| 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. | <p>The following management systems have been implemented.</p> <p>ISO 9001: 2015 Quality Management System.</p> <p>ISO 14001: 2015 Environment Management System.</p> <p>ISO 45001: 2018 Occupational Health &amp; Safety Management System.</p> <p>ISO 37001: 2016 Anti-Bribery Management System.</p> <p>Water Positive Index certification – SGS India Pvt. Ltd.</p> <p>Zero Waste to Landfill certification – SGS India Pvt. Ltd.</p> |    |    |    |     |    |    |    |    |

|                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>                                     | <p>The Company's targets are set globally in alignment with relevant SDGs, our high-impact commitments, and guiding principles in line with our Sustainability 2030 strategic business plan. Sustainability strategy is derived from an extensive materiality exercise, international industry trends, benchmarks, and legislation. It also integrates stakeholders' perspectives and priorities, which was consolidated in our Material Impact Assessment.</p> <p><a href="https://www.hitachienergy.com/in/en/sustainability/sustainability-at-hitachi-energy#our-top-targets">https://www.hitachienergy.com/in/en/sustainability/sustainability-at-hitachi-energy#our-top-targets</a></p> <p><b>Environment</b></p> <ul style="list-style-type: none"> <li>• Net-zero by 2050-80% Scope 1+2 emissions (absolute), -55% Scope 3 emissions (intensity), carbon-neutral own operations</li> <li>• Service and digital for sustainability Yearly increase in our Service lifecycle value creation index</li> <li>• 50% reduction in waste disposed by 2030</li> <li>• 25% reduction in freshwater use by 2030</li> </ul> <p><b>Social</b></p> <ul style="list-style-type: none"> <li>• Health and safety: Elimination of fatalities and life-changing injuries</li> <li>• Closing the gender gap: Increase female diversity to 16-18% by 2030.</li> <li>• Energizing education: Contribute to education for the next generation</li> </ul> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Maintain ethics and integrity commitments &gt;90% -Integrity metrics</li> <li>• Increase sustainability investments - Capital expenditure (CAPEX) and research and development (R&amp;D)</li> <li>• Annually increase suppliers assessed on ESG - Yearly, based on spend</li> </ul>                                                                                                               |
| <p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met</p> | <p>The Company's global sustainability goals and targets are cascaded to business units, which are responsible for driving implementation and achieving defined targets. Performance against these goals is regularly monitored at the Company level, with necessary support extended to local teams to ensure effective execution. The Company continues to make steady progress towards achieving its 2030 sustainability targets.</p> <p>Environmental Performance (Base Year: 2019) The Company has demonstrated significant progress in reducing its environmental footprint:</p> <ul style="list-style-type: none"> <li>• 74% reduction in Scope 1 and Scope 2 GHG emissions</li> <li>• Achieved 100% renewable electricity across operations</li> <li>• 55% reduction in energy intensity</li> <li>• 11% reduction in absolute water consumption and 65% reduction in water intensity consumed per Crores Rs. revenue.</li> <li>• 82% reduction in waste disposed to landfill and incineration</li> <li>• Achieved 99% recycling of waste</li> </ul> <p>Social Performance</p> <ul style="list-style-type: none"> <li>• Increased gender diversity to 10%, compared to 5.8% in 2019, reflecting continued efforts towards a more inclusive workforce</li> </ul> <p>Safety Performance</p> <ul style="list-style-type: none"> <li>• Achieved a 44% improvement in Lost Time Injury Frequency Rate (LTIFR) compared to the previous reporting year, demonstrating a strong focus on workplace safety</li> </ul> <p>Governance Performance</p> <ul style="list-style-type: none"> <li>• 100% employee coverage under Ethics and Business Code of Conduct training</li> <li>• Zero incidents of corruption and bribery</li> <li>• 32% of value chain partners covered under ESG training and assessment programs, showing progress in extending sustainability practices across the value chain</li> </ul> |



## Governance, leadership and oversight

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

Sustainability is fundamental to our purpose of advancing a sustainable energy future for all. Guided by robust governance and a materiality-led approach, we integrate Environmental, Social, and Governance (ESG) considerations across our strategy, operations, and partnerships, ensuring responsible growth and long-term stakeholder value (P1, P2).

We continue to advance our decarbonization roadmap aligned with science-based targets, focusing on reducing emissions and increasing renewable energy adoption. Our environmental performance is strengthened through initiatives such as Water Positive certification at our Halol facility, Platinum-level Zero Waste to Landfill certification at Halol and Mysore, and ongoing efforts to reduce biodiversity impacts (P3, P5).

As a technology leader, we contribute to India's energy transition through advanced solutions including HVDC and digital grid technologies, supporting renewable integration, grid resilience, and access to reliable, low-carbon energy (P2, P8). Our people remain central to our success. We prioritize health and safety, foster diversity, equity, and inclusion, and uphold human rights across our operations (P3, P5).

At the same time, we engage responsibly with customers, partners, and communities, ensuring transparency, trust, and value creation (P4, P9).

Strong governance underpins our journey. The Board provides oversight on ESG strategy, risk management, and compliance, reinforcing a culture of integrity, ethical conduct, and accountability across the value chain (P1, P7).

As we move forward, we remain committed to strengthening ESG performance and contributing meaningfully to a sustainable and inclusive future. 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.

|                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>                                                | Nuguri Venu, Executive Director (Managing Director and CEO)<br>DIN: 07032076                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>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.</b>  | <p>Yes, Environmental, Social and Governance (ESG) Committee (constituted w.e.f. October 22, 2021)</p> <p>Composition of Committee:</p> <p>Ms. Meena Ganesh (DIN : 00528252) Chairperson of Committee - Independent Director (Non- Executive Director)</p> <p>Ms. Akila Krishnakumar (DIN : 06629992) Member of Committee - Independent Director (Non-Executive Director)</p> <p>Mr. Jan Niklas Persson (DIN : 11239092) Member of the Committee - Non-Executive Director</p> <p>Mr. Nuguri Venu (DIN : 07032076) Member of Committee - Executive Director (Managing Director and CEO)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>10. 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.</b> | <p>Yes, the Company has a structured governance mechanism for decision-making on sustainability-related issues through its Board of Directors and its Committees.</p> <p>Sustainability-related matters, including environmental, social, and governance (ESG) aspects, are overseen by the Board, with specific elements being deliberated through committees such as the Nomination and Remuneration Committee and other functional leadership forums.</p> <p><b>Board Composition and Changes during FY 2025-26</b></p> <p>The Board underwent the following transitions during the financial year under review:</p> <ol style="list-style-type: none"> <li><b>Cessation:</b><br/>Mr. Achim Michael Braun (DIN: 08596097) resigned as a Non-Executive, Non-Independent Director and Chairman of the Company, effective from the close of business hours on August 20, 2025.</li> <li><b>Change in Chairmanship:</b><br/>Consequent to the above, Mr. Ismo Antero Haka (DIN: 08598862), who was already serving as a Non-Executive, Non-Independent Director of the Company, was appointed as the Chairman of the Board.</li> <li><b>Appointment:</b><br/>Based on the recommendation of the Nomination and Remuneration Committee, the Board appointed Mr. Jan Niklas Persson (DIN: 11239092) as an Additional Director (Non-Executive, Non-Independent) of the Company, on August 20, 2025. His appointment was subsequently approved by the Shareholders via Postal Ballot on September 21, 2025.</li> </ol> |

#### Board Composition as on March 31, 2026

- Executive Director:  
Mr. Nuguri Venu (DIN: 07032076), Managing Director and Chief Executive Officer
- Non-Executive, Non-Independent Directors:  
Mr. Ismo Antero Haka (DIN: 08598862) – Chairman  
Mr. Jan Niklas Persson (DIN: 11239092)
- Non-Executive, Independent Directors:  
Mr. Mukesh Butani (DIN: 01452839)  
Ms. Akila Krishnakumar (DIN: 06629992)  
Ms. Meena Ganesh (DIN: 00528252)

The Board, supported by its committees and senior management, is responsible for reviewing and guiding sustainability-related policies, targets, and performance of the Company.

#### 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 |    |    |    |    |                                                                          |    |    |    |    |    |    |    | Annually and / or on a need basis  |
| 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             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|----------------|
| 11. Has the entity carried out independent Assessment / evaluation of the working of its policies by an external agency? Yes/No. If yes, provide name of agency. |    |    |    |    |    |    |    |    | No             |
| 12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:                                               |    |    |    |    |    |    |    |    | Not Applicable |

#### 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. It applies to anyone who works for or represents the Company, including members of the board of directors, management, employees and contractors of the Company. Company expects all suppliers to adhere to similar standards and to conduct their business ethically, as stated in the Company’s Supplier Code of Conduct. 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, robust Speak-up Channels and a zero-tolerance policy for any violations or unethical business behavior.



## 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 training and its impact                                                                                                       | %age of persons in respective category covered by the awareness programmes |
|----------------------------------|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| Board of Directors               | 2                                                      | Code of Ethics and Business Conduct; Environment, Social and Governance (ESG) topics; legal and regulatory updates; data privacy                                | 100                                                                        |
| Key Managerial Personnel         | 2                                                      | Code of Ethics and Business Conduct; ESG updates, legal and regulatory updates, Anti-bribery and anti-corruption Antitrust and Competition Law; data privacy    | 100                                                                        |
| Employees other than BOD and KMP | 14*                                                    | Code of Ethics and Business Conduct; Anti-bribery and anti-corruption Antitrust and Competition Law; Prevention of Sexual Harassment at Workplace; Data privacy | 100                                                                        |
| Workers                          | 15                                                     | Code of Ethics and Business Conduct; Anti-bribery and anti-corruption Antitrust and Competition Law; Prevention of Sexual Harassment at Workplace               | 100                                                                        |

\*Includes induction to new employees and virtual/face-to-face sessions. Annual refresher training is mandated for employees via e-learning platform and in-person sessions

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

| Monetary     |                 |                                                                      |             |                   |                                      |
|--------------|-----------------|----------------------------------------------------------------------|-------------|-------------------|--------------------------------------|
| Particulars  | NGRBC Principle | Name of the regulatory / enforcement agencies/ judicial institutions | Amount in ₹ | Brief of the case | Has an appeal been preferred? Yes/No |
| Penalty/Fine | NIL             | NIL                                                                  | NIL         | NIL               | NIL                                  |
| Settlement   | NIL             | NIL                                                                  | NIL         | NIL               | NIL                                  |
| Compounding  | NIL             | NIL                                                                  | NIL         | NIL               | NIL                                  |
| Non-Monetary |                 |                                                                      |             |                   |                                      |
| 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, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|-------------|----------------------------------------------------------|-----------------------------------------------------------|
| Directors   | NIL                                                      | NIL                                                       |
| KMPs        | NIL                                                      | NIL                                                       |
| Employees   | NIL                                                      | NIL                                                       |
| Workers     | NIL                                                      | NIL                                                       |

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

| Particulars                                                                                 | April 1, 2025 - March 31, 2026<br>Current Financial Year |         | April 1, 2024 - March 31, 2025<br>Previous Financial Year |         |
|---------------------------------------------------------------------------------------------|----------------------------------------------------------|---------|-----------------------------------------------------------|---------|
|                                                                                             | Number                                                   | Remarks | Number                                                    | Remarks |
| Number of complaints received in relation to issue of conflict of Interest of the Directors | Nil                                                      | -       | Nil                                                       | -       |
| Number of complaints received in relation to issue of conflict of Interest of the KMPs      | 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, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|-------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| Number of days of accounts payables | 139                                                      | 134                                                       |

**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:

| Particulars                | Metrics                                                                                  | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|----------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                 | 10%                                                      | 5%                                                        |
|                            | b. Number of trading houses where purchases are made from                                | 428                                                      | 118                                                       |
|                            | c. Purchases from top 10 trading houses as % of total Purchases from trading houses      | 23%                                                      | 4%                                                        |
| Concentration of Sales     | a. Sales to dealers/ distributors as % of total sales                                    | 5%                                                       | 5%                                                        |
|                            | b. Number of Dealers / distributors to whom sales are made                               | 81                                                       | 83                                                        |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors  | 40%                                                      | 40%                                                       |
| Share of RPTs in           | a. Purchases (Purchases with related parties / Total Purchases)                          | 26%                                                      | 23%                                                       |
|                            | b. Sales (Sales to related parties / Total Sales)                                        | 24%                                                      | 22%                                                       |
|                            | c. Loans & advances (Loans & Advances given to related parties / Total loans & advances) | Nil                                                      | Nil                                                       |
|                            | d. Investments (Investments in related parties / Total Investments made)                 | 0                                                        | 0                                                         |

**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 FY2025-26. 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 2025-26, as a part of supplier sustainability development program, the Company trained 10 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                  | 32%                                                                                                                 |

**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.**

| Particulars | April 1, 2025 - March 31, 2026<br>Current Financial Year           | April 1, 2024 - March 31, 2025<br>Previous Financial Year | Details of improvements in environmental and social impacts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------|--------------------------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| R&D         | ₹ 241.85 Crores<br>More than 13 technologies absorbed/ implemented |                                                           | - 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. 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.                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Capex       | ₹ 3,34,17,295                                                      | ₹ 10,78,62,940                                            | <ul style="list-style-type: none"> <li>• Replacement of conventional fuel oil boiler with 6 TPH biofuel boiler in Mysore. Annual CO<sub>2</sub>e reduction 1550 MT/year, 25% reduction in particulate emissions, 100% boiler efficiency with fuel cost savings of ₹ 1,89,23,852/ year</li> <li>• Replaced diesel operated forklifts with battery operated forklifts in Maneja and Mysore</li> <li>• Replacement of electric pump with pneumatic pump in Maneja. Replacement of fuel from HSD to PNG in DG sets with installation of dual fuel conversion kit.</li> <li>• Replacement of exhaust duct and cleaning of fan in painting booth to improve suction and reduce paint dust/ particles emission in Doddaballapur</li> <li>• Switched over to PNG (Piped Natural Gas) from HSD (High Speed Diesel) in transformer and instrument transformer factories resulting in the reduction of CO<sub>2</sub> emission approximately by 220T.</li> <li>• Installation of motion sensors in washrooms and meeting rooms resulted in energy saving by controlling the operation of lights in day hours</li> </ul> |

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

Yes

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

Considering the nature of our business, a significant proportion of our purchased goods comprises metals and metal-based semi-finished products, which are non-renewable materials. Accordingly, the percentage of sustainably sourced inputs is limited to ~10%. However, sustainability considerations are integrated into our procurement processes through supplier assessments, responsible sourcing practices, and adherence to applicable environmental and social standards.

