JTEKT

JTEKT INDIA LIMITED

31st July, 2026

The BSE Limited
Department of Corporate Services
Floor 1, New Trading Ring
Rotunda Building. P.J. Towers
Dalal Street, Fort
Mumbai 400 001.
Scrip Code - 520057

National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block
Bandra – Kurla Complex
Bandra (E)
Mumbai 400 051.
Symbol – JTEKTINDIA; Series – EQ

Sub: Business Responsibility and Sustainability Report for the F.Y. 2025-26.

Dear Sirs,

Pursuant to the Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2025-26, which also forms part of the Annual Report for the Financial Year 2025-26.

You are requested to please take the same on record.

The same will also be available on the website of the Company at https://jtekt.co.in/Menu/24d3e84c-e13d-11ee-a2ec-9418826e6379.

Thanking you,

Yours faithfully,
For **JTEKT India Limited**

SAURABH AGRAWAL

Digitally signed by SAURABH AGRAWAL
Date: 2026.07.31 10:20:52 +05'30'

Saurabh Agrawal
Company Secretary

Regd.Office : UGF-6, Indra Prakash, 21, Barakhamba Road, New Delhi – 110 001, India.
Tel : +91 11 23311924 / 2332 7205
CIN : L29113DL1984PLC018415, Website : www.jtekt.co.in
Email : investorgrievance@jtekt.co.in

Works : 38/6, Delhi-Jaipur Road, NH-48. Gurugram – 122 001, Haryana, India.
Tel : +91 124 468 5000

ANNEXURE-IV

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L29113DL1984PLC018415
2.	Name of the Listed Entity	JTEKT India Limited
3.	Year of incorporation	1984
4.	Registered office address	UGF-6 Indraprakash, 21, Barakhamba Road, New Delhi 110001.
5.	Corporate address	38/6, NH-8, Delhi-Jaipur Road, Gurugram 122001, Haryana.
6.	E-mail	investorgrievance@jtekt.co.in
7.	Telephone	+91 (11) 2331 1924, 2332 7205
8.	Website	https://jtekt.co.in/
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	INR 27,73,96,890/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Saurabh Agrawal, Company Secretary Email: saurabh.agrawal@jtekt.co.in Contact Number: (+91) 0124-4685000
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)	Disclosures made in this report are on a standalone basis. (JTEKT India Ltd has no subsidiary Company)
14.	Name of assessment or assurance Provider	Not Applicable
15.	Type of assessment or assurance obtained	Not Applicable

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing and assembling of automotive components	99.19%

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.	Automotive components	29301	99.19%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	7	1	8
International	0	0	0

19. Markets served by the entity

a. Number of location

Location	Number
National (No. of States)	14
International (No. of Countries)	4

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

2.58%

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

Revenues of the Company are largely on a Business-to-Business basis to OEM customers as a tier 1 supplier. The Company manufactures innovative products such as steering systems, driveline components etc. that satisfies the customers all over the world. Company is supplying automotive products to OEM's like Maruti Suzuki, TATA Motors, Honda, Toyota Kirloskar, Renault Nissan, Mahindra & Mahindra, Stellantis, E-Z-Go Textron-USA, Trenton Pressing LLC-USA, JTEKT Brazil LTDA-Brazil, PT. JTEKT Indonesia-Indonesia, JTEKT Column Systems France S.A.S – France for passenger as well as commercial vehicles.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled)

Sl. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
				Employees		
1.	Permanent (D)	1,080	1,036	95.93%	44	4.07%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	**Total employees (D + E)**	**1,080**	**1,036**	**95.93%**	**44**	**4.07%**
				Workers		
4.	Permanent (F)	566	555	98.06%	11	1.94%
5.	Other than Permanent (G)	2,020	1,957	96.88%	63	3.12%
6.	**Total workers (F + G)**	**2,586**	**2,512**	**97.14%**	**74**	**2.86%**

b. Differently abled Employees and workers

During the Financial Year 2025-26, the Company did not have any differently abled employees/workers.

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of females	
	(A)	No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY-2025-26 (Turnover rate in current FY)			FY-2024-25 (Turnover rate in previous FY)			FY-2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.63%	0.24%	**6.87%**	7.97%	0.80%	**8.77%**	10.13%	0.50%	**10.63%**
Permanent Workers	11.98%	0.30%	**12.28%**	16.63%	0.87%	**17.50%**	22.60%	0.34%	**22.94%**

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

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

Sl. No.	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether Holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	JTEKT Corporation, Japan	Holding Company	-	No

VI. CSR Details

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

(ii) Turnover (in INR) : 26,65,57,50,146.40

(iii) Net worth (in INR) : 11,85,81,13,573.09

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (if Yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://jtekt.co.in/Menu/Contact/Contact%20Us	-	-	-	-	-	-
Investors (other than shareholders)	Not Applicable	We have no investor other than shareholders					
Shareholders	Yes, https://jtekt.co.in/Menu/2905b20a-e13d-11ee-a2ec-9418826e6379	13	-	-	16	-	-
Employees and workers	Yes, https://jtekt.co.in/Menu/2bc8c63b-e13d-11ee-a2ec-9418826e6379	-	-	-	2	1	**Pending case resolved on 02.07.2025**
Customers		2	-	-	3	-	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

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

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Employee Health & Safety at Workplace	Risk & Opportunity	**Risk:** • Legal and reputational risks from workplace incidents • Fundamental moral responsibility for organization **Opportunity:** • To align our SHE Policy with global best practices in health and safety • Safe and healthy work environments enhances morale, reduce absenteeism and increase productivity • Better market reputation, risk control	• Conduct regular safety trainings, risk assessments and implement robust SHE management system • Promote mental health, ergonomic improvements, awareness drives	**Positive Impact:** • Reduced accident related costs • Lower Insurance Premiums • Avoidance of regulatory penalties. • Reduction in absenteeism leads to better output and cost efficiency

2.	High Attrition Rate	Risk & Opportunity	**Risk:** • Standard of work may suffer due to exit of experienced employee • High turnover disrupts workflow and decrease overall productivity • Challenging to complete task within allotted timeframe **Opportunity:** • Greater innovation facilitated by the involvement of younger generations. • Recruiting young individuals to inject fresh, innovative ideas into the organization	• Robust Succession Planning for all critical roles • Proper Arrangement for providing Induction at time of joining in order to ensure the quality of work	**Negative Impact:** High Cost associated with recruiting, hiring, and training new employees **Positive Impact:** Hiring of young talents with new ideas create a vibrant culture. The new talent will help find ideas to save cost and improve efficiency
3.	Workplace Accidents & Unsafe Conditions	Risk	Manufacturing activities involve operational hazards that may lead to injuries, production disruption, and legal liabilities.	Strengthen safety culture, KY activities, machine safeguarding, safety patrols, behavior-based safety, training, and audits.	**Negative Impact:** Medical expenses, compensation cost, production loss, legal liability, reputational damage.
4.	Machine Safety Enhancement	Risk & Opportunity	**Risk:** Inadequate machine safety controls may lead to accidents, injuries, and production interruptions **Opportunity:** Improved machine safety can reduce incidents, enhance productivity, and improve operational reliability.	Interlocks, guarding improvements, emergency stop systems, residual pressure control, and safety automation.	**Negative Impact:** Investment in safety upgrades and maintenance costs. **Positive Impact:** Reduced accidents, improved productivity, and lower downtime.
5.	Contractor Safety Management	Risk & Opportunity	**Risk:** Contractor activities may introduce safety hazards, accidents, and compliance issues. **Opportunity:** Effective contractor safety management can improve safety performance, project execution, and regulatory compliance	Contractor induction, permit systems, supervision, competency evaluation, and audit mechanisms	**Negative impact:** Accident liabilities, project delays, and reputational impact. **Positive impact:** Reduced incidents, smoother project execution, and improved compliance.
6.	Fire & Emergency Preparedness	Risk & Opportunity	**Risk:** Fire incidents may occur due to oils, electrical systems, and hot work activities. **Opportunity:** Strong emergency preparedness can improve safety and reduce losses	Emergency drills, fire detection systems, hot work permits, firefighting training, and regular inspections.	**Negative impact:** Asset damage, downtime, insurance costs. **Positive impact:** Reduced losses, improved safety, and business continuity

7.	Regulatory Compliance (SHE Laws)	Risk & Opportunity	**Risk:** Non-compliance with environmental, safety, and labor regulations may result in penalties, legal actions, and operational disruptions. **Opportunity:** Strong compliance management can improve governance, reduce legal risks, and enhance stakeholder confidence	Periodic compliance evaluations, internal audits, statutory monitoring, legal updates, and training.	**Negative impact:** Penalties, shutdown risk, and legal costs. **Positive impact:** Avoided fines, improved reputation, and enhanced business continuity.
8.	Energy Consumption & Carbon Emissions	Risk & Opportunity	**Risk:** Rising energy costs and carbon regulations may increase operating costs. **Opportunity:** Low-carbon initiatives can improve efficiency and sustainability performance.	Renewable energy sourcing, energy efficiency projects, carbon reduction roadmap, and CO_2 monitoring.	**Positive impact:** Energy cost savings, carbon reduction benefits, improved ESG rating. **Negative impact:** Initial investment and compliance costs
9.	Renewable Energy Adoption	Risk & Opportunity	**Risk:** Dependence on conventional energy sources may lead to higher energy costs, carbon emissions, and regulatory pressures. **Opportunity:** Renewable energy adoption can reduce energy costs, lower carbon footprint, and support sustainability goals	Group captive solar/ wind projects, open access power sourcing, and rooftop solar installation	**Negative impact:** Initial capital investment and project implementation costs. **Positive impact:** Long-term electricity cost savings, carbon credit benefits, and improved ESG ratings.
10.	Water Consumption & Wastewater Management	Risk & Opportunity	**Risk:** Water scarcity and stricter regulations may affect operations and increase costs. **Opportunity:** Efficient water management can reduce consumption and improve sustainability.	Water recycling, rainwater harvesting, process optimization, and monitoring consumption per unit	**Negative impact:** Investment in water infrastructure and compliance costs. **Positive Impact:** Reduced utility costs, water savings, and improved ESG performance.
11.	Hazardous Waste Management	Risk & Opportunity	**Risk:** Improper handling or disposal of hazardous waste may cause environmental pollution and non-compliance. **Opportunity:** Effective waste management can reduce waste generation, improve compliance, and enhance environmental performance.	Authorized disposal, waste segregation, reduction at source, vendor monitoring, and awareness training	**Negative impact:** Disposal costs, regulatory penalties, and environmental liabilities. **Positive impact:** Reduced waste management costs, improved compliance, and enhanced ESG performance.

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.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine Principles referred as P1-P9 as given below:

P1 - Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable

P2 - Businesses should provide goods and services in a manner that is sustainable and safe

P3 - Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 - Businesses should respect the interests of and be responsive towards all its stakeholders

P5 - Businesses should respect and promote human rights

P6 - Businesses should respect, protect and make efforts to restore the environment

P7 - Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8 - Businesses should promote inclusive growth and equitable development

P9 - Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://jtekt.co.in/Menu/2bc8c63b-e13d-11ee-a2ec-9418826e6379								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	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.	ISO 14001:2015 (Environment Management System Certification) ISO 45001:2018 (Occupational Health and Safety certification) IATF 16949:2016 (QMS Certification for Automotive Parts) ISO/IEC 27001:2022 (Information Security Management System)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	JTEKT India is committed to achieve excellence in Environment, Health and Safety (EHS) performance. As part of its long-term environmental vision, the company aims to attain carbon neutrality by FY 2050. In the area of health and safety, JTEKT India adopts a zero-accident approach, ensuring 100% EHS training coverage for all employees and contractors.								

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	JTEKT India is committed to achieve excellence in Environment, Health, and Safety (EHS) performance. As part of its long-term environmental vision, the company aims to attain carbon neutrality by FY 2050. Key initiatives supporting this goal include increasing the share of renewable energy, enhancing rainwater harvesting systems, ensuring effective waste segregation, and maintaining safe and compliant disposal of hazardous waste. The Company regularly monitors its commitments, goals, and targets and takes corrective actions wherever required. **Hybrid Cooling System with HVLS Fans at Dharuhera:** Implementation of High Volume Low Speed (HVLS) fans to reduce air-conditioning energy consumption and enhance overall energy efficiency. **Installation of Hybrid Thermal Solar (HTS) Panels:** Deployed 91 numbers of HTS panels across JIN facilities to harness renewable energy, reduce conventional energy consumption, and lower greenhouse gas emissions. **Expansion of Rooftop Solar Capacity at Bawal:** Commissioned an additional 725 kWp rooftop solar power plant at the Bawal facility, increasing the share of renewable energy in the Company's energy portfolio. In the area of health and safety, JTEKT India adopts a zero-accident approach, ensuring 100% EHS training coverage for all employees and contractors. The company also conducts regular safety drills and periodic health check-ups to promote a safe and healthy work environment. All targets and initiatives are monitored and reviewed regularly to ensure consistent progress and regulatory compliance.
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) –	At JTEKT India Ltd, we recognize that long-term business success is inseparable from environmental stewardship, social responsibility, and strong governance. Our ESG (Environmental, Social, and Governance) commitment is deeply integrated into our corporate philosophy, guiding our actions as we strive to create value for all stakeholders while building a sustainable future. Over the past year, we have made meaningful progress on several ESG fronts. We have implemented structured energy and water conservation programs across all manufacturing locations, strengthened our occupational health and safety practices, and enhanced employee engagement and community development initiatives. Our achievements include improved water recycling rates, increased use of renewable energy, and enhanced safety metrics across plants. Despite this progress, we continue to face challenges. Reducing our carbon footprint amidst growing production demands, aligning all suppliers with responsible sourcing standards, and driving employee awareness on ESG issues remain ongoing areas of focus. In particular, the shift to low-carbon operations and climate resilience requires long-term capital investments and close collaboration with value chain partners. Looking ahead, we have set ambitious ESG targets. These include achieving carbon neutrality by 2050, increasing renewable energy share in our total energy mix, expanding Zero Liquid Discharge (ZLD) coverage, and continuing to reduce water consumption per unit of production. Socially, we aim to further improve workplace diversity, skill development, and community outreach, while strengthening governance through enhanced transparency and stakeholder engagement.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Minoru Sugisawa, Chairman & Managing Director DIN: 10119891