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

The Company adopts a circular economy approach across the lifecycle of its products, with a focus on minimizing resource consumption, reducing waste generation, and ensuring safe end-of-life management. Materials such as steel, copper, aluminum, plastics, and insulating oil used in the Company's products are largely recoverable and recyclable.

The processes in place for safe reclamation, recycling, reuse, and disposal are outlined below:

**Plastics (including packaging)**

- Plastic packaging waste is segregated at source and sent to authorized recyclers for processing. The Company complies with applicable Extended Producer Responsibility (EPR) requirements for plastic packaging waste. Efforts are ongoing to increase the use of recyclable and sustainable packaging materials and reduce plastic consumption. During the reporting period, 64.94 MT of plastic waste was recycled.

**E-waste**

- Electrical and electronic components are designed to facilitate safe dismantling and material recovery at end-of-life. Customers are provided guidance on environmentally sound disposal of e-waste through product manuals. E-waste is channelized through authorized recyclers to maximize material recovery and prevent environmental contamination. The Company complies with applicable Extended Producer Responsibility (EPR) requirements for E-waste. During the reporting period 16.63 MT of e-waste was recycled.

**Hazardous waste**

- Hazardous waste is managed in accordance with applicable environmental, health and safety regulatory and other requirements. Processes are in place across our facilities for collection, storage, transportation, recycling, treatment and disposal through authorized vendors. Product documentation includes instructions for safe handling and disposal of hazardous components at end-of-life. During the reporting period, 462.30 MT of hazardous waste was recycled and 79.32 MT was safely disposed through authorized treatment and disposal facilities. The Company has successfully diverted waste from landfill through robust waste segregation, recycling, recovery, and authorized disposal practices.

**Other waste**

- The Company has recycled other wastes such as ferrous and non ferrous metal scrap, wood and paper wastes through authorized recycling partners. Waste management practices are aligned with resource efficiency, waste minimization, and regulatory compliance principles. During the reporting period, 8,329 MT of non-hazardous waste was recycled.

Overall, the Company integrates design for environment, regulatory compliance, and stakeholder awareness into its end-of-life product management strategy, ensuring safe disposal practices while maximizing resource recovery and minimizing environmental impact.



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

Yes, Extended Producer Responsibility (EPR) is applicable to the Company's operations.

The Company has established a waste collection and management system that is fully aligned with the EPR plan submitted to the Central Pollution Control Board (CPCB) and relevant regulatory authorities. The waste collection plan is implemented in accordance with applicable rules and guidelines to ensure environmentally sound management of waste arising from its products and packaging.

The Company ensures that:

- The Company has established a waste collection and management system that is fully aligned with the EPR plans submitted to the Central Pollution Control Board (CPCB) and other relevant regulatory authorities. Waste collection, segregation, channelization, recycling, and disposal are carried out through authorized recyclers and waste management agencies in accordance with applicable EPR regulations.

Through these measures, the Company maintains full regulatory compliance with EPR obligations and continues to strengthen its systems in line with evolving environmental regulations and circular economy principles.

**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.

| NIC Code | Name of Product / Service                                                                      | % of total Turnover contributed                         | Boundary for which the Life Cycle Perspective / Assessment was conducted                                                                                                                                                                                                                                                                                  | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No). If yes, provide the web-link.                                                                                                                                                                                                                                                                               |
|----------|------------------------------------------------------------------------------------------------|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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                                                       | <a href="https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216">https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216</a> |
| 27102    | Mineral oil immersed transformers (25 MVA)                                                     |                                                         | From raw material acquisition, through production and use, to waste management                                                                                                                                                                                                                                                                            | Yes                                                       | <a href="https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216">https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216</a> |
| 27102    | PASS M0S 245 kV (Plug and Switch System)                                                       |                                                         | From raw material acquisition, through production and use, to waste management                                                                                                                                                                                                                                                                            | Yes                                                       | <a href="https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216">https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216</a> |
| 27102    | Mineral and vegetable oil immersed transformers (40 MVA)                                       |                                                         | From raw material acquisition, through production and use, to waste management                                                                                                                                                                                                                                                                            | Yes                                                       | <a href="https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216">https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216</a> |
| 27102    | Mineral and vegetable oil immersed transformers                                                |                                                         | From raw material acquisition, through production and use, to waste management                                                                                                                                                                                                                                                                            | Yes                                                       | <a href="https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216">https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216</a> |
| 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                                                       | <a href="https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216">https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216</a> |
| 27102    | EconIQ™ GIS ELK-04, 145 kV                                                                     |                                                         | cradle-to-grave model                                                                                                                                                                                                                                                                                                                                     | Yes                                                       | <a href="https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216">https://www.epditaly.it/en/epd-search/?wpv_post_search=Hitachi&amp;wpv_aux_current_post_id=100003219&amp;wpv_aux_parent_post_id=100003219&amp;wpv_view_count=100003216</a> |
| 27102    | RTU530 530BOD01 binary output module                                                           | -                                                       | A binary output module with 8 channels that can be used for the control of 8 binary process signals using relay contacts One RTU 530BOD01 binary output module, operating 100% of the time to bring information from the physical power grid to a SCADA system, over a reference service lifetime of 15 years. EPDs for other modules are also available. | Yes                                                       | <a href="https://publisher.hitachienergy.com/documents?search=metadatas&amp;q=Environmental+Product+Declaration+%28EPD%29">https://publisher.hitachienergy.com/documents?search=metadatas&amp;q=Environmental+Product+Declaration+%28EPD%29</a>                                                                                                             |



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).*

The Company operates in the manufacturing of transformers, which are critical capital assets with stringent performance, safety, and reliability requirements. Accordingly, the raw materials used, primarily metals and insulating components, are required to be of prime grade and compliant with specified technical and quality standards.

As a result, the use of recycled or reused input materials is limited, as it may impact product quality and guaranteed performance parameters.

However, the Company is committed to resource efficiency and waste minimization through the following measures:

- Optimization of manufacturing processes to ensure minimal wastage of raw materials
- Adoption of efficient material handling and production practices
- Recovery and reuse of SF<sub>6</sub> gas from products during servicing and prior to end-of-life disposal
- Continuous evaluation of opportunities for incorporating sustainable materials without compromising product integrity

Given the above considerations, the percentage of recycled input material is currently not significant; however, the Company continues to explore feasible avenues to enhance circularity while maintaining product performance and compliance requirements.

| Indicate input material | Recycled or re-used input material to total material     |                                                           |
|-------------------------|----------------------------------------------------------|-----------------------------------------------------------|
|                         | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|                         | NA                                                       | NA                                                        |

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, 2025 - March 31, 2026<br>Current Financial Year |          |                 | April 1, 2024 - March 31, 2025<br>Previous Financial Year |          |                 |
|--------------------------------|----------------------------------------------------------|----------|-----------------|-----------------------------------------------------------|----------|-----------------|
|                                | Re-Used                                                  | Recycled | Safely Disposed | Re-Used                                                   | Recycled | Safely Disposed |
| Plastics (including packaging) | 0                                                        | 64.94    | 0               | 0                                                         | 77.17    | 0               |
| E-waste                        | 0                                                        | 16.63    | 0               | 0                                                         | 1.59     | 0               |
| Hazardous waste                | 0                                                        | 462.30   | 79.32           | 0                                                         | 314.0    | 135.0           |
| Other waste                    | 0                                                        | 8329     | 0               | 0                                                         | 8443     | 0               |

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 |
|---------------------------|-----------------------------------------------------------------------------------------------------|
| Nil                       | Nil                                                                                                 |

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

The Company adopts a holistic approach to employee well-being, recognizing health, safety, inclusion, and development as critical to sustainable business performance. The health and safety of employees and stakeholders is prioritized in all decision-making processes and is considered integral to the Company's license to operate.

The Company is committed to achieving world-class Health, Safety and Environment (HSE) performance, with a structured focus on:

- Operational discipline
- Capability building
- Proactive and continuous risk management
- Health, Safety and Well-being

The Company fosters a safe, healthy, and productive work environment, ensuring that employees can perform at their best. Long-term HSE commitments include:

- Promoting positive health and well-being in workplaces
- Ensuring safe working conditions with a continuous improvement approach
- Driving environmental protection and minimizing impact
- Encouraging learning from incidents and best practices
- Building trust through transparent reporting and external validation

These commitments are aligned with the Company's HSE Policy framework.

#### Employee Experience and Culture

The Company promotes a fair, inclusive, and merit-based workplace where diversity is valued and every individual is respected. Key focus areas include:

- Fair and transparent remuneration practices
- Equal opportunity and non-discrimination
- Creating an environment where diverse perspectives are encouraged and contribute to innovation
- Strengthening leadership through defined Leadership Pillars focused on purpose, people, potential, and performance

Leadership plays a critical role in fostering an enabling culture for sustainable growth and collaboration.

#### Diversity, Opportunity and Inclusion (DOI)

The Company is committed to cultivate an inclusive environment that empowers diverse talent, values every perspective and turns collective strengths into business success. Initiatives include:

- Organization-wide programs such as Diversity 360 Week to promote inclusion and awareness
- Embedding inclusion into talent management and employee engagement practices

#### Learning, Development and Career Growth

The Company follows a lifelong learning philosophy, providing accessible and inclusive development opportunities across all levels. Key initiatives include:

- On-demand digital learning platforms and structured development programs
- Upskilling and cross-skilling opportunities through classroom and on-the-job training
- Focus on both technical and behavioral competencies
- Enabling employees to develop global perspectives and collaborative capabilities

The Company's Employee Value Proposition (EVP) supports talent attraction and retention by emphasizing purpose, growth, and impact.

#### Community and Societal Contribution

The Company actively contributes to society by:

- Promoting STEM education through partnerships with academic institutions
- Supporting the transition towards a carbon-neutral energy future
- Engaging with communities around its operations to create positive social impact



## Essential Indicators

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

| Category                     | % of employees covered by |                  |              |                    |              |                    |              |                    |              |                     |              |
|------------------------------|---------------------------|------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|---------------------|--------------|
|                              | Total<br>(A)              | Health insurance |              | Accident insurance |              | Maternity benefits |              | Paternity Benefits |              | Day Care facilities |              |
|                              |                           | Number<br>(B)    | %<br>(B / A) | Number<br>(C)      | %<br>(C / A) | Number<br>(D)      | %<br>(D / A) | Number<br>(E)      | %<br>(E / A) | Number<br>(F)       | %<br>(F / A) |
| Permanent workers            |                           |                  |              |                    |              |                    |              |                    |              |                     |              |
| Male                         | 1979                      | 1979             | 100%         | 1979               | 100%         | NA                 | NA           | 1979               | 100%         | 930                 | 47           |
| Female                       | 274                       | 274              | 100%         | 274                | 100%         | 274                | 100%         | NA                 | NA           | 141                 | 51           |
| Total                        | 2253                      | 2253             | 100%         | 2253               | 100%         | 274                | 100%         | 1979               | 100%         | 1071                | 48           |
| Other than Permanent workers |                           |                  |              |                    |              |                    |              |                    |              |                     |              |
| Male                         | 15                        | 15               | 100%         | 15                 | 100%         | NA                 | NA           | 15                 | 100%         | 12                  | 80           |
| Female                       | 13                        | 13               | 100%         | 13                 | 100%         | 13                 | 100%         | NA                 | NA           | 10                  | 77           |
| Total                        | 28                        | 28               | 100%         | 28                 | 100%         | 13                 | 100%         | 15                 | 100%         | 22                  | 79           |

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

| Category                       | % of workers covered by |                  |              |                    |              |                    |              |                    |              |                      |              |
|--------------------------------|-------------------------|------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|----------------------|--------------|
|                                | Total<br>(A)            | Health insurance |              | Accident insurance |              | Maternity benefits |              | Paternity Benefits |              | Day Care facilities* |              |
|                                |                         | Number<br>(B)    | %<br>(B / A) | Number<br>(C)      | %<br>(C / A) | Number<br>(D)      | %<br>(D / A) | Number<br>(E)      | %<br>(E / A) | Number<br>(F)        | %<br>(F / A) |
| Permanent employees            |                         |                  |              |                    |              |                    |              |                    |              |                      |              |
| Male                           | 522                     | 522              | 100%         | 522                | 100%         | NA                 | NA           | 522                | 100%         | 441                  | 84           |
| Female                         | 2                       | 2                | 100%         | 2                  | 100%         | 2                  | 100%         | NA                 | NA           | 1                    | 50           |
| Total                          | 524                     | 524              | 100%         | 524                | 100%         | 2                  | 100%         | 522                | 100%         | 442                  | 84           |
| Other than Permanent employees |                         |                  |              |                    |              |                    |              |                    |              |                      |              |
| Male                           | 702                     | 702              | 100%         | 702                | 100%         | NA                 | NA           | 702                | 100          | 478                  | 68           |
| Female                         | 71                      | 71               | 100%         | 71                 | 100%         | 71                 | 100          | NA                 | NA           | 42                   | 59           |
| Total                          | 773                     | 773              | 100%         | 773                | 100%         | 71                 | 8            | 702                | 92           | 520                  | 67           |

\*Day Care facilities are available in Peenya and Maneja

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

|                                                                             | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>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, 2025 - March 31, 2026<br>Current Financial Year |                                               |                                                      | April 1, 2024 - March 31, 2025<br>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                                           | NA                                                   | 100                                                       | 100                                           | NA                                                   |
| ESI                   | 1.18                                                     | 2.67                                          | Y                                                    | 1.29                                                      | 2.55                                          | Y                                                    |
| Others-superannuation | 0                                                        | 0                                             | Y                                                    | 7.46                                                      | 0                                             | Y                                                    |
| Others - NPS          | 36.4                                                     | 0                                             | Y                                                    | 7.46                                                      | 0                                             | Y                                                    |

#### Note:

- 27 white collar employees + 14 blue collar workers covered under ESI
- National Pension System (NPS) is an optional retirement benefit for employees. Around 830 employees have availed the scheme. National Pension System (NPS) & 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 Company ensures that its workplaces are accessible to differently abled employees and workers.

The premises and offices are designed and maintained to provide barrier-free access, in line with applicable regulatory requirements and the Company's commitment to inclusivity. Necessary infrastructure and facilities are provided, wherever feasible, to support ease of mobility, safety, and convenience for individuals with disabilities. The Company remains committed to continuously enhancing accessibility standards across its locations to foster an inclusive and equitable work environment for all 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 employees |                |
|--------------|---------------------|----------------|---------------------|----------------|
|              | 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:** 229 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, employees can report their concerns or grievances through multiple channels, including: Ethics helpline or dedicated email ID Immediate reporting manager HR representative for the function or country Country Integrity Officer Internal Committee for Prevention of Sexual Harassment (POSH) All grievances received are handled confidentially and are thoroughly reviewed. Appropriate investigations are conducted, and corrective actions are taken within defined timelines to ensure timely and fair resolution."

| Particulars                    | Yes/No<br>(If Yes, then give details of the mechanism in brief)                                                                                     |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent workers              | Accessible through POSH Policy framework, Ethics Helpline / Global Ethics Email, with escalation to HR, reporting managers, and Integrity Officers  |
| Other than permanent workers   | Covered under POSH Policy and Ethics Helpline / Global Ethics Email, ensuring equal access to grievance reporting channels                          |
| Permanent employees            | Multiple reporting channels including POSH Committee, Ethics Helpline / Global Ethics Email, HR, and management hierarchy                           |
| Other than permanent employees | Mechanism available through POSH Policy and Ethics Helpline / Global Ethics Email, with defined processes for confidential reporting and resolution |

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

| Particulars               | April 1, 2025 - March 31, 2026<br>Current Financial Year |                                                                                               |         | April 1, 2024 - March 31, 2025<br>Previous Financial Year |                                                                                               |         |
|---------------------------|----------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------|
|                           | Total employees / workers in respective category (A)     | No of employees / workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees / workers in respective category (C)      | No of employees / workers in respective category, who are part of association(s) or Union (D) | % (C/D) |
| Total permanent employees | 2253                                                     | 0                                                                                             | 0       | 1933                                                      | 0                                                                                             | 0       |
| - Male                    | 1979                                                     | 0                                                                                             | 0       | 1722                                                      | 0                                                                                             | 0       |
| - Female                  | 274                                                      | 0                                                                                             | 0       | 211                                                       | 0                                                                                             | 0       |
| Total permanent workers   | 524                                                      | 524                                                                                           | 100     | 548                                                       | 548                                                                                           | 100     |
| - Male                    | 522                                                      | 522                                                                                           | 100     | 546                                                       | 546                                                                                           | 100     |
| - Female                  | 02                                                       | 02                                                                                            | 100     | 2                                                         | 2                                                                                             | 100     |



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

The Company is committed to continuous learning, capability building, and strengthening health and safety awareness across its workforce.

### Health & Safety Training

All employees and workers undergo mandatory training on health and safety (HSE) measures, including induction and refresher programs. The Company places strong emphasis on building a safety-first culture through structured learning interventions.

Key HSE training initiatives include:

- HSE Masterclass for senior leaders – 94% completion
- HSE Leadership Development for frontline supervisors – 75% completion
- HSE induction training – 240 hours delivered to 479 new joiners
- Average HSE training hours per employee – 14.38 hours
- Site-level fundamental HSE trainings – 771 sessions conducted
- 1,280 hours of HSE training delivered through digital learning platforms

### Skill Upgradation and Learning Programs

The Company conducts periodic skill upgradation programs to enhance both technical and behavioral competencies. Learning opportunities are provided through classroom sessions, on-the-job training, and digital platforms.

- 4,809 hours of training delivered on people development through digital learning platforms
- Over 2,500+ digital courses available to employees
- 77% of people managers completed leadership development programs

### Leadership and Inclusion Training

- Leadership development programs such as “Power Your Leadership” have been conducted across multiple locations to strengthen leadership capabilities
- Inclusive leadership programs are implemented to foster a diverse and inclusive workplace
- Specialized initiatives such as ExcelHer support leadership development for women employees

| Particulars      | April 1, 2025 - March 31, 2026<br>Current Financial Year |                                   |            |                         |            | April 1, 2024 - March 31, 2025<br>Previous Financial Year |                                   |            |                          |            |
|------------------|----------------------------------------------------------|-----------------------------------|------------|-------------------------|------------|-----------------------------------------------------------|-----------------------------------|------------|--------------------------|------------|
|                  | Total<br>(A)                                             | On health and<br>safety measures* |            | On skill<br>upgradation |            | Total<br>(D)                                              | On health and<br>safety measures* |            | On skill<br>upgradation# |            |
|                  |                                                          | No. (B)                           | % (B/A)    | No C                    | % (C/A)    |                                                           | No. (E)                           | % (E/D)    | No. (F)                  | % (F/D)    |
| <b>Employees</b> |                                                          |                                   |            |                         |            |                                                           |                                   |            |                          |            |
| Male             | 1979                                                     | 1979                              | 100        | 1979                    | 100        | 1722                                                      | 1722                              | 100        | 1722                     | 100        |
| Female           | 274                                                      | 274                               | 100        | 274                     | 100        | 211                                                       | 211                               | 100        | 211                      | 100        |
| <b>Total</b>     | <b>2253</b>                                              | <b>2253</b>                       | <b>100</b> | <b>2253</b>             | <b>100</b> | <b>1933</b>                                               | <b>1933</b>                       | <b>100</b> | <b>1933</b>              | <b>100</b> |
| <b>Workers</b>   |                                                          |                                   |            |                         |            |                                                           |                                   |            |                          |            |
| Male             | 522                                                      | 522                               | 100        | 522                     | 100        | 546                                                       | 546                               | 100        | 546                      | 100        |
| Female           | 2                                                        | 2                                 | 100        | 2                       | 100        | 2                                                         | 2                                 | 100        | 2                        | 100        |
| <b>Total</b>     | <b>524</b>                                               | <b>524</b>                        | <b>100</b> | <b>524</b>              | <b>100</b> | <b>548</b>                                                | <b>548</b>                        | <b>100</b> | <b>548</b>               | <b>100</b> |

\*Regular programs on health & safety measures are conducted for all employees and workers.

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

| Particulars      | April 1, 2025 -March 31, 2026<br>Current Financial Year |             |            | April 1, 2024 - March 31, 2025<br>Previous Financial Year |             |            |
|------------------|---------------------------------------------------------|-------------|------------|-----------------------------------------------------------|-------------|------------|
|                  | Total (A)                                               | No. (B)     | % (B/A)    | Total (C)                                                 | No (D)      | % (D/C)    |
| <b>Employees</b> |                                                         |             |            |                                                           |             |            |
| -Male            | 1979                                                    | 1888        | 95%        | 1722                                                      | 1459        | 85%        |
| -Female          | 274                                                     | 270         | 99%        | 211                                                       | 157         | 74%        |
| <b>Total</b>     | <b>2253</b>                                             | <b>2158</b> | <b>96%</b> | <b>1933</b>                                               | <b>1616</b> | <b>84%</b> |
| <b>Workers</b>   |                                                         |             |            |                                                           |             |            |
| -Male            |                                                         |             |            | 522                                                       |             |            |
|                  |                                                         |             |            | Refer note below                                          |             |            |
| -Female          |                                                         |             |            | 2                                                         |             |            |
|                  |                                                         |             |            | Refer note below                                          |             |            |
| <b>Total</b>     |                                                         |             |            | 524                                                       |             |            |
|                  |                                                         |             |            | Refer note below                                          |             |            |

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

At Hitachi Energy, 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 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 & 15% for increment every year. Meritorious increment 15% of total strength discontinued w.e.f April 1, 2023 as agreed in settlement with 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 8 manufacturing sites have implemented and are certified for Occupational Health and Safety management system as per ISO 45001:2018.

- 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 has established a comprehensive and systematic framework to identify work-related hazards and assess risks across both routine and non-routine operations.

The Company identifies and evaluates Health, Safety, and Environmental (HSE) risks and opportunities at multiple levels, ranging from individual tasks to enterprise-level activities, ensuring comprehensive coverage across operations.

A specialized and standardized audit program is implemented to:

- o Verify the accuracy and effectiveness of risk assessments
- o Evaluate the efficiency of control measures
- o Identify opportunities for continuous improvement

Occupational health, safety and environmental risks are assessed in line with globally recognized standards, including ISO 14001:2015 (Environmental Management) and ISO 45001:2018 (Occupational Health & Safety)



Identified hazards, environmental aspects, and improvement opportunities are recorded and tracked through a company-wide web-based tool, enabling real-time reporting and monitoring, centralized data management and improved transparency and accountability

Activities involving high-risk hazards, whether routine or non-routine, are subject to detailed analysis and enhanced control measures. Based on risk assessments, additional safeguards and mitigations are implemented, preventive and corrective actions are defined and tracked and focus is placed on eliminating or minimizing risks at source

The framework extends to all activities carried out by or on behalf of the Company, ensuring that contractors comply with established HSE requirements.

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

Yes. The Company promotes a strong safety culture with an open and transparent reporting environment to ensure that health, safety, and environment considerations are prioritized in all decisions. All employees, contractors, and stakeholders are required and encouraged to report incidents, unsafe conditions, and near misses to their line managers, with details recorded in the company-wide web-based tool for tracking and analysis. HSE performance data is updated regularly and made accessible through Power BI dashboards, enabling effective monitoring of trends and performance.

The Company has established structured tools and practices to empower workers to proactively identify and mitigate risks. The 'Stop! Take 5' tool encourages individuals to pause, assess risks, and take preventive actions before commencing work. In addition, the Time Out for Safety (TOFS) process enables employees, contractors, and visitors to immediately stop work if unsafe conditions, behaviors, or hazards are identified.

The Company ensures that all individuals have both the right and obligation to stop work without fear of reprisal if they perceive a risk. Work is only resumed once the identified risks are adequately mitigated, reinforcing a culture of shared responsibility, accountability, and continuous improvement in workplace safety.

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

Yes. Employees and workers of the Company have access to comprehensive non-occupational medical and healthcare services supporting their overall well-being.

The Company provides the following facilities and initiatives:

- Occupational Health Centers: Well-equipped on-site health centers with qualified doctors and paramedical staff to provide immediate medical attention and routine healthcare support.
- Emergency Medical Support: Availability of ambulance services for timely response to medical emergencies.
- Hospital Tie-ups: Tie-ups with reputed hospitals to ensure access to specialized medical care when required.
- Medical Insurance Coverage: Comprehensive medical insurance policies, extended to employees and their family members, ensuring access to quality healthcare and financial protection.

The Company promotes holistic well-being through its global "Mind Matters" initiative, delivered via the Kyan Health App. This program is available to all employees and their families at no cost and includes access to licensed counsellors and certified coaches. Through the Kyan Health platform employees can access personalized wellness programs and courses, use guided meditation tools and receive professional counselling support. The app ensures confidentiality and participation is voluntary. It is available in 25+ languages, with counselling support in 40+ languages. Resilience training programs for employees and various mental health awareness campaigns, including global observances and resource promotion are part of mental health initiatives.

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

| Safety Incident / Number                                                      | Category  | April 1, 2025 –March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|-------------------------------------------------------------------------------|-----------|---------------------------------------------------------|-----------------------------------------------------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.06                                                    | 0.00                                                      |
|                                                                               | Workers   | 0.15                                                    | 0.38                                                      |
| Total recordable work-related injuries                                        | Employees | 8                                                       | 2                                                         |
|                                                                               | Workers   | 7                                                       | 9                                                         |
| No. of fatalities                                                             | Employees | 0                                                       | 0                                                         |
|                                                                               | Workers   | 0                                                       | 0                                                         |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees | 0                                                       | 0                                                         |
|                                                                               | Workers   | 0                                                       | 0                                                         |

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

The Company recognizes safety as a fundamental element of its 'license to operate', with Health, Safety and Environment (HSE) performance embedded in all decision-making processes. The Company is committed to ensuring a safe, healthy, and risk-free workplace for all employees, contractors, and stakeholders.

**HSE Commitments and Policy Framework**

- The Company has established long-term HSE commitments that guide its approach:
- Promoting positive health and well-being in the workplace
- Ensuring safe working conditions through continuous improvement
- Driving environmental protection and minimizing impact
- Encouraging learning from incidents and best practices
- Building trust through transparent reporting and external validation

These commitments are supported by the Company's HSE Policy, standards, procedures, and training programs, forming a comprehensive system of preventive and protective controls. Each business unit is supported by a dedicated HSE team led by an HSE Manager.

The Company has implemented a structured HSE Operating System (HSE-OS) aligned with:

ISO 14001: Environmental Management

ISO 45001: Occupational Health & Safety

ISO 50001: Energy Management

The HSE-OS defines minimum standards, processes, and guardrails applicable across all operations, covering employees, contractors, and activities at both Company controlled and customer sites.

To proactively manage risks and ensure compliance, the Company follows a 'Three Lines of Defense' model:

**Operational Controls (First Line)**

- Local self-verifications and inspections
- Monitoring adherence to safe work practices and Life Saving Rules

**Management Oversight (Second Line)**

- Business unit, hub, and global product group assessments
- Regular site evaluations and self-assessment tools to identify improvement areas

**Independent Assurance (Third Line)**

- Annual internal audits conducted by trained and certified auditors
- Assessment of compliance with HSE Operating System (HSE-OS) requirements across sites, projects, and joint ventures



The Company has established HSE Accountability Frameworks defining clear roles, responsibilities, and governance structures for:

- Fixed workplaces (Company sites)
- External project sites (third-party locations)
- Internal real estate projects (large capital investments)

All employees, contractors, and consultants are required to comply with HSE-OS standards, protocols, and guardrails. Continuous training, audits, and monitoring systems ensure adherence and drive improvement.

Layered controls and preventive mechanisms are implemented to eliminate hazards, mitigate risks, and prevent harm.

Through its structured systems and governance, the Company ensures a safe and healthy work environment across diverse operations, proactive risk identification and mitigation, continuous improvement in HSE performance and culture and protection of employees, contractors, communities, and the environment.

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

| Particulars        | April 1, 2025 –March 31, 2026<br>Current Financial Year |                                       |         | April 1, 2024 - March 31, 2025<br>Previous Financial Year |                                       |         |
|--------------------|---------------------------------------------------------|---------------------------------------|---------|-----------------------------------------------------------|---------------------------------------|---------|
|                    | Filed during the year                                   | Pending resolution at the end of year | Remarks | Filed during the year                                     | Pending resolution at the end of year | Remarks |
| Working conditions | 0                                                       | 0                                     |         | 0                                                         | 0                                     |         |
| Health & Safety    | 0                                                       | 0                                     |         | 0                                                         | 0                                     |         |

**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.**

The company is committed to minimizing harm and to eradicating fatalities and life-changing injuries

The incident classification defines the applicable level of investigation (three levels of investigation: Major, Medium, and Minor). Only qualified investigators trained in the appropriate methodologies are authorized to lead investigations, including the '5 Whys' for minor incidents, Tripod Lite for medium incidents and Tripod Beta for major incidents.

All major level incidents are investigated using the Tripod Beta methodology, focusing on identifying organizational root causes, learning, and improving our systems to prevent re-occurrences.

Maintaining a high on-time closure rate for corrective actions remains an important focus area to remedy unsafe scenarios as swiftly as possible. The learnings from incident investigations are shared throughout the organization, and an additional evaluation of high-risk sites undertaken.