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.	Mr. Minoru Sugisawa, Chairman & Managing Director oversees the Sustainability function directly. The Board / Committees oversee areas as defined in their terms of reference. The Audit Committee reviews functioning of the whistle blower mechanism, prevention of fraud etc., the CSR Committee ensures effective implementation of CSR projects for communities and the Risk Management Committee oversees formulation of the Risk Management Policy covering related risks.

10. Details of Review of NGRBCs by the Company

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half Yearly / Quarterly / Any other – please specify)								
Disclosure	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
Performance against above policies and follow up action	Yes, the company's overall performance, including sustainability areas, is communicated to Directors/ Management periodically through monthly Business Review Meetings																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the applicable statutory requirements. It has various committees in place to ensure compliance with the statutory requirements. The Audit Committee oversee the Company's financial reporting process to ensure the financial statements are correct, the CSR Committee ensures effective implementation and monitoring of the CSR activities and the Company has Complaint Committee and Internal Committee to ensure resolution of various grievances.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The processes and compliances, are subject to scrutiny by internal auditors and regulatory agencies, as applicable. The Policies on Quality, Safety, Health and Environment are subject to internal and external audits as part of the ISO Systems certification process and ongoing periodic assessments. Other policies are periodically evaluated and updated by various department heads, division heads and approved by the management or Board. Name of external audit agency is "TUV India Pvt Ltd." for Quality, Safety, Health and Environment

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable since the policies of the Company cover all Principles on NGRBCs.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									

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.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	11	Familiarization/ awareness program for the Board of Directors/ KMPs of the Company is done periodically. The topics cover business, regulations, code of business conduct and ethics and economy. In addition, frequent updates are shared with all the Board members/KMPs apprising them on developments in the Company, key regulatory changes, risks, compliances, and legal cases.	100%
Key Managerial Personnel	11		100%
Employees other than BOD and KMPs	113	JTEKT India Limited has a defined set of principles that are embedded within its Company Policies. To complement these policies and principles, JTEKT conducts various training programs covering topics such as Anti-Corruption & Anti-Bribery, Anti-Trust, Basic of Compliance, Confidential Control Policy, HORENSO, JTEKT Basic Principle, PO-KE-TE-NA-SHI, POSH, Whistle Blower. Regular training sessions are conducted for new inductees, along with mandatory online certifications through the e-learning platform.	78.52%
Workers	84		85.51%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred (Yes/No)
Penalty / Fine	N.A.	N.A.	Nil	N.A.	N.A.
Settlement	N.A.	N.A.	Nil	N.A.	N.A.
Compounding Fee	N.A.	N.A.	Nil	N.A.	N.A.

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred (Yes/No)
Imprisonment	N.A.	N.A.	N.A.	N.A.
Punishment	N.A.	N.A.	N.A.	N.A.

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
N.A.	N.A.

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

Yes, Company has an anti-corruption and anti-bribery policy. The main purpose is to ensure fair competition and compliance within business transactions by preventing Company's employees from taking part in any activity related to Corruption and Bribery for the purpose of acquiring wrongful gain in the business.

This Policy is based on the minimal common standards for anti-corruption and anti bribery underlying the Company's Internal Regulations for Anti-Corruption and customized to reflect the Laws in India.

The company takes a zero-tolerance approach to any Corruption and Bribery and is committed to acting professionally, fairly and with integrity in all its business dealings and relationships, wherever we operate and towards implementing and enforcing effective systems to counter Corruption and Bribery. The policy is available on company's website at: https://jtekt.co.in/Menu/2bc8c63b-e13d-11ee-a2ec-9418826e6379.

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

	FY 2025-26	FY 2024-25
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

Stakeholder group from whom complaint is received	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

Not Applicable

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	58 days	56 days

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	8.50%	5.74%
	b. Number of trading houses where purchases are made from	674	696
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	69.71%	58.85%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	-	-
Share of RPTs in	a. Purchases(Purchases with related parties /Total Purchases)	15.63%	14.77%
	b. Sales (Sales to related parties / Total Sales)	56.76%	51.10%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

Leadership Indicators

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

Company at time of vendor empanelment ensures that our vendors understand our Code of Conduct and Business Ethics as part of our terms of contract with them.

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
7	Business Principles, Environment Principles, Human Rights and Workplace Practices, Safety Training, Self-Assessment check sheet related to Fire and Fatal Accident and Audits, Cybersecurity awareness session, CO_2 Emission data monitoring, Strengthening Quality Gate Training	80%

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 entity has processes in place to avoid/manage conflict of interests involving members of the Board.

(a) Company has policy of Code of Conduct of Directors, which clearly states that every director representing the company shall endeavor to avoid conflict of interest and is expected to act in the best interests of Company. The Directors, on an annual basis, provide an affirmation that they have complied with the framework for the financial year and that there were no instances of Conflict of Interest during the year.

(b) Every Director of the Company is required to disclose his interest in any concern or in any transaction directly affecting the company at the beginning of every year. The details of the aforesaid transactions are also entered into a register prescribed for the purpose under the Companies Act, 2013 and placed before the board for noting. The Rules of the Board stipulate that Directors with an interest in a resolution of the Board shall not participate in such resolution. It is expected to deal fairly with all stakeholders and report all violations to the Chairman of the Board and Company Secretary.

(c) The Company has established a tradition of best practices in managing conflict of interest through adoption of a strong corporate governance framework. The governance framework adopted by the Company includes independent Board, the separation of the Board's supervisory role from the exclusive management and the constitution of Committees of the Board, generally comprising of Independent Directors to oversee critical areas.

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	-	-	-
Capex	3.92%	8.14%	JTEKT India has made key upgrades to improve environmental performance and workplace safety. • Water treatment systems like STP, ETP, and Ultra Filtration have been upgraded to boost water reuse and reduce pollution. • Energy-efficient LED lights and displays have been installed to cut power use and emissions. • Fire safety has been strengthened with better pumps, valves, and coatings. Equipment upgrades and improved earthing help reduce faults and waste. • On the social front, safer work conditions have been created through ergonomic tools, sprinkler systems, and strong scaffolding. • Certified contractors and better installation practices ensure safer, higher-quality work. Backup power, improved lighting, and drainage upgrades also enhance employee comfort and plant reliability.

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

Yes, Company practices responsible sourcing with respect to environment, safety, human rights and ethics, apart from economic considerations. It has a code of conduct for its supplier which specifies that they have to follow best possible business practices taking into consideration social, ethical and environmental factor. It has a Green Procurement Guideline with a dedicated Environment Declaration. The Company's supplier selection, assessment and evaluation process includes elements of sustainability. This includes initial supplier survey, continuous risk assessments and periodic audits.

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

Approximately 52% of inputs were sourced sustainably.

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.

Not Applicable, the Company directly supplies products to OEM customers as a B2B tier 1 supplier and its products are integrated into automobile being produced by its customers, which cannot be reclaimed separately at the end of the life.

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 JTEKT India and complies with all relevant statutory laws. Regarding ISO 14001:2015, we adhere to all applicable statutory and regulatory compliances. Additionally, the company maintains Operational Control Procedures (OCPs) for all types of waste handling. Regular tracking, documentation and engagement with authorized recyclers are maintained to ensure full compliance.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

Yes, the entity has conducted Life Cycle Perspective/Assessment for its products

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
29301	Automotive components	99.19%	Cradle to gate	Yes	No

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.**

Company's products don't present any significant social or environmental risks.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable	Not Applicable	Not Applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Aluminium used at Aluminium die casting plant (DHR-3)	1.02%	1.15%

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastic (including packaging)	Not Applicable, Company directly supplies products to OEM customers as a B2B tier 1 supplier and its products are integrated into automobile being produced by its customers which cannot be reclaimed separately at the end of the life.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable, Company directly supplies products to OEM customers as a B2B tier 1 supplier and its products are integrated into automobile being produced by its customers which cannot be reclaimed separately at the end of the life	

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

Essential Indicators

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

The company is giving maternity benefit to its eligible female employees / workers in accordance to the Maternity Benefit Act 1961. In addition to this, company is also paying onetime reimbursement towards medical expenses on maternity to its permanent employees / workmen (Maximum upto the birth of 2 children) amounting to INR 25,000/- in case of normal Delivery or INR 50,000 in case of C-Section.

Category	% of employees covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	Number (F/A)
Permanent Employees											
Male	1036	1036	100%	1036	100%	N.A.	N.A.	1036	100%	1036	100%
Female	44	44	100%	44	100%	44	100%	N.A.	N.A.	44	100%
Total	**1080**	**1080**	**100%**	**1080**	**100%**	**44**	**100%**	**1036**	**100%**	**1080**	**100%**
Other than Permanent Employees											
Male	0	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	0	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	**0**	**N.A.**	**N.A.**	**N.A.**	**N.A.**	**N.A.**	**N.A.**	**N.A.**	**N.A.**	**N.A.**	**N.A.**

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

Category	% of workers covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	Number (F/A)
Permanent Workers											
Male	555	555	100%	555	100%	N.A.	N.A.	555	100%	555	100%
Female	11	11	100%	11	100%	11	100%	N.A.	N.A.	11	100%
Total	**566**	**566**	**100%**	**566**	**100%**	**11**	**100%**	**555**	**100%**	**566**	**100%**
Other than Permanent Workers											
Male	1957	1957	100%	1957	100%	N.A.	N.A.	1957	100%	1957	100%
Female	63	63	100%	63	100%	63	100%	N.A.	N.A.	63	100%
Total	**2020**	**2020**	**100%**	**2020**	**100%**	**63**	**100%**	**1957**	**100%**	**2020**	**100%**

- Company has child birth policy for all its permanent employees & workers wherein, company gives the monetary benefits on the birth of first two children.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	1.12%	0.95%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and depos ited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	24.62%	75.09%	Y	N.A.	100%	Y
Others – Please specify-NPS	13.14%	N.A.	Y	12.86%	N.A.	Y

* Provided to all the eligible workers.

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.

Not Applicable. However, most of the offices / workplace are well equipped for accessibility to differently abled persons at selected areas.

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.

The Company believes in equal opportunity for all its employees, wherein the Company is committed to provide an inclusive work culture and an environment, free from any discrimination. The Company has in place "Human Right Policy" available at https://www.jtekt.co.in/Menu/2bc8c63b-e13d-11ee-a2ec-9418826e6379. The said policy provides as under: "JTEKT India is committed to a policy of equal employment opportunity and prohibits discrimination or harassment against an employee or applicant based on gender, race, color, religion, sexual orientation, age, disability, national origin, or any other protected status by applicable laws and regulations. It ensures facilities for the well-being of its employees including those with special needs and continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis. Equal treatment of all employees is one of Company's fundamental principles.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	**100%**	**100%**	**100%**	**100%**

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

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes, there are various mechanisms in the Company to register the grievances and redress the same. We have a practice of an open-door policy for employees and senior management whereby all employees, irrespective of their role or grade in the organization, have access to senior management. We have an embedded Whistle-Blower Policy as a formal platform for the confidential sharing and consequent investigation of grievances. Further, the Company has a policy on prevention, prohibition, and redressal of sexual harassment (POSH) at the workplace. The Company also educate its employees / workers on the prevention of sexual harassment at the workplace through awareness programs. The employee / worker can raise their concern related to: (a) Whistle Blower (i) To the Whistle Blower Committee or Chairperson of Audit Committee of Directors of the Company either by phone; written letter; in face to face meeting; email. (ii) Through External Hotline Report Desk. (b) POSH (i) Through a formal letter to any member of Internal Complaints Committee (ICC) formed under the POSH (Prevention, Prohibition and Redressal) Act, 2013, for grievances pertaining to sexual harassment. Contact Details including email address and phone number of committee members is displayed at all prominent places in our offices and also available on the website of the Company. i.e. https://jtekt.co.in/.