Our 10 LSRs 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. Adherence to the LSRs is the minimum baseline expected in all our operations.

## 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.**

The Company has established processes to ensure that its value chain partners comply with applicable statutory requirements, including the deduction and timely deposit of statutory dues.

The Company conducts regular compliance audits of value chain partners to verify adherence to statutory obligations, including payment of applicable dues and compliance with labor and regulatory requirements.

The Company organizes awareness sessions and training programs for value chain partners to keep them informed about:

- Applicable statutory and regulatory requirements
- Updates in laws and compliance practices
- Best practices in governance and compliance

Any gaps identified through audits or assessments are addressed through corrective actions and follow-up mechanisms, ensuring ongoing compliance and strengthening of systems across the value chain.

**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:**

No fatalities and high consequence work-related injury. Ill-health were reported during the current fiscal year.

| 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, 2025 – March 31, 2026<br>Current Financial Year | April 1, 2024 – March 31, 2025<br>Current Financial Year | April 1, 2025 – March 31, 2026<br>Previous Financial Year                                                                                         | April 1, 2024 – March 31, 2025<br>Previous Financial Year |
| Employee    | 0                                                        | 0                                                        | 0                                                                                                                                                 | 0                                                         |
| Workers     | 15                                                       | 11                                                       | 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 | 100%                                                                                        |
| Working Condition          | 100%                                                                                        |

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

The Company has established a structured approach to identify and address health and safety risks within its value chain. Suppliers are evaluated and classified by category managers based on their operational performance, sustainability practices, integrity, and compliance with anti-bribery requirements. This process also includes provisions for de-sourcing or blocking suppliers in cases of non-compliance.

For suppliers identified as having higher sustainability and HSE risks, the Company implements a Supplier Sustainability Development Program (SSDP). This program prioritizes suppliers based on a comprehensive risk matrix that considers country- and commodity-level risks, operational characteristics, supplier criticality, and spend.



The program includes:

- Training, awareness, and capacity building to enhance supplier understanding of HSE and sustainability expectations
- On-site assessments and audits to identify gaps in health, safety, and working conditions
- Development and monitoring of Corrective Action Plans (CAPs) to address identified risks

The Company actively engages with suppliers over defined timelines (typically 8 months to 2 years) to ensure effective implementation and closure of corrective actions. Continuous monitoring mechanisms are in place to track supplier performance and improvements.

In cases where suppliers fail to implement corrective actions within a reasonable timeframe, appropriate actions including de-sourcing are undertaken.

Through these measures, the Company strengthens responsible sourcing practices, enhances HSE compliance across the value chain, and reduces risks related to working conditions and safety.

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

### **Essential Indicators**

Sustainability performance serves as a key foundation for the Company's engagement with its stakeholders. Through structured and ongoing dialogue with key stakeholder groups, the Company gathers valuable inputs and feedback, which have contributed to revisiting its materiality assessment and shaping its Sustainability 2030 Objectives. These objectives are aligned with the Group's global framework and are further supplemented by relevant local priorities.

During the reporting period, the Company actively engaged with central and state government authorities on policy discussions and presented its sustainable and innovative solutions. These engagements covered areas such as electric vehicle charging infrastructure, Make in India initiatives, smart cities, sustainable mobility, energy efficiency, railway sector modernization, renewable energy, climate action, and skill development.

The Company also continued to strengthen engagement across its value chain through the Supplier Sustainability Development Program (SSDP), focusing on enhancing supplier performance on sustainability parameters. As part of its continuous improvement efforts, the Company has implemented a structured program to monitor and reduce greenhouse gas (GHG) emissions across its supplier base. In collaboration with Bureau Veritas India Ltd, the Company conducted targeted training programs for key suppliers to enable them to identify, measure, and manage GHG emissions in their operations.

Additionally, the Company organized multiple customer engagement initiatives, including sustainability-focused forums and knowledge-sharing sessions, to better understand customer expectations and incorporate their feedback into business strategy and performance improvement efforts.

Through these initiatives, the Company reinforces its commitment to inclusive stakeholder engagement, responsiveness, and long-term sustainable value creation.

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

The Company follows a structured and inclusive approach to identify and prioritize its key stakeholder groups, aligned with its commitment to sustainable development and value creation. Operating as a global organization focused on enabling a decarbonized energy future, the Company engages with a diverse set of stakeholders across the entire energy value chain.

Stakeholder identification is based on:

- Relevance to business operations and strategy
- Impact on and influence over the Company's activities
- Alignment with sustainability priorities and SDGs (particularly SDG 17 – Partnerships for the Goals)
- Regulatory, economic, environmental, and social considerations

The Company's key stakeholders include:

- Customers and end-users
- Policymakers and regulators
- Investors and analysts

- Suppliers and value chain partners
- Industry platforms and associations
- International organizations and institutions
- Academia and research bodies
- Media
- Local communities around operations

#### Stakeholder Identification and Prioritization Process

Stakeholders are identified through ongoing stakeholder mapping exercises, taking into account geographic presence and business priorities. Priority stakeholders are determined in key geographies based on their significance to business continuity, regulatory environment, and sustainability goals. Inputs from internal functions, senior management, and business units are used to validate stakeholder relevance and materiality. The Company emphasizes collaborative engagement and continuous dialogue to refine stakeholder identification over time

Engagement and Governance. Engagement with stakeholders is conducted through structured communication channels and partnerships, including consultations, forums, and industry platforms. Dedicated functions and leadership teams are responsible for managing stakeholder relationships, supported by senior management oversight

The Company actively participates in thought leadership initiatives, contributing technical expertise to support policy development, innovation, and energy transition efforts

#### 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<br>Meetings, Trainings Webinars                                                                                                 | Ad hoc                                                                            | Knowledge sharing<br>Presentation of innovative sustainable solutions                                                                                                                                                                                                        |
| Suppliers                 | No                                                             | Development programs<br>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 imbibed 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                                                                                                                                                                                                                                               |



| 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>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.**

The Company takes a holistic approach to driving social, economic, and environmental value. Therefore, we engage with stakeholders across the whole energy value chain – from customers to policymakers and regulators, to business and social institutions, to investors and analysts.

The Company aims to be a valuable technical collaborator with policymakers, regulators, and other key stakeholders who are helping shape the path to net-zero. We offer our knowledge and skills to help accelerate the transition to a carbon-neutral energy system and to enable technologies and new business models to support scalable, flexible, and secure energy systems. The Company provides input, including expertise and technical knowledge, to key stakeholders through avenues such as stakeholder consultations to support the development of policies, laws, or regulations.

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 Conference of the Parties (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.

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. To ensure meaningful stakeholder engagement, we prioritize thought leadership activities where company representatives share expertise and lessons learned from different global markets across a variety of platforms. We value transparent engagement across stakeholder groups on topics that can contribute to the acceleration of the global energy transition and climate change mitigation. We also appreciate the opportunity to learn from thought leadership from institutions.

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

Yes, the Company actively utilizes stakeholder consultation mechanisms to identify and manage environmental and social (E&S) issues, ensuring alignment with global and national sustainability priorities. The Company engages with stakeholders through externally developed sustainability frameworks, industry platforms, and policy forums, integrating their inputs into its strategy, operations, and sustainability initiatives.

### **Key Examples and Integration into Business Practices**

Stakeholder consultations and regulatory engagement enable the Company to align its activities with national priorities, including:

- Achieving 500 GW of non-fossil fuel energy capacity by 2030
- Supporting net-zero emissions target by 2070
- Expanding renewable energy integration and grid infrastructure
- Advancing rural electrification and reliable power access
- Enhancing energy efficiency and sustainable infrastructure development

The Company participates in industry forums, working groups, and conferences, engaging with stakeholders such as regulators, customers, investors, and institutions. These interactions help identify:

- Emerging environmental and social risks and opportunities
- Policy and regulatory expectations
- Technology and infrastructure needs for energy transition

Hitachi Energy is a founding member of Utilities for Net Zero Alliance (UNEZA), a global alliance formed during COP29 in collaboration with utilities and power sector stakeholders. Through this platform the Company

- Engages with industry peers, policymakers, and international organizations
- Contributes to thought leadership and sector-wide solutions
- Addresses structural, regulatory, and financial barriers to achieving net-zero goals

At COP30, the company reinforced the critical role of transmission infrastructure in enabling the energy transition, emphasizing that there is no transition without transmission. It actively engaged with international organizations, governments, utilities, experts, and broader energy stakeholders to share its expertise and support a fair, inclusive, and effective transition to clean energy, both in Brazil and globally.

The company collaborated with leading institutions to advance dialogue and action toward a sustainable future. In partnership with the Global Renewables Alliance (GRA), it contributed to the Global Renewables Hub in the COP30 Blue Zone—an international platform promoting collaboration, innovation, and implementation of renewable energy solutions aligned with global targets such as “Double Down, Triple Up.”

Additionally, through engagement with Responding to Climate Change (RTCC), a recognized observer to key UN environmental conventions, the company participated in discussions and shared insights to support global climate action and sustainability efforts.

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

Yes, the Company actively engages with and supports vulnerable and marginalized stakeholder groups through targeted Corporate Social Responsibility (CSR) initiatives, aimed at driving inclusive growth and equitable development.

One of the Company’s flagship initiatives is the ‘Women in Engineering’ program, which focuses on promoting quality education and enhancing employability for girls from underprivileged backgrounds.

- The program supports approximately 250 girl students from economically disadvantaged families, primarily in Tier 2 and Tier 3 towns
- Beneficiaries are pursuing undergraduate degrees in core engineering disciplines
- The initiative spans across 8 states: Karnataka, Tamil Nadu, Gujarat, Delhi, Haryana, Telangana, Andhra Pradesh, and Maharashtra
- During the reporting period, the Company undertook the following actions:
  - Conducted 25+ training sessions covering technical skills, soft skills, communication, and career planning
  - Provided mentorship and guidance programs to support academic and career progression
  - Organized industry visits for enhanced practical exposure
  - Offered annual scholarships to financially support education
  - Sponsored residential training programs to build confidence and capabilities
  - Facilitated internship opportunities for several students at Company locations



In addition to education and employability, the Company has undertaken initiatives to strengthen healthcare access for underserved communities:

- Provided an Ambulance equipped with Advanced Cardio Life Support (ACLS) to Jamnubai District Government Hospital, Vadodara
- Installed 30 kW solar power systems with uninterrupted power supply at District Hospital, Peddapalli (Telangana), supporting operation theatres, critical medical equipment, and maternity services

The Company has also contributed to enhancing educational infrastructure and sustainability:

Developed 21 smart classrooms across 9 government schools, along with 51 kW of solar power installations, benefiting over 5,320 students in Peddapalli and Vadodara.

Through these initiatives, the Company aims to:

- Improve access to quality education for marginalized communities
- Enhance employability and career readiness
- Promote gender diversity in engineering and technical fields
- Strengthen healthcare infrastructure in underserved regions
- Support sustainable development through renewable energy adoption
- Create a meaningful and long-term social impact aligned with national priorities and the Sustainable Development Goals (SDGs)

## **PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**

The Company is deeply committed to upholding all internationally recognized human rights across its operations and throughout its value chain. Respect for human rights is not only a moral obligation, it is a fundamental business imperative that underpins our long-term success. It is at the heart of our vision for a just, inclusive, and sustainable energy future. Driven by its responsibility toward people, communities, and the planet, the Company integrates human rights into its governance frameworks to shape its policies, codes of conduct, strategic decisions, partnerships, and everyday practices.

The Company's commitment is grounded in key global standards, including the International Bill of Human Rights, the International Labor Organization's (ILO) eight core conventions, and the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations (UN) Guiding Principles on Business and Human Rights (UNGPs), and the Organization for Economic Cooperation and Development's (OECD) Guidelines for Multinational Enterprises. Through our human rights framework and supporting programs, the Company affirms its dedication to principles such as non-discrimination, and the elimination of child labor, forced labor, and modern slavery. The Company actively promotes safe and healthy working conditions, protect against retaliation, and uphold the rights to freedom of association and collective bargaining. These values are not only embedded in our policies, they are integral to how we operate and engage with our people, partners, and communities.

All employees, along with those reporting to them, are accountable for ensuring that their actions and those of their teams fully comply with applicable laws, the Hitachi Group Human Rights Policy, and Code of Ethics and Business Conduct, as well as all relevant company policies. The Company applies a collective responsibility to respect and promote human rights in every aspect of our work, setting the ethical standards and behaviors expected of all personnel, helping to foster a culture of integrity, inclusion, and accountability. Key human rights topics are embedded in diverse processes and guidelines and are addressed specifically in its supplier registration and qualification process which includes the acceptance of the Company's Supplier Code of Conduct, Supplier Sustainability Development Program, and the Responsible Minerals Sourcing Program.

As human rights is a material issue, the Company focuses its efforts on defined areas within a set of commitments, policies, and standards:

- The Company's Human Rights Policy identifies, assesses, and manages human rights impacts within our value chain – our formal declaration of support
- The Company's Social Policy covers engagement in society, human rights, child and forced labor, freedom of engagement, and health and safety
- The Company's Code of Ethics and Business Conduct is the framework explaining the behavior we expect from every employee and toward stakeholders globally.

- The Company's Supplier Code of Conduct (SCoC) sets clear expectations for ethical, lawful, and sustainable business practices, requiring our suppliers to uphold human rights, integrity, and compliance with applicable laws as part of a shared commitment to responsible sourcing and corporate values
- Modern Slavery and Human-trafficking Transparency Statement
- The Company's Responsible Minerals Sourcing Policy details our measures to comply with international standards and regulations to prevent financing armed conflict and human rights abuses
- The Company's General Terms and Conditions of Purchase (GTC) are the contractual basis pursuant to which we do business with our suppliers. The Company's GTC of Purchase shall apply to all purchase orders placed by Hitachi Energy Ltd and its subsidiary companies.

Over the past two years, the Company has made significant progress in reinforcing our human rights framework. the Company has refined risk management to reflect the unique dynamics of the energy sector where supply chains, infrastructure development, labor practices, and community relations are closely linked to human rights considerations.

This strengthened approach is shaped by emerging global trends, evolving regulatory landscapes, and insights gained from industry and stakeholder engagement. It aligns with due diligence standards and is increasingly integrated into a robust set of policies and procedures that apply to its interactions with employees, suppliers, contractors, local communities, and broader society.

Aiming to deliver a social innovation-driven business model, the Company is consistently applying process improvements to enable the systematic application of human rights considerations into day-to-day operations.

Notably, the Company has embedded socio environmental impact assessments into supplier management, and we are further incorporating human rights into project planning and stakeholder engagement.