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1080	0	0.00%	1042	0	0.00%
- Male	1036	0	0.00%	1004	0	0.00%
- Female	44	0	0.00%	38	0	0.00%
Total Permanent Workers	566	86	15.19%	599	114	19.03%
- Male	555	86	15.49%	586	114	19.45%
- Female	11	0	0.00%	13	0	0.00%

8. Details of training given to employees and workers.

Category	FY 2025-26					FY 2024-25				
	Total	On Health and Safety measures		On Skill upgradation		Total	On Health and Safety measures		On Skill upgradation	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	(D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1036	976	94.21%	1009	97.39%	1004	760	75.70%	997	99.30%
Female	44	38	86.36%	40	90.91%	38	28	73.68%	34	89.47%
Total	**1080**	**1014**	**93.89%**	**1049**	**97.13%**	**1042**	**788**	**75.62%**	**1031**	**98.94%**
Workers										
Male	2512	1780	70.86%	1834	73.01%	2338	1498	64.07%	1436	61.42%
Female	74	50	67.57%	50	67.57%	59	47	79.66%	37	62.71%
Total	**2586**	**1830**	**70.77%**	**1884**	**72.85%**	**2397**	**1545**	**64.46%**	**1473**	**61.45%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1036	941	90.83%	1004	894	89.04%
Female	44	38	86.36%	38	29	76.32%
Total	**1080**	**979**	**90.65%**	**1042**	**923**	**88.58%**
Workers						
Male	2512	177	7.05%	2338	185	7.91%
Female	74	2	2.70%	59	1	1.69%
Total	**2586**	**179**	**6.92%**	**2397**	**186**	**7.76%**

10. Health and safety management system.

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

All JTEKT India plants are certified under ISO 45001:2018 for Occupational Health and Safety. The company follows safety standards that go beyond legal requirements and tracks key safety indicators monthly to reduce incidents.

The safety system at our company focuses on:

- Safe Workplace: Organized work areas (1S & 2S), continuous improvement (Kaizen), risk-free equipment and standard procedures.
- Safe People: Promoting a safety-first mindset, standard work practices, strong leadership, teamwork (TEAM – Together Everyone Achieves More) and a culture of responsibility.
- Regular ergonomic assessments are done to ensure workstations and tasks don't harm worker health. Based on findings, adjustments are made to improve safety and efficiency.

This system is embedded across the organization, creating a safe and trusted environment for employees and their families.

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

JTEKT India Ltd. adopts a structured and proactive approach to hazard identification and risk assessment, ensuring safety in both routine and non-routine operations. The process is embedded within its Occupational Health and Safety Management System and aligned with best practices to support its vision of zero accidents.

Risk Assessment and Kiken Yochi (danger prediction) are carried out systematically across all operations. These assessments are designed to identify potential hazards—be it mechanical, chemical, electrical, or ergonomic—and evaluate their associated risks. Special emphasis is given to non-routine tasks such as maintenance activities, new equipment installation, or process changes, where specific risk evaluations are mandatory before work begins.

Routine safety observations and periodic safety patrols form a critical part of day-to-day operations. Supervisors and line managers conduct regular walkthroughs to monitor workplace conditions and worker behavior. Additionally, senior management participates in monthly safety patrols, demonstrating top-down leadership commitment and promoting a strong safety culture across all levels of the organization.

Kaizen and continuous improvement initiatives play a vital role in hazard identification. Employees at all levels are encouraged to report unsafe conditions and suggest practical improvements. Through these structured improvement activities, the organization fosters a proactive mindset towards safety and risk mitigation.

Incident and near-miss reporting mechanisms are firmly established and are followed by detailed investigations to identify root causes. Using techniques like the Why-Why Analysis, corrective and preventive actions are implemented to ensure recurrence is avoided and systemic gaps are addressed.

Kiken Yochi or Danger Predictions are an essential requirement for any non-routine or one-time tasks. These assessments are conducted in advance to identify specific hazards related to the task at hand, and suitable control measures are defined and communicated to the concerned teams before execution begins.

Ergonomic risk assessments are also periodically conducted to ensure that workplace design, manual handling tasks, and repetitive activities do not adversely impact worker health. These assessments help in making necessary modifications to workstations, tools, and procedures to enhance both safety and productivity.

Finally, compliance with legal and regulatory requirements is ensured through internal audits and regular safety reviews. The organization maintains updated records of statutory obligations and ensures all necessary risk assessments, control measures, and documentation are in place as per applicable laws and standards.

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 has the appropriate mechanisms in place to guarantee that the employees' safety is not jeopardized and they are encouraged to talk about any hazards and health concerns related to their employment.

Safety committees with equal employee and worker representation are present at every site of the Company. Workplace hazards are found through a joint audit of the section safety committees, and countermeasures are designed to eradicate them.

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

Yes, the employees/workers are covered under the Company's health insurance and personal accidental policy.

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

Safety Incident / Number	Category*	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.12	0.39
Total recordable work-related injuries	Employees	0	0
	Workers	1	3
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

* Including in the contract workforce

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

At JTEKT India, safety and health are core to our culture, not just compliance. We believe every employee deserves a workplace free from harm and proactively designed to prevent incidents. Our commitment is embedded in our leadership, systems, and daily operations, driven by the belief that our people are family.

We conduct monthly Safety, Health & Environment (SHE) meetings across all plants to tackle challenges, share best practices, and generate new ideas. Through the YOKOTEN approach, we adopt proven safety measures from across JTEKT group companies to prevent recurrence of incidents.

To build awareness, we regularly conduct e-KYT (Kiken Yochi Training) for all employees, fostering hazard prediction skills and continuous improvement through evaluation and shared insights. New employees receive structured induction, including PO-KE-TE-NA-SHI pedestrian safety and safety mindset training.

Our Safety Minded People Evaluation assesses employee awareness, with targeted training for those below threshold. Near-miss reports are tracked and shared using YOKOTEN, promoting a learning culture. Leadership actively participates through monthly safety patrols, ensuring accountability and follow-up on safety improvements.

We empower our frontline teams to co-lead safety patrols and encourage suggestions, nurturing ownership. Machine safety is ensured through structured risk assessments, with red-level risks mitigated by clear actions.

An annual Safety Month celebrates our values through leadership messages, ceremonies, and inter-plant KYT competitions. Our efforts extend beyond the shop floor—canteen safety audits and mist monitoring help protect long-term health.

At JTEKT India, safety is a shared responsibility and a reflection of our deep care for our people. We go beyond compliance to build a workplace where every individual feels safe, supported, and valued.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year.

	% of your Plants and Offices that were assessed (by entities 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.

To address safety-related incidents and mitigate significant risks identified through assessments, a series of corrective actions have been implemented. Comprehensive safety training programs have been conducted focusing on safety mindset, outsourced work management. The safety patrol checklist has been revised at a micro level to strengthen hazard identification. Electronic KY (e-KY) tools have been introduced to enhance danger prediction and awareness.

A rule has been established requiring supervisor presence when a new employee performs work for the first time, ensuring proper oversight and guidance. Standardized procedures for machine disassembly and measures to promote safe footing have been developed and deployed. Physical improvements such as the application of anti-slip tape at high-risk areas have been implemented, and targeted training on the correct use of safety shoes has been delivered. Additionally, relevant Operational Control Procedures (OCPs), including those related to horticulture and walking safety, have been revised to reflect current best practices.

Furthermore, corrective actions and learnings from incidents, near misses, and risk assessments are regularly shared across plants through the YOKOTEN approach to prevent recurrence and promote continuous improvement in safety performance.

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

All employees and workers working in the company are covered with Group Life Term Insurance Policy, which provides the financial coverage to employees & workers.

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 ensures that statutory dues as applicable to the transactions within its limit are deducted and deposited in accordance with extant regulations. This activity is also reviewed as part of the internal and statutory audit. The Company expects its value chain partners to uphold business responsibility principles and values of transparency and accountability.

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:

Category	Total no. of affected employees / workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	0	Not Applicable	Not Applicable
Workers	0	0	Not Applicable	Not Applicable

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)

Company provides various levels of transitionary support for continued employability and general transition out of employment. Post retirement, company has a 'Retired Employee Deployment Policy' to rehire them as 'Advisors'. Skill development and on job training have always been a part of the Company's HR policy. Ample opportunities and exposures are given during the course of employment for all employees to upskill themselves through domain, skills and leadership trainings. The Company ensured there was no job loss on account of pandemic amongst our workforce.

5. Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	80%
Working Conditions	80%

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.

Company constantly evaluate its suppliers to make sure they maintain appropriate working conditions as well as health and safety standards.

PRINCIPLE 4 - Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

   Key Stakeholders are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions.

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
Employees	No	Written & Verbal Communication (training, issuing guidelines, meetings, email, notice board, website, internal HR software, newsletter, intranet portal, learning modules)	Regular; Need basis	Safety, enhancing efficiency and productivity, professional growth of employees, feedback, training and awareness through regular programs, increasing awareness of all aspects of the business, codes, values etc.
Customers	No	Written and Verbal Communication (meetings, events, technology show, online portals, Email, website, newsletter)	As and when required	Promote and grow business, sharing details about the product, services and new initiatives (if any). Understanding their expectations about products and services and ways to improve, fulfil transactions involved for doing business. Brand Satisfaction Survey, current and future business management, sustainable improvements, offers, etc.
Local communities	No	Written and Verbal Communication, on site community meetings, CSR report, local community engagements	As and when opportunity is identified	Promote education, rural development and healthcare CSR interventions.
Vendors/ Suppliers/ Contractors	No	Written and Verbal Communication (Meetings, events, website, email, vendor meet, Contracts, SOPs, guidelines, training, supplier portal, survey).	As and when required	Communicating mutual expectations and obligations clearly. Ensuring compliance of laws by vendors / suppliers / contractors.
Investors/ Funders/ Shareholders	No	Quarterly Results publication to Stock Exchange, Annual Report, Investor and Analyst presentations, Quarterly Financial Follow up reports, Annual Credit Monitoring Arrangement reports and Annual Covenant compliance to Financiers.	Quarterly, Need basis	Discuss Company's financial performance and strategic priorities. Pursuant to Regulation 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company's website: https://jtekt.co.in/Menu/23a83a30-e13d-11ee-a2ec-9418826e6379 contains a dedicated functional segment 'INVESTORS' where all the information meant for the shareholders is available, including information on directors, financial statements, annual reports, codes, and policies, etc.

Legal/ Auditors/ Consultants/ other third party	No	Written and Verbal Communication	As and when required	Compliance to legal requirements, advice on statutory laws related issues.
Regulatory bodies/ Government/ Industry Associations	No	Written and Verbal Communication	As and when required	Compliance related like filing of periodic returns, reports, payment of taxes, etc.
Management/ Board	No	Written Communication (reports, data submission, policies)	Board Meetings with defined frequency. Regular Periodic Review Meetings.	To meet the highest standards of governance. Guidance on smooth operations, improving efficiency and productivity.

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.**

   Consultation with the respective stakeholder groups is done, as and when required, by the relevant business and functional heads. Feedback from such consultations, if any, is shared with the Board from time to time.

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 has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and re-issue policies as needed.

   Company has a scheme whereby employees are motivated to share the suggestions on monthly basis. In addition to this, Company roll out employee satisfaction survey every year wherein all the social and environmental parameters are covered. Their submissions are evaluated by the company to identify material issues, as a result, Company improves and revises the policies and activities to better address the key issues.

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

   Community: Although none of the stakeholder group is identified as vulnerable/marginalized, the Company engages with some stakeholder groups to understand their needs and provide the support to the extent possible e.g. the Company implement several CSR programs in the areas of education, rural development and healthcare.

PRINCIPLE 5 - Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of Employees / Workers covered (B)	% (B/A)	Total (C)	No. of Employees / Workers covered (D)	% (D/C)
Employees						
Permanent	1080	1049	97.12%	1042	995	95.4%
Other than Permanent	-	N.A.	N.A.	-	N.A.	N.A.
Total Employees	**1080**	**1049**	**97.12%**	**1042**	**995**	**95.4%**
Workers						
Permanent	566	362	63.95%	599	352	58.76%
Other than Permanent	2020	1249	61.83%	1798	1115	62.01%
Total Workers	**2586**	**1611**	**62.29%**	**2397**	**1467**	**61.20%**

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

Category	FY 2025-26					FY 2024-25				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	(D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1080	N.A.	N.A.	1080	100%	1042	N.A.	N.A.	1042	100%
Male	1036	N.A.	N.A.	1036	100%	1004	N.A.	N.A.	1004	100%
Female	44	N.A.	N.A.	44	100%	38	N.A.	N.A.	38	100%
Other than Permanent	0	N.A.	N.A.	N.A.	N.A.	0	N.A.	N.A.	N.A.	N.A.
Male	0	N.A.	N.A.	N.A.	N.A.	0	N.A.	N.A.	N.A.	N.A.
Female	0	N.A.	N.A.	N.A.	N.A.	0	N.A.	N.A.	N.A.	N.A.
Workers										
Permanent	566	N.A.	N.A.	566	100%	599	N.A.	N.A.	599	100%
Male	555	N.A.	N.A.	555	100%	586	N.A.	N.A.	586	100%
Female	11	N.A.	N.A.	11	100%	13	N.A.	N.A.	13	100%
Other than Permanent	2020	1262	62.48%	758	37.52%	1798	893	49.67%	905	50.33%
Male	1957	1219	62.29%	738	37.71%	1752	872	49.77%	880	50.23%
Female	63	43	68.25%	20	31.75%	46	21	45.65%	25	54.35%

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

(a) **Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BOD)	6	39,16,384	2	25,94,643
Key Managerial Personnel	3	52,78,188	0	0
Employees other than BOD and KMP (includes TR4, TR5, TR7 & J grade employees)	1,031	7,59,228	44	6,21,828
Workers (includes TR1, TR2, TR3, TF, TA & S grade employees)	555	2,96,436	11	2,40,036

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.71%	2.67%

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

Yes, the company have the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

Yes. The Company has designated committees to address human rights impacts and related issues. An Internal Committee under the PoSH Act, 2013, addresses sexual harassment complaints; and a Whistle-Blower Committee oversees reports related to human rights breaches.