As part of the Company's ongoing commitment to responsible business conduct, the Company is actively strengthening its due diligence framework with a particular emphasis on regional and sector-specific risk management. This includes the enhancement of its processes for identifying, assessing, and mitigating risks related to human rights –specifically those associated with child labor and forced labor – across its operations, including direct and indirect supply chains and project activities.

The Company's approach is guided by internationally recognized standards, including the UNGPs and the OECD Guidelines for Multinational Enterprises. We are also aligning our practices with emerging regulatory requirements.

Key improvements implemented as part of this approach include:

- Extensive work to develop a new human rights policy architecture to shape its future approach
- Adapting its sustainability risk-based approach to the specific needs of our business through supply chain management program, with tailored guidance for upstream suppliers and enhanced processes downstream
- Enhancing its sustainability risk screening through the adoption of EcoVadis IQ+, effective from start of FY24
- Integrating ethics and integrity checks into the supplier qualification process to reinforce responsible sourcing
- Launching on-site GHG audits as part of its Supplier Sustainability Development Program

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, 2025 - March 31, 2026<br>Current Financial Year |                                          |             | April 1, 2024 - March 31, 2025<br>Previous Financial Year |                                          |             |
|------------------------|----------------------------------------------------------|------------------------------------------|-------------|-----------------------------------------------------------|------------------------------------------|-------------|
|                        | Total (A)                                                | No of employees /<br>workers covered (B) | % (B/A)     | Total (C)                                                 | No of employees /<br>workers covered (D) | % (C/D)     |
| <b>Employees</b>       |                                                          |                                          |             |                                                           |                                          |             |
| Permanent              | 2,253                                                    | 2,253                                    | 100%        | 1,933                                                     | 1,933                                    | 100%        |
| Other than permanent   | 28                                                       | 28                                       | 100%        | 80                                                        | 80                                       | 100%        |
| <b>Total employees</b> | <b>2,281</b>                                             | <b>2,281</b>                             | <b>100%</b> | <b>2,013</b>                                              | <b>2,013</b>                             | <b>100%</b> |
| <b>Workers</b>         |                                                          |                                          |             |                                                           |                                          |             |
| Permanent              | 524                                                      | 524                                      | 100%        | 548                                                       | 548                                      | 100%        |
| Other than permanent   | 773                                                      | 773                                      | 100%        | 596                                                       | 596                                      | 100%        |
| <b>Total workers</b>   | <b>1,297</b>                                             | <b>1,297</b>                             | <b>100%</b> | <b>1,144</b>                                              | <b>1,144</b>                             | <b>100%</b> |



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

| Particulars                 | April 1, 2025 - March 31, 2026<br>Current Financial Year |                          |         |                           |         | April 1, 2024 - March 31, 2025<br>Previous Financial Year |                          |         |                           |         |
|-----------------------------|----------------------------------------------------------|--------------------------|---------|---------------------------|---------|-----------------------------------------------------------|--------------------------|---------|---------------------------|---------|
|                             | Total (A)                                                | Equal to<br>Minimum wage |         | More than<br>minimum wage |         | Total (D)                                                 | Equal to<br>Minimum wage |         | More than<br>minimum wage |         |
|                             |                                                          | No. (B)                  | % (B/A) | No C                      | % (C/A) |                                                           | No . (E)                 | % (E/D) | No. (F)                   | % (F/D) |
| <b>Employees</b>            |                                                          |                          |         |                           |         |                                                           |                          |         |                           |         |
| <b>Permanent</b>            |                                                          |                          |         |                           |         |                                                           |                          |         |                           |         |
| Male                        | 1,979                                                    | 0                        | 0       | 1,979                     | 100%    | 1,722                                                     | 0                        | 0       | 1,722                     | 100%    |
| Female                      | 274                                                      | 0                        | 0       | 274                       | 100%    | 211                                                       | 0                        | 0       | 211                       | 100%    |
| <b>Other than Permanent</b> |                                                          |                          |         |                           |         |                                                           |                          |         |                           |         |
| Male                        | 15                                                       | 0                        | 0       | 15                        | 100%    | 53                                                        | 0                        | 0       | 53                        | 100%    |
| Female                      | 13                                                       | 0                        | 0       | 13                        | 100%    | 27                                                        | 0                        | 0       | 27                        | 100%    |
| <b>Workers</b>              |                                                          |                          |         |                           |         |                                                           |                          |         |                           |         |
| <b>Permanent</b>            |                                                          |                          |         |                           |         |                                                           |                          |         |                           |         |
| Male                        | 522                                                      | 0                        | 0       | 522                       | 100%    | 546                                                       | 0                        | 0       | 546                       | 100%    |
| Female                      | 2                                                        | 0                        | 0       | 2                         | 100%    | 2                                                         | 0                        | 0       | 2                         | 100%    |
| <b>Other than Permanent</b> |                                                          |                          |         |                           |         |                                                           |                          |         |                           |         |
| Male                        | 702                                                      | 0                        | 0       | 702                       | 100%    | 521                                                       | 0                        | 0       | 521                       | 100%    |
| Female                      | 71                                                       | 0                        | 0       | 71                        | 100%    | 75                                                        | 0                        | 0       | 75                        | 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*     | 2,89,31,725                                                 | 2      | 45,10,000                                                   |
| Key managerial personnel (KMP)   | 3      | 18,72,98,058                                                | 0      | NA                                                          |
| Employees other than BOD and KMP | 2,501  | 13,96,650                                                   | 276    | 12,82,658                                                   |
| Workers                          | 522    | 11,35,503                                                   | 2      | 12,95,203                                                   |

\* For the calculation of Median Remuneration, the remuneration paid to Managing Director & CEO relates to fixed component of salary and excludes the 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, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|-------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| Gross wages paid to females as % of total wages | 8.81%                                                    | 8.35%                                                     |

**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. Oversight of human rights impacts is led by the ESG Committee, with the Global Sustainability Function driving implementation through a dedicated human rights due diligence role. The Legal & Integrity Function supports this framework by ensuring regulatory compliance, embedding contractual safeguards, and managing ethics processes, including grievance redressal and investigation of human rights-related concerns, enabling a coordinated and effective approach across the organization.

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

The Company has established robust internal mechanisms to address and resolve grievances related to human rights issues in a fair, transparent, and timely manner. These mechanisms ensure that employees and other stakeholders have access to safe and effective channels for raising concerns.

Key mechanisms include:

- Internal Committees:**

The Company has constituted various internal committees to address specific types of grievances. These include, but are not limited to:

- o Internal Committee (IC) under the Prevention of Sexual Harassment (POSH) framework to handle complaints related to workplace harassment.
- o Grievance Redressal Committee to address employee complaints related to workplace conditions, discrimination, or unfair treatment.
- o Ethics or Compliance Committee to review concerns related to ethical conduct, human rights violations, and policy breaches.

- **Whistleblower Mechanism:**

Employees and stakeholders can report concerns related to human rights violations, unethical practices, or misconduct through a confidential whistleblower or speak-up channel. The Company ensures protection against retaliation for individuals raising concerns in good faith.

- **Defined Procedures and Timelines:**

All complaints are processed through structured procedures with defined timelines for acknowledgment, investigation, and resolution. This ensures consistency and accountability.

- **Confidentiality and Non-Retaliation:**

The Company maintains strict confidentiality in handling grievances and follows a zero-tolerance approach toward retaliation against complainants or witnesses.

- **Escalation Channels:**

In cases where grievances are not satisfactorily resolved, escalation mechanisms are available, allowing concerns to be reviewed by higher management or independent authorities.

- **Awareness and Training:**

Regular awareness programs and training sessions are conducted to ensure employees understand their rights and the available grievance redressal mechanisms.

Through these structured mechanisms, the Company aims to uphold human rights, foster a respectful workplace, and ensure that all grievances are addressed effectively and impartially.

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

| Particulars                        | April 1, 2025 - March 31, 2026<br>Current Financial Year |                                           |         | April 1, 2024 - March 31, 2025<br>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                                         |         | 0                                                         | 0                                         |         |
| Discrimination at workplace        | 06                                                       | 02                                        |         | 07                                                        | 0                                         |         |
| Child labour                       | 0                                                        | 0                                         |         | 0                                                         | 0                                         |         |
| Forced labour / Involuntary labour | 0                                                        | 0                                         |         | 0                                                         | 0                                         |         |
| Wages                              | 0                                                        | 0                                         |         | 0                                                         | 0                                         |         |
| Other human rights related issues  | 0                                                        | 0                                         |         | 0                                                         | 0                                         |         |

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

| Particulars                                                                                                                         | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>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.

The Company acts against retaliation or its threat, in whatever form, and treat any action to defeat the purpose of non-retaliation as a disciplinary matter. This protection also extends to facilitators, third parties, and anyone associated with an investigation. The Company reviews and investigates all reports and takes disciplinary actions as applicable and appropriate, including termination of employment or business relationship. The Company's website offers a detailed process explanation and Q&As in multiple languages. In addition to the global hotline to report any integrity concerns, local (grievance) mechanisms are in place in compliance with national laws. These mechanisms are a variety of state based or non-state-based, judicial or non judicial processes through which stakeholders can raise grievances and seek remedy, including but not limited to the ombudsperson offices, regulatory oversight bodies, and government-run complaints offices. Intended users of the grievance mechanisms, to the extent possible, are involved in the design, review, operation, and improvement of these mechanisms by providing their feedback. Their input is being assessed and if applicable, their recommendations are taken into account.



**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       | -                                                                                                     |

**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.**

During the reporting period, no human rights grievances or complaints were identified that necessitated modification or introduction of business processes.

The Company continues to monitor its operations and grievance redressal mechanisms proactively to ensure that any concerns, if raised in the future, are addressed promptly and effectively. Appropriate corrective actions, including process improvements, will be undertaken wherever required to strengthen human rights protections and prevent recurrence.

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

The Company adopts a risk-based approach to human rights due diligence, aligned with applicable laws and internationally recognized standards. The scope and coverage of the due diligence process include the following aspects:

Human rights due diligence is carried out across the Company's own operations, including offices, project sites, and facilities, to identify, assess, and mitigate potential human rights risks. The assessment covers key areas such as non-discrimination, equal opportunity, prevention of harassment (including sexual harassment), fair working conditions, occupational health and safety, and employee well-being.

The Company extends its due diligence to contractors, suppliers, and business partners, evaluating their adherence to human rights principles through vendor onboarding processes, contractual clauses, and periodic reviews where applicable.

Existing policies, codes of conduct, and standard operating procedures are reviewed to ensure alignment with human rights commitments and regulatory requirements.

The effectiveness and accessibility of grievance redressal mechanisms, including whistleblower channels and internal committees, are assessed as part of the due diligence process.

Periodic Risk Assessment: Potential human rights risks are identified and evaluated periodically, taking into account operational changes, geographic risks, and stakeholder feedback.

The process includes awareness initiatives and training programs for employees and relevant stakeholders to reinforce understanding and compliance with human rights expectations.

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

Yes, the Company strives to ensure that its premises and offices are accessible to differently abled individuals, in line with the requirements of the Rights of Persons with Disabilities Act, 2016. Appropriate measures, such as barrier-free access, ramps, elevators, and other necessary facilities, are provided wherever reasonably practicable to enable ease of access for visitors and employees with disabilities. The Company remains committed to continuously improving accessibility and inclusiveness across its facilities.

#### 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.

The Company has assessed 100% of its value chain partners (by value of business) across key human rights risk areas, including sexual harassment, workplace discrimination, child labour, forced/involuntary labour, and wages.

During the reporting period, no significant risks or concerns were identified through these assessments that required corrective action.

The Company continues to maintain a proactive approach by:

- Integrating human rights expectations into supplier and partner agreements
- Ensuring adherence through due diligence and periodic assessments
- Providing clear guidance on ethical practices and compliance requirements
- Encouraging partners to adopt robust grievance redressal mechanisms

In case any concerns arise in the future, the Company is committed to undertaking appropriate corrective and preventive actions, including engagement with partners, corrective action plans, or desourcing of business relationships where necessary.

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

The Company recognizes the urgent need to address climate change and its responsibility to protect and restore the environment while ensuring sustainable business growth. In line with this commitment, the Company is actively working towards decarbonizing its operations and value chain, optimizing resource efficiency, and minimizing environmental impact.

The Company has established a net-zero emissions target for 2050, supported by ambitious greenhouse gas (GHG) emission reduction goals. A comprehensive climate transition plan has been implemented to address emissions across the value chain. Efforts are focused on reducing fossil fuel dependency, improving energy efficiency in operations, and investing in cleaner and renewable energy alternatives. The Company promotes the development of eco-efficient, durable, and sustainable products, while advancing closed-loop and circular economy solutions to minimize resource consumption and waste generation. Responsible water management practices are adopted to ensure efficient utilization, as it operates in water-stressed regions, with a focus on conservation and reduced consumption. The Company emphasizes waste minimization, recycling, and recovery practices to reduce environmental footprint and improve resource efficiency across operations. Operations are managed to minimize environmental impact, ensuring that facilities do not adversely affect surrounding ecosystems and local biodiversity. Beyond its own operations, the Company actively engages with partners, suppliers, and customers to promote decarbonization efforts, sustainable practices, and the adoption of circular solutions across the value chain. Through these initiatives, the Company aims to contribute meaningfully to environmental protection, climate resilience, and sustainable development.

The transition to a low-carbon economy, in line with the Paris Agreement, represents a critical global challenge for governments, businesses, and society. In response, the Company has established and validated ambitious greenhouse gas (GHG) emission reduction targets at the Group level to support its net-zero trajectory. The Company has aligned its internal climate objectives and product strategies with the goal of limiting global temperature rise to 1.5°C above pre-industrial levels. This alignment reinforces the Company's commitment to climate action and ensures integration of sustainability considerations into strategic planning, operations, and innovation. 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 emission intensity of our Scope 3 emissions.



The Company is dedicated to reducing emissions across our entire value chain and are working collaboratively with customers, partners, and suppliers to achieve this. The Company addresses remaining Scope 1 and 2 emissions through SF6 loss prevention, energy efficiency, and alternative energy sources, to minimize the use of carbon offsets. Rigorous management of SF6 to reduce emissions to as low as technologically possible is critical for our journey to carbon neutrality.

The first climate scenario analysis informed the definition of climate related impact, risks, and opportunities and the identification of our Climate Transition Plan focused actions:

- Further addressing the sources of greenhouse gas emissions along the value chain
- Sourcing fossil-free electricity in our operations
- Reducing energy use in our factories
- Continuing to invest in alternatives for SF6 and minimizing its use in our products and operations
- Maximizing energy efficiency in our products

In addition to top-level targets and high impact sustainability commitments under our sustainability strategy, the targets are supported by underpinning KPIs that are driven by our operations.