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

The Company has setup a Whistle-Blower committee for addressing and administration of grievances related to human rights or harassment. The committee comprises off Senior Management, whereby grievance(s) / complaint(s) can be raised directly to chairperson/any member of the committee through phone; written letter; in face to face meeting; by mail or can be registered confidentially through external hotline link / reporting desk. Management has exhibited these links at all prominent places and available on the website of the Company i.e. https://jtekt.co.in/. For grievances pertaining to sexual harassment, the Internal Complaints Committee (ICC) is constituted in line with the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to investigate the case.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	2	1	Pending case resolved on 02.07.2025
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour / Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 (POSH)	-	2
Complaints on POSH as a % of female employees/workers	-	2.06%
Complaints on POSH upheld	-	1 upheld 1 Pending case upheld on 02.07.2025

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

The Company provides protection against discrimination to employees who makes disclosure or raises a concern under the whistle blower policy where the employee discloses his/her identity.

Para 10 of the Company's Whistle Blower Policy, which is available https://jtekt.co.in/, strictly prohibits any attempt of retaliation by anyone against complainant or take any other measures against his or her interest. An employee acting in violation of this clause is subjected to disciplinary measures in accordance with the internal employee regulations.

Cases related to prevention of sexual harassment at work place are treated with utmost sensitivity and confidentially in line with the guidelines of the Sexual Harassment of Women at Work Place (prevention, prohibition and redressal) Act 2013.

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

Yes

10. Assessments for the year (2025-26).

	% of your Plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% assessment was done by the entity in respect of all the parameters
Forced / Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

    The Company continually assesses its internal processes time to time and update as per new requirements. Any third party or statutory auditor has not reported any violations and no claims has been received from any authority in past many years.

Leadership Indicators

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

   The Company has not received any grievance / complaints with respect to any human right violations during the year. However, the Company is committed to modify and adopt business process to redress the issues as per legal requirements and to meet the necessity of the situation. Company has also Introduced and deployed whistle blower policy, enabled external Hotline number to maintain complete confidentiality of the complainant.

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

   The company regularly carry out complete necessary due diligence and for this purpose, a variety of approaches and processes are available to meet the necessary requirements. We have various working group committees to address issues related to health & Safety, Sexual Harassment, Grievance handling, Canteen, Welfare & union management committee.

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?**

   Most of the offices/workplace are well equipped for accessibility to differently abled persons at selected areas.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	80%
Discrimination at workplace	
Child Labor	
Forced / Involuntary Labour	
Wages	
Others – please specify	

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

   In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. Declaration of adherence to the Supplier Code of Conduct on the above is obtained from the value chain partners on yearly basis, however no formal examination of value chain partners has been conducted.

PRINCIPLE 6 - Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	13,635 GJ	15,393 GJ
Total fuel consumption (B)	0 GJ	0 GJ
Energyconsumption through other sources (C)	0 GJ	0 GJ
Total energy consumed from renewable sources (A+B+C)	**13,635 GJ**	**15,393 GJ**
From non-renewable sources		
Total electricity consumption (D)	1,16,651 GJ	98,894 GJ
Total fuel consumption (E)	38,174.3 GJ	13,435 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**1,54,825 GJ**	**1,12,329 GJ**
Total energy consumed (A+B+C+D+E+F)	**1,68,460 GJ**	**1,27,722 GJ**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000063 GJ/INR	0.0000053 GJ/INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total energy consumed/Revenue from operations adjusted for PPP)	0.00013	0.00011
Energy intensity in terms of physical output	0.0255 GJ/Nos.	0.0199 GJ/Nos.
Energy intensity (optional) – the relevant metric may be selected by the entity	--	--

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

No independent assessment/evaluation/assurance has been carried out by an external agency.

The figures have been updated as per the rate available at https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC

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

No

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	80,700	89,804
(iii) Third party water	39,474	36,872
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,20,173	1,26,676
Total volume of water consumption (in kilolitres)	1,20,173	1,26,676
Water intensity per rupee of turnover (Total Water consumption / Revenue from Operations)	0.0000045	0.0000053
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total water consumption/Revenue from operations adjusted for PPP)	0.00009	0.00011
Water intensity in terms of physical output	0.0191 KL/Nos.	0.0197 KL/Nos.
Water intensity (optional) – the relevant metric may be selected by the entity	--	--

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

No independent assessment/evaluation/assurance has been carried out by an external agency.

The figures have been updated as per the rate available at https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC.

4. Provide the following details related to water discharged.

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others [HSIIDC]		
- No treatment	7,856	7,190
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	**7,856**	**7,190**

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 independent assessment/evaluation/assurance has been carried out by an external agency.

Note: Our Bawal plants are discharging untreated sewage water into the HSIIDC (Haryana State Industrial & Infrastructure Development Corporation) infrastructure in full compliance.

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

Company has established waste water treatment system in most of the locations where waste water is produced. The waste water is then transported to an Effluent Treatment Plant (ETP) or Sewage Treatment Plant (STP) for treatment and reuse. Water is used inside the company's office buildings that is repurposed for landscaping and toilet flushing. In order to achieve Zero Liquid Discharge (ZLD), the company additionally makes sure that no untreated water is released into the ground or into drains.

Two plants channel their wastewater to HSIIDC for additional treatment via appropriate drainage systems.

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

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.

Gurugram

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
		Process Stack [Furnace]	Process Stack [Furnace]
NOx	mg/NM³	24.10	25.50
SOx	mg/NM³	<5	<5
Particulate matter (PM)	mg/NM³	17.60	18.10
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
CO_2 (Carbon Dioxide)	%	not measured	not measured
Others	--	--	--

Yes, independent assessment has been done by external agency by EPA Labs Private Limited, Bhiwadi, Rajasthan

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
		PNG Genset	PNG Genset
NOx	gm/kwh	0.01	0.26
SOx	gm/kwh	0.12	0.10
Particulate matter (PM)	gm/kwh	0.01	0.01
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
CO_2 (Carbon Dioxide)	gm/kwh	0.05	0.01
Others – HC	gm/kwh	0.02	0.00

Yes, independent assessment has been done by external agency by EPA Labs Private Limited, Bhiwadi, Rajasthan

Dharuhera-1

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
		PNG Genset	PNG Genset
NOx	gm/kwh	0.01	0.02
SOx	gm/kwh	0.01	0.02
Particulate matter (PM)	gm/kwh	0.01	0.01
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
CO (Carbon Monoxide)	gm/kwh	0.33	0.00
Others – HC	gm/kwh	0.02	0.01

Yes, independent assessment has been done by external agency named EPA Labs Private Limited, Bhiwadi, Rajasthan