Our operational environmental management approach across business sites is developed in accordance with our approach to HSE, delivered through an Annual Operating Plan (AOP) aligned with a strategic roadmap through to FY30

Our 11 Green Steps program focused on:

1. Energy efficiency
2. Energy intelligence
3. Go fossil-free
4. Manage SF6
5. Waste mapping
6. 3R (Reduce, Reuse, Recycle) implementation
7. Packaging optimization
8. Caring for water
9. Checking our chemicals
10. Preventing pollution
11. Inviting nature and boosting biodiversity

Core sustainability programs have been established at the Group level, engaging all business units. In addition, each business unit implements tailored initiatives aligned with the specific nature of its services and offerings. To promote consistency and continuous improvement, an environmental innovations library has been developed to facilitate the sharing of best practices, learnings, and experiences across the Company's global operations.

Sustainability is embedded within the Company's governance framework. The Country Management Committee, along with the ESG Committee comprising Board members, regularly reviews sustainability-related matters, providing strategic direction and oversight. These bodies support management in executing sustainability strategies and achieving business objectives. This governance structure is further strengthened by an ESG Steering Committee, consisting of key stakeholders at business unit and location levels, ensuring effective implementation, coordination, and monitoring of ESG initiatives across the organization.

## Essential Indicators

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

| Parameter                                                                                                                                               | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| From renewable sources                                                                                                                                  |                                                          |                                                           |
| Total electricity consumption (A)                                                                                                                       | 1,85,742*                                                | 1,83,316*                                                 |
| Total fuel consumption (B)                                                                                                                              | 2,28,611**                                               | 2,00,600**                                                |
| Energy consumption through other sources (C)                                                                                                            | 0                                                        | 0                                                         |
| <b>Total energy consumed from renewable sources (A+B+C)</b>                                                                                             | <b>4,14,353</b>                                          | <b>3,83,916</b>                                           |
| From non-renewable sources                                                                                                                              |                                                          |                                                           |
| Total electricity consumption (D)                                                                                                                       | 0                                                        | 0                                                         |
| Total fuel consumption (E)                                                                                                                              | 26,911                                                   | 59,929                                                    |
| Energy consumption through other sources (F)                                                                                                            | 0                                                        | 0                                                         |
| <b>Total energy consumed from non-renewable sources (D+E+F)</b>                                                                                         | <b>26,911</b>                                            | <b>59,929</b>                                             |
| Total energy consumed (A+B+C+D+E+F)                                                                                                                     | 4,41,264                                                 | 4,43,845                                                  |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/Cr ₹)                                                      | 54.2                                                     | 69.51                                                     |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*** | 110                                                      | 156                                                       |
| Energy intensity in terms of physical output                                                                                                            |                                                          |                                                           |
| Energy intensity (optional) – the relevant metric may be selected by the entity                                                                         |                                                          |                                                           |

\* Includes Solar roof top, PPA and International Renewable Energy Certificates purchased for Grid Electricity consumed.

\*\* includes biofuel used in boilers at Mysore facility

\*\*\* Intensity metrics are adjusted using the IMF (2026) implied PPP conversion rate for India (20.34 ₹/USD).

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.

\* Intensity metrics are adjusted using the IMF (2026) implied PPP conversion rate for India (20.34 INR /USD).

Yes. SGS India Pvt. Ltd

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

The Company does not have any sites or facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Accordingly, the requirements related to target achievement and remedial actions under the PAT scheme are not applicable.

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

| Parameter                                                                                                  | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| Water withdrawal by source (in kiloliters)                                                                 |                                                          |                                                           |
| (i) Surface water                                                                                          | 2,20,808                                                 | 1,99,127                                                  |
| (ii) Groundwater                                                                                           | 1,51,732                                                 | 1,49,156                                                  |
| (iii) Third party water                                                                                    | 24,752                                                   | 19,493                                                    |
| (iv) Sea water / desalinated water                                                                         | 0                                                        | 0                                                         |
| (v) Others                                                                                                 | 0                                                        | 0                                                         |
| <b>Total volume of water withdrawal (in m3) (i + ii + iii + iv + v)</b>                                    | <b>3,97,292</b>                                          | <b>3,67,776</b>                                           |
| <b>Total volume of water consumption (in m3)</b>                                                           | <b>3,46,502</b>                                          | <b>3,67,776</b>                                           |
| Water intensity - Total water consumed in m3 / mUSD of revenue adjusted for purchasing power parity (PPP)* | 86.50                                                    | 110.24                                                    |
| Water intensity - Total water consumed in m3 / Cr ₹ revenue                                                | 42.53                                                    | 49.65                                                     |
| 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.

\* Intensity metrics are adjusted using the IMF (2026) implied PPP conversion rate for India (20.34 ₹/USD).

Yes. SGS India Pvt. Ltd.



Note: The Mysore manufacturing facility is engaged in the production of electrical insulation pressboards, paper, and transformer insulation components for power, distribution, and instrument transformers. Water is a key raw material in the manufacturing process, used in conjunction with pulp. Halol facility is certified Water Positive by third party SGS India Pvt. Ltd.

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

| Parameter                                                                    | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |                                                          |                                                           |
| (i) To Surface water                                                         | 0                                                        | 0                                                         |
| (ii) To Groundwater                                                          | 0                                                        | 0                                                         |
| (iii) To Seawater                                                            | 0                                                        | 0                                                         |
| (iv) Sent to third parties                                                   | 0                                                        | 0                                                         |
| (v) Others With treatment                                                    | 50,790                                                   | 50,736                                                    |
| Total water discharged with treatment (in m3)                                | 50,790                                                   | 50,736                                                    |

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 adopted a zero liquid discharge (ZLD) approach across its operations, supported by multiple water conservation initiatives aimed at reducing freshwater consumption. All facilities are equipped with sewage treatment plants (STPs) to treat domestic wastewater, and the treated water is reused for landscaping and flushing purposes, thereby minimizing reliance on freshwater sources.

In addition, the Mysore manufacturing facility operates an Effluent Treatment Plant (ETP), where process effluents are treated and the treated water is further reused within the manufacturing process, strengthening circular water usage.

Currently, the Maneja facility is the only site discharging treated sewage to the municipal sewer system. The facility is actively progressing toward achieving full ZLD by enhancing on-site reuse of treated wastewater for applications such as 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, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|-------------------------------------|------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| NOx                                 | kg/day average for all manufacturing locations | 6.30                                                     | -                                                         |
| SOx                                 | kg/day average for all manufacturing locations | 5.14                                                     | -                                                         |
| Particulate matter (PM)             | kg/day average for all manufacturing locations | 12.50                                                    | -                                                         |
| Persistent organic pollutants (POP) | -                                              | NA                                                       | NA                                                        |
| Volatile organic compounds (VOC)    | -                                              | -                                                        | -                                                         |
| 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, independent assessments and monitoring have been carried out by external agencies. The Company engages State Pollution Control Board approved laboratories across relevant locations to conduct environmental monitoring and compliance assessments. These evaluations are performed in accordance with applicable regulatory requirements, and no breaches or non-compliances were identified during the reporting period.

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

| Parameter                                                                                                                                                                | Please specify unit                                       | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| Total Scope 1 emissions<br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, if available)                                           | MT CO <sub>2</sub> eq                                     | 3951                                                     | 4,447                                                     |
| Total Scope 1 emissions<br>(SF <sub>6</sub> if available)                                                                                                                | MT CO <sub>2</sub> eq                                     | 3295                                                     | 0.33                                                      |
| Total Scope 2 emissions<br>(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<br>(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)                     | tCO <sub>2</sub> e/Cr ₹                                   | 0.89                                                     | 0.70                                                      |
| 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 | 1.99                                                     | 1.56                                                      |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output                                                                                                 |                                                           |                                                          |                                                           |

Scope 2 emission is calculated considering International Renewable Energy Certification (IREC) procured for grid electricity consumed.

Emission factors based on DEFRA UK Government GHG Conversion Factors for Company Reporting (2025) SF<sub>6</sub> GWP based on IPCC Sixth Assessment Report (AR6).

\* Intensity metrics are adjusted using the IMF (2026) implied PPP conversion rate for India (20.34 ₹/USD).

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.

SF<sub>6</sub> gas emissions was a significant source of the Company's direct greenhouse gas footprint due to its high global warming potential. SF<sub>6</sub> is used in high-voltage equipment. Recognizing the material environmental impact, the Company has implemented a targeted mitigation plan focused on minimizing SF<sub>6</sub> emissions through process controls, technology interventions, and enhanced operational practices.

Key mitigation measures include:

- Strengthened SF<sub>6</sub> Inventory Management: Implementation of robust tracking and monitoring systems for SF<sub>6</sub> usage, storage, and recovery to prevent leakages and ensure accountability across operations.
- Leak Detection and Preventive Maintenance: Periodic leak detection programs and preventive maintenance of equipment are conducted to identify and address fugitive emissions at an early stage.
- Improved Handling and Recovery Practices: Standardized procedures for safe handling, filling, and recovery of SF<sub>6</sub> have been deployed, supported by advanced recovery and recycling systems to minimize gas losses.
- Operational Controls and Process Integration: Integration of SF<sub>6</sub> emission control measures within manufacturing and testing processes, including optimization of testing protocols and reduced gas handling requirements.
- Training and Capability Building: Focused training programs have been rolled out to enhance workforce competency in SF<sub>6</sub> management, aligned with global internal guidelines and updated safety protocols.
- Technology Transition and Innovation: The Company continues to evaluate and promote alternatives to SF<sub>6</sub>, including eco-efficient technologies and solutions (such as SF<sub>6</sub>-free switchgear under the EconiQ™ portfolio), to enable long-term emission reduction.
- Continuous Monitoring and Governance: SF<sub>6</sub> emissions are regularly monitored and reviewed as part of the Company's ESG governance framework, ensuring timely corrective actions and continuous improvement.

Through these measures, the Company is committed to progressively reducing SF<sub>6</sub>-related emissions, improving environmental performance, and aligning with its broader climate and sustainability goals.



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

The Company conducts carbon accounting in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, covering Scope 1, Scope 2, and Scope 3 emissions. The operational control approach is followed, with the organizational boundary encompassing all permanent sites, including manufacturing facilities, service sites, and offices.

A significant portion of Scope 1 and Scope 2 emissions arises from energy consumption and SF<sub>6</sub> (sulfur hexafluoride) losses. Reduction efforts since 2019 have been primarily driven by:

- Fossil-free electricity initiatives
- SF<sub>6</sub> management programs
- Reduction of fuel oil consumption at the Mysore facility

The Company's Scope 1 and 2 reduction strategy focuses on energy efficiency improvements, SF<sub>6</sub> emissions management, electrification and adoption of renewable fuels and procurement of fossil-free electricity. The Company is committed to sourcing 100% of purchased electricity from fossil-free sources, wherever feasible. In locations where direct renewable energy is not available, the Company procures International Renewable Energy Certificates (I-RECs) to offset emissions and support renewable energy development. Focus areas also include green tariffs, Power Purchase Agreements (PPAs), and captive renewable generation. Renewable Energy Projects. Rooftop solar installations are ~932 kWp Maneja facility, ~600 kWp in Doddaballapur facility while ~90% of electricity consumption in Mysore facility is covered by PPAs. Project sites also use roof top solar system e.g. Khavda HVDC project site has installed 100 kW solar system with battery storage enabling 24x7 green power supply for offices and worker quarters.

Several operational improvements have also been implemented, including deployment of battery-operated forklifts, replacement of electric pumps with pneumatic pumps, conversion of diesel generators (HSD) to PNG, transition from HSD to PNG in transformer facilities (~220 tCO<sub>2</sub> reduction), installation of motion sensors and energy-efficient systems, improvements in painting booth efficiency at Doddaballapur, installation of solar streetlights and process optimization (e.g., oven modifications at Halol).

The Company has installed a 6 TPH biofuel boiler at the Mysore facility, resulting in ~1,550 tCO<sub>2</sub>e annual emission reduction and ~25% reduction in particulate emissions.

Collectively, these initiatives demonstrate the Company's strong commitment to decarbonization, energy transition, and long-term sustainability, aligned with its broader net-zero goals.

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

| Parameter                                                                                                                                                                                                  | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| <b>Total Waste generated (in metric tonnes)</b>                                                                                                                                                            |                                                          |                                                           |
| Plastic waste (A)                                                                                                                                                                                          | 64.94                                                    | 77.17                                                     |
| E-waste (B)                                                                                                                                                                                                | 16.63                                                    | 1.59                                                      |
| Bio-medical waste (C)                                                                                                                                                                                      | 0.02                                                     | 0.03                                                      |
| Construction and demolition waste (D)                                                                                                                                                                      | NA                                                       | NA                                                        |
| Battery waste (E)                                                                                                                                                                                          | 7.76                                                     | 4.08                                                      |
| Radioactive waste (F)                                                                                                                                                                                      | NA                                                       | NA                                                        |
| Other Hazardous waste. Please specify, if any. (G)<br>(Used Oil, Resin, oily quartz & papers, glass wool, discarded containers)                                                                            | 517.23                                                   | 431.64                                                    |
| 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) | 8,329.09                                                 | 8,453.92                                                  |
| <b>Total (A+B + C + D + E + F + G + H)</b>                                                                                                                                                                 | <b>8,935.65</b>                                          | <b>8,968.39</b>                                           |

| Parameter                                                                                                                                      | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| Waste intensity - Waste in MT / Cr ₹ revenue from operations                                                                                   | 1.10                                                     | 1.40                                                      |
| Waste intensity - Waste in MT / mUSD revenue from operations adjusted for purchasing power parity (PPP)*                                       | 2.23                                                     | 3.12                                                      |
| Waste intensity in terms of physical output                                                                                                    |                                                          |                                                           |
| Waste intensity (optional) – the relevant metric may be selected by the entity                                                                 |                                                          |                                                           |
| <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                                                                                                                                   | 8,856.32                                                 | 8,833.87                                                  |
| (ii) Re-used                                                                                                                                   | -                                                        | -                                                         |
| (iii) Other recovery operations                                                                                                                | -                                                        | -                                                         |
| <b>Total</b>                                                                                                                                   | <b>8,856.32</b>                                          | <b>8,833.87</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                                                                                                                               | 79.32                                                    | 96.00                                                     |
| (ii) Landfilling                                                                                                                               | 0                                                        | 38.95                                                     |
| (iii) Other disposal operations                                                                                                                |                                                          | -                                                         |
| <b>Total</b>                                                                                                                                   | <b>79.32</b>                                             | <b>134.95</b>                                             |

\* Intensity metrics are adjusted using the IMF (2026) implied PPP conversion rate for India (20.34 ₹/USD).

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.

Halol and Mysore facilities received Zero Waste to Landfill platinum certification from 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 adopts a comprehensive approach to waste management and resource efficiency, with a commitment to achieving zero waste to landfill across manufacturing sites and 100% plastic waste recovery by 2030. Guided by its 5R principles – Rethink, Reduce, Reuse, Repair, and Recycle, the Company promotes circular economy practices and has achieved ~99% recycling of total waste generated, with Mysore and Halol facilities attaining Zero Waste to Landfill Platinum certification.

The Company integrates circularity into its value chain through eco-design and lifecycle thinking, aligned with IEC 62430 and ISO 14040/44 principles, ensuring that products are designed to minimize environmental impact across their lifecycle. Additionally, service and digital solutions are leveraged to enhance asset efficiency, extend product life, and improve sustainability performance.

To reduce the use of hazardous and toxic substances, the Company has implemented a robust Product Material Compliance system, supported by a cross-functional governance framework. It ensures compliance with key global regulations such as EU Registration, Evaluation, Authorization, and restriction of CHemicals (REACH), Restriction of Hazardous Substances (RoHS), Waste Framework Directive (WFD), (Substances of Concern In Products - SCIP), Persistent Organic Pollutants (POP) Regulation, and US Toxic Substances Control Act (TSCA). The Company maintains a Prohibited and Restricted Substances List, aligned with IEC 62474 and Rail Industry Substance List standards, and regularly updated to reflect evolving regulatory requirements.

Further, the Company monitors its supply chain to identify and manage substances of concern, including tracking SVHCs through the ECHA SCIP database, supported by digital tools and supplier engagement. These measures ensure safe handling, reduction, and responsible disposal of hazardous waste, while protecting human health, ecosystems, and regulatory compliance.



- 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. |
|--------|----------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
|        |                                  |                    | 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 is compliant with all applicable environmental laws. The Company ensures compliance through robust internal systems, including regular monitoring, internal audits, and compliance reviews. It also actively tracks regulatory updates, identifies applicable legal and regulatory requirements, and implements necessary actions to ensure continued compliance across all its operations. During the reporting period, no instances of non-compliance were identified requiring disclosure.

| 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 |
|--------|-----------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------------------|
|        |                                                                       |                                       |                                                                                                           | Nil                            |

#### Leadership Indicators

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

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

- (i) **Name of the area:** Vadodara, Bangalore Rural, Bangalore Urban, Mysore, Doddaballapura, Chengalpattu
- (ii) **Nature of operations:** The Company undertakes a diverse range of operations including design, manufacturing, testing, installation, commissioning, and servicing of power, distribution, small, dry, traction, and instrument transformers, as well as bushings. It also manufactures electrical insulation pressboards, paper, and related components for transformer applications. Additionally, operations include design, manufacturing, and servicing of electrical equipment such as breakers, gas-insulated switchgear (GIS), disconnectors, interrupters, hybrid switchgear systems, and capacitors. The Company also provides solution engineering, integration, and lifecycle services for substation automation systems, SCADA, RTUs, control and relay panels, communication network products, and asset management and grid control software systems.

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

| Parameter                                                                                                        | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                                                |                                                          |                                                           |
| (i) Surface water                                                                                                | 2,20,808                                                 | 1,99,127                                                  |
| (ii) Groundwater                                                                                                 | 1,51,732                                                 | 1,49,156                                                  |
| (iii) Third party water                                                                                          | 24,752                                                   | 19,493                                                    |
| (iv) Seawater / desalinated water                                                                                | 0                                                        | 0                                                         |
| (v) Others                                                                                                       | 0                                                        | 0                                                         |
| <b>Total volume of water withdrawal (in kilolitres)</b>                                                          | <b>3,97,292</b>                                          | <b>3,67,776</b>                                           |
| <b>Total volume of water consumption (in kilolitres)</b>                                                         | <b>3,46,502</b>                                          | <b>3,17,040</b>                                           |
| <b>Water intensity per rupee of turnover (Water consumed kL / Cr ₹)</b>                                          | <b>48.76</b>                                             | <b>92.04</b>                                              |
| <b>Water intensity - Total water consumed in m3 / mUSD of revenue adjusted for purchasing power parity (PPP)</b> | <b>99</b>                                                |                                                           |
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>                                     |                                                          |                                                           |
| <b>(i) Into Surface water</b>                                                                                    |                                                          |                                                           |
| - No treatment                                                                                                   | 0                                                        | 0                                                         |
| - With treatment - treated in own STP as per local pollution control board norms                                 | 50,790                                                   | 50,736                                                    |
| <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 reused within premises for irrigation and flushing                            | 1,27,668                                                 | 1,18,730                                                  |
| <b>Total water discharged (in kilolitres)</b>                                                                    | <b>1,78,458</b>                                          | <b>1,69,466</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.

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

The Company calculates its carbon footprint, including Scope 1, Scope 2, and Scope 3 emissions, in alignment with the Greenhouse Gas Protocol, specifically the Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Standard at Group level. Scope 3 emissions are assessed across relevant categories within the value chain. Among these, Category 1: Purchased Goods and Services has been identified as a significant contributor and is included in this report. As Scope 3 emissions are currently consolidated and disclosed at the Group level, Company-specific quantitative data on only Category 1 Scope 3 emissions and intensity is disclosed.



The Company continues to strengthen its Scope 3 data measurement and reporting processes and aims to enhance transparency and coverage over time.

| Parameter                                                                                                                                                                      | Unit                                                            | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| Total Scope 3 emissions<br>(Break-up of the GHG into CO <sub>2</sub> ,<br>CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if<br>available) | ktCO <sub>2</sub> e                                             | 628.59                                                   | 729.35                                                    |
| Total Scope 3 emissions per rupee<br>of turnover                                                                                                                               | ktCO <sub>2</sub> e/Cr ₹                                        | 0.077                                                    | 0.114                                                     |
| Total Scope 3 emission intensity<br>Total Scope 3 emission ktCO <sub>2</sub> e<br>/ mUSD of revenue adjusted for<br>purchasing power parity (PPP)*                             | ktCO <sub>2</sub> e/ mUSD<br>from operations<br>adjusted to PPP | 0.157                                                    | 0.256                                                     |

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

\* Intensity metrics are adjusted using the IMF (2026) implied PPP conversion rate for India (20.34 ₹/USD).

**3. 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. The Company does not operate in or near any ecologically sensitive areas as reported in Question 10 of the Essential Indicators. Accordingly, there are no significant direct or indirect impacts on biodiversity requiring disclosure, nor any associated prevention or remediation measures during the reporting period.

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

| Sr. No. | Initiative undertaken                                                                    | Details of the initiative<br>(Web-link, if any, may be<br>provided along-with summary) | Outcome of the initiative                                                         |
|---------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| 1       | Fuel oil boiler replaced with Biofuel Boiler                                             | -                                                                                      | 2,700 tCO <sub>2</sub> per year avoided                                           |
| 2       | Replacement of Diesel operated Forklift with Battery operated Forklift at Maneja factory | -                                                                                      | 8.49 tCO <sub>2</sub> per year avoided                                            |
| 3       | Changed diesel Fork lift to EV forklift in Mysore                                        | -                                                                                      | 85.76 tCO <sub>2</sub> emission/year avoided                                      |
| 4       | Air conditioning system with R22 of 30 TR replaced with R410A in Maneja factory          | -                                                                                      | 15% Energy Saving and emissions avoided                                           |
| 5       | Replacement of Electrical pump with Pneumatic Pump at Diesel tank.                       | -                                                                                      | Approx. 0.650 tCO <sub>2</sub> per year avoided                                   |
| 6       | Sustainable Solution- Packing Case from wooden box to corrugate box                      | -                                                                                      | 103 tCO <sub>2</sub> avoided/Year. 2400 Nos of fresh wooden packing cases avoided |
| 7       | Re-use of Wooden Box                                                                     | -                                                                                      | 16 MT Wood Waste avoided                                                          |

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

Yes, the Company has established a comprehensive Business Continuity (BC) and Disaster Management framework. The Head of Business Continuity provides governance, guidance, and support through standardized policies, templates, training, and awareness initiatives. At the country level, the Country Managing Director (CMD) is responsible for ensuring that robust BC arrangements are implemented across all critical functions. Each business unit maintains a Business Continuity Plan aligned with Group standards, supported by risk assessments, business impact analyses, and defined continuity strategies. These plans address key risks such as IT disruptions, supply chain interruptions, and site inaccessibility, and are regularly tested, reviewed, and updated.

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

The Company places strong emphasis on adherence to Environmental, Social and Governance (ESG) principles across its value chain and expects its suppliers and business partners to demonstrate an equivalent level of commitment.

All suppliers are required to comply with applicable statutory requirements, regulations, and internationally recognized standards, including but not limited to those pertaining to environmental protection and biodiversity conservation, human rights, and the prohibition of child labour and forced labour. The Company also expects adherence to ethical business practices and robust governance standards.

Given the dynamic regulatory environment, the Company promotes a collaborative approach with its value chain partners to ensure sustained compliance. Suppliers are encouraged to proactively monitor regulatory developments and align their processes accordingly.

The Company supports its partners through continuous engagement, knowledge sharing, and capacity-building initiatives. Open communication and transparency are emphasized to facilitate timely identification and mitigation of ESG-related risks. GHG audits have been implemented as part of our Supplier Sustainability program. The Company is guided by internationally recognized standards, including the UNGPs and the OECD Guidelines for Multinational Enterprises. We are also aligning our practices with emerging regulatory requirements.

Through this partnership-driven approach, the Company aims to foster continuous improvement, strengthen compliance frameworks, and drive innovation across the value chain, thereby contributing to sustainable and responsible business practices.

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

The Company has assessed 100% of its value chain partners for environmental impacts as part of its due diligence and sustainability initiatives. These assessments cover key environmental aspects such as resource consumption, emissions, waste management, and regulatory compliance, ensuring alignment with the Company's environmental standards and expectations.

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

The Company operates in a dynamic, competitive, and highly regulated environment, making regulatory compliance and policy adaptation critical to its operations.

The Company is firmly committed to conducting its business in accordance with applicable laws and regulations and follows a zero-tolerance approach to non-compliance, which is embedded in its culture and operating philosophy. All engagements related to public and regulatory policy are carried out in a responsible, ethical, and transparent manner.

To support, streamline, and effectively respond to the evolving regulatory landscape, the Company maintains active memberships in key industry associations and forums. These platforms enable the Company to:

- Stay informed about emerging regulatory developments and policy changes
- Contribute industry perspectives in a constructive and compliant manner
- Collaborate with peers to promote responsible business practices
- Ensure alignment with national priorities and regulatory expectations

Through such engagements, the Company ensures that its participation in policy advocacy remains transparent, compliant, and aligned with broader societal and environmental interests.

**Essential Indicators**

- 1. a. Number of affiliations with trade and industry chambers/ associations – 4**
- 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                                   | National                                                              |
| 2       | Indian Electrical and Electronics Manufacturers' Association (IEEMA) | National                                                              |
| 3       | Sweden Chamber of Commerce India (SCCI)                              | National                                                              |
| 4       | 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                                                                                                                                                              |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|---------------------------------------------------------|------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1       | Paper and representation to MoP on India's Power Transmission encouraging and emphasizing on the growth of Power Transmission sector and investments by OEM's to enhance and augment production capacity of critical power equipment | CII Industry forum                | Yes                                                     | Annual                                                                                   | <a href="https://ciire.in/">https://ciire.in/</a>                                                                                                                                   |
| 2       | Quality Control Orders on (Electric Steel/ Aluminum) giving exemption from mandatory BIS certification for period of 2 & 1 year respectively, outreach and consistent representation to authorities like MoS/ MoP/ CEA/ DPIIT        | IEEMA & SCCI                      | Yes                                                     | Annual                                                                                   | <a href="https://www.bis.gov.in/wp-content/uploads/2024/02/Steel-Steel-Product-QCO-2024.pdf">https://www.bis.gov.in/wp-content/uploads/2024/02/Steel-Steel-Product-QCO-2024.pdf</a> |

**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:

- The Universal Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at work
- The OECD Guidelines for Multinational Enterprises
- The Global Sullivan Principles and
- 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 the sustainable and inclusive development of communities through active engagement and responsive grievance redressal mechanisms.

The Company engages regularly with local communities to understand their needs and concerns. Social surveys and assessments are conducted through NGO partners, which serve as a key mechanism to gather feedback and identify community grievances, if any. Input and concerns received through these engagements are reviewed and addressed through appropriate CSR interventions and community development initiatives. The Company ensures that these concerns are incorporated into project planning and execution to deliver meaningful and timely solutions. Community grievances are addressed through targeted Corporate Social Responsibility (CSR) projects, focusing on the following key areas:

- Promoting gender equality and empowering women, particularly in the engineering workforce
- Supporting education, employability, and healthcare initiatives
- Implementing social impact projects, including innovative off-grid electrification solutions to improve access to electricity in rural areas
- Supporting national disaster management efforts and government-led initiatives
- Contributing to the achievement of the Sustainable Development Goals (SDGs)

The Company works closely with communities, NGOs, and local stakeholders to ensure that grievance redressal mechanisms are accessible, inclusive, and aligned with community priorities. Through these structured mechanisms, the Company ensures that community concerns are effectively identified, addressed, and integrated into its broader development agenda.

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

| Particulars                                 | April 1, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|---------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| Directly sourced from MSMEs/small producers | 11%                                                      | 13.77%                                                    |
| Directly from within India                  | 67%                                                      | 65.56%                                                    |

**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, 2025 - March 31, 2026<br>Current Financial Year | April 1, 2024 - March 31, 2025<br>Previous Financial Year |
|--------------|----------------------------------------------------------|-----------------------------------------------------------|
| Rural        | 12%                                                      | 20%                                                       |
| Semi-urban   | 7%                                                       | 5%                                                        |
| Urban        | 49%                                                      | 67%                                                       |
| Metropolitan | 31%                                                      | 7%                                                        |

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

**Leadership Indicators**

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

Not applicable

| 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:**

At present, the Company does not operate or undertake Corporate Social Responsibility (CSR) projects in Aspirational Districts as identified by the Government of India. However, in compliance with the provisions of Section 135 of the Companies Act, 2013, the Company undertakes CSR initiatives in selected districts based on its operational presence and strategic priorities. These projects are implemented in alignment with the Company's CSR policy and focus areas, ensuring meaningful community impact.

| Sl. No. | State          | Aspirational district                                      | Amount spent (In MINR) |
|---------|----------------|------------------------------------------------------------|------------------------|
| 1       | Karnataka      | Bangalore, Mysore, Mandya, Chikkaballapura, ChamaraJanagar | 4.73                   |
| 2       | Gujarat        | Vadodara, Anand, Halol, Savli                              | 8.98                   |
| 3       | Tamil Nadu     | Chennai, Coimbatore                                        | 4.10                   |
| 4       | Telangana      | Warangal, Peddapalli                                       | 11.04                  |
| 5       | Andhra Pradesh | Hyderabad                                                  | 0.94                   |
| 6       | Uttarakhand    | Roorkee                                                    | 0.08                   |
| 7       | Delhi          | Delhi                                                      | 0.40                   |
| 8       | Assam          | Bongaigaon                                                 | 0.15                   |
| 9       | Haryana        | Gurugram                                                   | 0.45                   |
| 10      | Maharashtra    | Mumbai, Pune                                               | 1.01                   |

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                |                   |                         |

**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 Engineering- Empowering Girl Students                                                     | 250                                        | 100%                                                       |
| 2       | Digital Classroom and Sustainable Energy at schools (Solar Power)                                  | 4350 students                              | 100%                                                       |
| 3       | Health Care- Ambulance, healthcare equipment and Sustainable Energy at hospitals at Govt Hospitals | General Public                             | 100%                                                       |
| 4       | Green initiative: Development and Maintenance                                                      | General Public                             | 100%                                                       |
| 5       | Smart Electric Grid and new Laboratory for quality education and skill development at NIT Warangal | ~700                                       | ~ 50%                                                      |
| 6       | Smart & Sustainable Community - Connecting industry, innovation, and infrastructure                | ~500                                       | ~ 50%                                                      |
| 7       | Energy Simulation and Integration lab, new test cases and Innovation at IIT Kharagpur              | ~500                                       | ~ 50%                                                      |
| 8       | Lab for Modelling & simulation of assets at BVM College of Engineering                             | ~100                                       | ~ 50%                                                      |

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

### Essential Indicators

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

The Company has established a structured and multi-channel mechanism to effectively receive, track, and resolve customer complaints and feedback in a timely and transparent manner.

Customers can register complaints through multiple accessible channels, including:

- Contact Center
- Email or written communication addressed to the concerned Area Sales Office
- Direct communication with Project Management / Order Handling teams
- Through EPC contractors, OEMs, or Distributors from whom products have been procured

Upon receipt, complaints are formally logged into the Company's Customer Complaint Resolution Process (CCRP) tool by the respective sales or factory team. This ensures systematic tracking, accountability, and resolution of each case.

The status and progress of CCRP tickets are reviewed on a monthly basis, enabling timely closure and continuous monitoring of response effectiveness.

In cases where customers are not satisfied with the resolution or the timeline, an escalation matrix is available to ensure that concerns are addressed at appropriate higher levels.

The Company uses Transactional Net Promoter Score (NPS) to capture customer feedback and assess satisfaction levels. Insights from NPS and other feedback channels are analyzed to identify improvement areas and implement corrective actions.

High-severity complaints are reviewed in monthly management meetings for focused attention and timely resolution. Feedback gathered during customer visits is reviewed at various steering committee levels, ensuring alignment with customer expectations and strategic improvements.

Through these mechanisms, the Company ensures a customer-centric approach, driving responsiveness, transparency, and continuous improvement in service quality.

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

The Company ensures that relevant environmental and social information is communicated to customers through its products and services.

Product manuals include information on environmental and social parameters, wherever applicable and relevant to the product. This supports customers in understanding safe usage, environmental considerations, and responsible handling.

For products installed in the field, the Company offers lifecycle management solutions through its service operations. These services enable customers to:

- Optimize performance and efficiency
- Make informed decisions on maintenance, upgrades, and decommissioning
- Improve the overall sustainability of their assets

The Company is expanding its capabilities in product end-of-life management, contributing to increased recycling and recovery of materials in certain markets.

The Company focus is on Asset Longevity. A key pillar of the Company's service strategy is to extend the life of electrical infrastructure, thereby reducing resource consumption, minimizing waste, and enhancing sustainability outcomes.

Accordingly, a significant proportion of the Company's product and service portfolio incorporates environmental and social information, either directly through product documentation or indirectly through service-based engagement.

| 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, 2025 - March 31, 2026<br>Current Financial Year |                                   | Remarks | April 1, 2024 - March 31, 2025<br>Previous Financial Year |                                   | Remarks |
|--------------------------------|----------------------------------------------------------|-----------------------------------|---------|-----------------------------------------------------------|-----------------------------------|---------|
|                                | Received during the year                                 | Pending resolution at end of year |         | Received during the year                                  | Pending resolution at end of year |         |
| Data privacy                   | None                                                     | None                              | Nil     | None                                                      | None                              | Nil     |
| 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                          | None                                                     | None                              | Nil     | None                                                      | None                              | Nil     |

### 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 adopts a comprehensive approach to ensure that customers are well-informed and trained on the safe, efficient, and responsible use of its products and services.

Key initiatives include:

- **Product Manuals:**

Detailed product operation manuals are provided with all relevant information on installation, operation, safety precautions, and maintenance requirements to ensure proper and responsible usage.

- **Customer Training Programs:**

The Company offers technical training and product orientation sessions to customers, where required, to enhance their understanding of product functionality, safety practices, and optimal usage.

- **Factory Acceptance Testing (FAT):**  
Customers are involved in Factory Acceptance Tests (FAT) to validate product performance and compliance with specifications before dispatch, ensuring clarity and confidence in safe operation.
- **On-site Commissioning Support:**  
Expert teams provide on-site commissioning support to ensure correct installation and initial operation of products in accordance with safety and performance standards.
- **After-Sales and Service Support:**  
The Company provides ongoing on-site service support, enabling customers to maintain products effectively, address operational issues, and ensure continued safe usage throughout the product lifecycle.

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

The Company has established mechanisms to ensure timely and transparent communication with consumers in the event of any disruption or discontinuation of essential services.

- **Public Communication Channels:**  
In such situations, the Company will promptly inform stakeholders through official communication channels, including:
  - The Company's website
  - Press releases issued to the public
- **Timely and Transparent Updates:**  
Communication will include relevant details regarding the nature of the disruption, expected timelines, and any interim measures, wherever applicable, to ensure customers are well-informed.
- **Commitment to Customer Awareness:**  
The Company remains committed to maintaining transparency and ensuring that customers are adequately notified to enable them to plan and manage potential impacts effectively.

**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 Company conducts surveys to assess consumer satisfaction across its major products, services, and key locations.

- **Survey Methodology:**  
The Company adopts the Net Promoter Score (NPS) methodology to evaluate customer satisfaction and understand how its products and services are perceived by customers.
- **Survey Administration:**  
These surveys are conducted through a web-based application at planned and regular intervals, enabling systematic collection of customer feedback.
- **Insights and Improvement:**  
The results from the NPS surveys are analyzed to identify areas of strength and opportunities for improvement, supporting continuous enhancement of customer experience and service quality.

**6. 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

| Topic                                                               | Weblink                                                                                                                                                                                                                                                                           |
|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Health, Safety, Environment Commitments – (Group)                   | <a href="https://www.hitachienergy.com/company/our-people-and-culture/health-safety-and-environment">https://www.hitachienergy.com/company/our-people-and-culture/health-safety-and-environment</a>                                                                               |
| Commitment to Human Rights – (Group)                                | <a href="https://www.hitachienergy.com/sustainability/sustainability-at-hitachi-energy/our-commitment-to-human-rights">https://www.hitachienergy.com/sustainability/sustainability-at-hitachi-energy/our-commitment-to-human-rights</a>                                           |
| Corporate Social Responsibility Policy (Company)                    | <a href="https://www.hitachienergy.com/in/en/investor-relations/corporate-governance">https://www.hitachienergy.com/in/en/investor-relations/corporate-governance</a>                                                                                                             |
| Sexual harassment of women at the workplace Policy – (Company)      | <a href="https://publisher.hitachienergy.com/preview?DocumentID=8DBR000676&amp;LanguageCode=en&amp;DocumentPartId&amp;Action=launch">https://publisher.hitachienergy.com/preview?DocumentID=8DBR000676&amp;LanguageCode=en&amp;DocumentPartId&amp;Action=launch</a>               |
| Code of Ethics and Business Conduct – (Group)                       | <a href="https://www.hitachienergy.com/about-us/integrity/standards/code-of-conduct">https://www.hitachienergy.com/about-us/integrity/standards/code-of-conduct</a>                                                                                                               |
| Supplier Code of Conduct – (Group)                                  | <a href="https://www.hitachienergy.com/in/en/about-us/supplying/supplier-code-of-conduct">https://www.hitachienergy.com/in/en/about-us/supplying/supplier-code-of-conduct</a>                                                                                                     |
| Sustainability Commitment – (Group)                                 | <a href="https://www.hitachienergy.com/in/en/sustainability/sustainability-overview#our-commitment">https://www.hitachienergy.com/in/en/sustainability/sustainability-overview#our-commitment</a>                                                                                 |
| Integrity – (Group)                                                 | <a href="https://www.hitachienergy.com/in/en/about-us/integrity">https://www.hitachienergy.com/in/en/about-us/integrity</a>                                                                                                                                                       |
| Whistleblower - Protection Policy (Group)                           | <a href="https://www.hitachienergy.com/in/en/about-us/integrity/reporting-channels/whistleblower-protection-policy">https://www.hitachienergy.com/in/en/about-us/integrity/reporting-channels/whistleblower-protection-policy</a>                                                 |
| Vulnerability Disclosure Policy (Group)                             | <a href="https://www.hitachienergy.com/products-and-solutions/cybersecurity/vulnerability-disclosure-policy">https://www.hitachienergy.com/products-and-solutions/cybersecurity/vulnerability-disclosure-policy</a>                                                               |
| Modern Slavery and human trafficking transparency statement (Group) | <a href="#">Modern Slavery and Human Trafficking Transparency Statement   Hitachi Energy</a>                                                                                                                                                                                      |
| Conflict minerals policy (Group)                                    | <a href="https://publisher.hitachienergy.com/preview?DocumentID=9AKK107991A3811&amp;LanguageCode=en&amp;DocumentPartId=&amp;Action=Launchz">https://publisher.hitachienergy.com/preview?DocumentID=9AKK107991A3811&amp;LanguageCode=en&amp;DocumentPartId=&amp;Action=Launchz</a> |
| Privacy Policy (Group)                                              | <a href="https://www.hitachienergy.com/privacy-policy">https://www.hitachienergy.com/privacy-policy</a>                                                                                                                                                                           |



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## INDEPENDENT ASSURANCE STATEMENT

### Independent Assurance Statement to Hitachi Energy India Limited on its BRSR Core Report for FY 2025-26

**The Board of Directors,**

**Hitachi Energy India Limited,**  
8th Floor, Brigade Opus, 70/401,  
Kodigehalli Main Road,  
Bengaluru-560092, Karnataka.

#### Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Hitachi Energy India Limited (the 'Company') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Core Report') for the reporting period of April 1, 2025, to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for the BRSR core indicators. 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

1. Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities: BRSR Core and Non-Core Framework for Assurance and ESG Disclosures for Value Chain (Circular No. HO/49/14/14(7)2025-CFD-POD2/1/3762/2026), dated 30 January 2026.
2. Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

#### Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Hitachi Energy India Limited internal and external Stakeholders.

#### Responsibilities

The information in the report and its presentation is 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 a Reasonable level of Assurance for BRSR core parameters under 9 ESG Attributes, including all essential indicators as specified under BRSR standards and amendments made as on date. This engagement was performed 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).



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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; and environmental, social, and sustainability report assurance. SGS India affirms 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 Core Indicators, including all KPI's within the report for the period April 1, 2025, to March 31, 2026. The reporting scope and boundaries include Hitachi Energy India Limited, 8 manufacturing sites i.e., Maneja, Mysore, Savli 1, Savli 2, Halol, Peenya, Dodaballapura, and Chengalpet, 4 offices i.e. Brigade Opus, Faridabad, Gurgaon, and Kolkata, and the Dodaballapura warehouse spread across 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 their comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core and essential indicators, 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

SGS India did not come across any limitation to the agreed scope of the assurance engagement. 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 financial reports audited by the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusions."
- 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.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

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## 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 (as per the table below) is complete, accurate, reliable, fairly stated in all material respects, and is prepared in line with the BRSR requirements.

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

| Sr.No. | BRSR Core Attribute                               | BRSR Core Indicator                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1      | Greenhouse gas (GHG) footprint                    | ~ Total scope 1 emissions<br>~ Total scope 2 emissions<br>~ GHG emission intensity (scope 1 +2)                                                                                                                                                                                                                                                                                                                                                                                   |
| 2      | Water footprint                                   | ~ Total water consumption<br>~ Water consumption intensity<br>~ Water discharge by destination and levels of treatment                                                                                                                                                                                                                                                                                                                                                            |
| 3      | Energy footprint                                  | ~ Total energy consumed<br>~ % of energy consumed from renewable sources<br>~ Energy intensity                                                                                                                                                                                                                                                                                                                                                                                    |
| 4      | Embracing circularity                             | ~ Plastic waste<br>~ E-waste<br>~ Bio medical waste<br>~ Construction and demolition waste<br>~ Battery waste<br>~ Radioactive waste<br>~ Other hazardous waste<br>~ Other non-hazardous waste<br>~ Total waste generated<br>~ Waste intensity<br>~ Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations.<br>~ For each category of waste generated, the total waste disposed of by the nature of the disposal method |
| 5      | Employee well-being and safety                    | ~ Spending on measures towards the well-being of employees as a % of the total revenue of the Company<br>~ Details of safety-related incidents for employees                                                                                                                                                                                                                                                                                                                      |
| 6      | Enabling gender diversity in business             | ~ Gross wages paid to females as % of wages paid.<br>~ Complaints on POSH                                                                                                                                                                                                                                                                                                                                                                                                         |
| 7      | Enabling inclusive development                    | ~ Input material sourced from MSMEs/ small producers as % of total purchases.<br>~ Job creation in smaller towns: Wages paid to people employed in smaller towns as % of total wage cost                                                                                                                                                                                                                                                                                          |
| 8      | Fairness in engaging with customers and suppliers | ~ Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events.<br>~ Number of days of accounts payable                                                                                                                                                                                                                                                                                                                    |
| 9      | Openness of business                              | ~ Concentration of purchases & sales done with trading houses, dealers, and related parties<br>~ Loans and advances & investments with related parties                                                                                                                                                                                                                                                                                                                            |



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

|                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br><b>Kalpesh Thombare</b><br><br>Technical Reviewer and National Manager – ESG & Sustainability Services, SGS India.<br><br>25 <sup>th</sup> May 2026. | <br><b>Chirag Bafna</b><br><br>Lead Verifier and Senior Technical Associate – ESG & Sustainability Services, SGS India.<br>Team Member: Ms. Anisha Udaykumar<br><br>25 <sup>th</sup> May 2026. |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|