Dharuhera-2

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
		Process Stack	Process Stack
NOx	mg/Nm³	26.13	18.27
SOx	mg/Nm³	13.67	10.43
Particulate matter (PM)	mg/Nm³	31.00	31.90
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
CO (Carbon Monoxide)	%	<0.01	<0.01
Others	--	--	--

Yes, independent assessment has been done by external agency named EPA Labs Private Limited, Bhiwadi, Rajasthan

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
		PNG Genset	PNG Genset
NOx	gm/Kwh	0.02	0.03
SOx	gm/Kwh	0.01	0.02
Particulate matter (PM)	gm/Kwh	0.01	0.01
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
CO (Carbon Monoxide)	gm/Kwh	0.03	0.00
Others – HC	gm/Kwh	0.02	0.01

Yes, independent assessment has been done by external agency named EPA Labs Private Limited, Bhiwadi, Rajasthan

Dharuhera-3

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
		PNG Genset	PNG Genset
NOx	gm/Kwh	0.02	0.29
SOx	gm/Kwh	0.01	0.02
Particulate matter (PM)	gm/kwh	0.01	0.02
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
CO (Carbon Monoxide)	gm/kwh	0.25	0.00
Others – HC	gm/Kwh	0.02	0.01

Yes, independent assessment has been done by external agency named EPA Labs Private Limited, Bhiwadi, Rajasthan

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
		Process Stack	Process Stack
NOx	mg/Nm³	28.40	19.20
SOx	mg/Nm³	15.20	10.10
Particulate matter (PM)	mg/Nm³	38.60	25.40
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
CO (Carbon Monoxide)	%	0.35	0.01

Yes, independent assessment has been done by external agency named EPA Labs Private Limited, Bhiwadi, Rajasthan

Chennai

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
		Process Stack	Process Stack
NOx	mg/NM³	26.13	62.00
SOx	mg/NM³	<5	<5
Particulate matter (PM)	mg/NM³	31.00	15.00
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
CO (Carbon Monoxide)	%	<0.2	<0.2
Others – please specify	--	--	--

Yes, independent assessment has been done by external agency named Eco Services India Pvt. Limited, Guindy, Chennai

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
		Diesel Genset	Diesel Genset
NOx	mg/NM³	301.00	286.50
SOx	mg/NM³	<5	<5
Particulate matter (PM)	mg/NM³	40.67	36.00
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
CO (Carbon Monoxide)	%	<0.2	<0.2
Others – please specify	--	--	--

Yes, independent assessment has been done by external agency named Eco Services India Pvt. Limited, Guindy, Chennai

Bawal-1

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
		PNG Genset	PNG Genset
NOx	gm/kwh	0.02	0.13
SOx	gm/kwh	0.011	0.08
Particulate matter (PM)	gm/kwh	0.01	0.01
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
CO (Carbon Monoxide)	gm/kwh	0.02	0.01
Others – please specify	gm/kwh	0.04	0.01

Yes, independent assessment has been done by external agency named EPA Labs Private Limited, Bhiwadi, Rajasthan

Bawal-2

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
		PNG Genset	PNG Genset
NOx	gm/kwh	0.01	0.21
SOx	gm/kwh	0.00	0.02
Particulate matter (PM)	gm/kwh	0.00	0.02
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
CO (Carbon Monoxide)	gm/kwh	0.03	0.01
Others – please specify	gm/kwh	0.01	0.01

Yes, independent assessment has been done by external agency named EPA Labs Private Limited, Bhiwadi, Rajasthan

Note: Figures are rounded off up to 2 decimals.

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

Parameter	unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	2,012	2,021
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	23,201	19,669
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO_2 equivalent	0.00000095	0.00000090
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operation adjusted for PPP)#		0.000019	0.000019
Total Scope 1 and Scope 2 emission intensity terms of physical output		0.00381 Metric tonnes/Nos.	0.00338 Metric tonnes/Nos.
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No independent assessment/evaluation/assurance has been carried out by an external agency.

The figures have been updated as per the rate available at https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC

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

JTEKT India Ltd is committed to reducing its environmental footprint and progressing toward its long-term goal of carbon neutrality by 2050. In alignment with this vision, the company has initiated multiple measures aimed at lowering greenhouse gas (GHG) emissions across its manufacturing operations. Some of the common approaches are:

- **Renewable Energy:** During the year, the Company installed a 725 kVA rooftop solar power plant at its Bawal facility to increase the use of renewable energy, reduce dependence on grid electricity, lower energy costs, and support the reduction of its carbon footprint. Further, the Company installed 91 Hybrid Thermal Solar (HTS) panels across its facilities to reduce energy consumption and contribute to greenhouse gas mitigation, reinforcing its commitment to energy efficiency and sustainable operations.
- **Energy Efficiency Improvements:** Implementing energy-efficient technologies such as LED lighting, installing high-efficiency motors and Variable Frequency Drives (VFDs) and optimizing HVAC and compressed air systems. To further enhance energy efficiency, the Company has planned the implementation of a Hybrid Cooling System incorporating HVLS (High Volume Low Speed) fans. The initiative is expected to reduce air-conditioning energy consumption, improve overall energy efficiency, deliver significant energy savings, and contribute to the reduction of the Company's carbon emissions. These actions have resulted in measurable improvements in energy consumption and corresponding reductions in emissions.
- **Green Building Practices:** All new facility constructions at JTEKT India are being designed with a sustainability focus, incorporating green building practices such as solar rooftop readiness, energy-efficient designs, and water conservation systems like rainwater harvesting.

- **Employee Engagement:** Employee training and awareness programs are regularly conducted to promote energy-conscious behavior and foster a culture of environmental responsibility.

Through these structured efforts, JTEKT India continues to strengthen its contribution to climate action and sustainable industrial development.

Please also refer Annexure V- Conservation of Energy data in Board Report.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	85	111
E-waste (B)	13	14
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	256	238
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	N.A.	N.A.
Total (A+B+C+D+E+F+G+H)	354	363
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.000000013	0.000000015
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total waste generated/Revenue from operations adjusted for PPP)	0.00000026	0.00000031
Waste intensity in terms of physical output	0.000053 Metric tonnes/Nos.	0.000057 Metric tonnes/Nos.
Waste intensity (optional)-the relevant metric may be selected by the entity	--	--
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	N.A.	N.A.
(ii) Re-used	N.A.	N.A.
(iii) Other recovery Operations	N.A.	N.A.
Total	**N.A.**	**N.A.**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	N.A.	N.A.
(ii) Landfilling	N.A.	N.A.
(iii) Other disposal operations (disposed off to the authorized recycler)	354	363
Total	**354**	**363**

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 Independent assessment/evaluation/assurance has been carried out by an external agency.

The figures have been updated as per the rate available at https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC

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.

JTEKT India Ltd. has established well-defined waste management practices across all its manufacturing locations, ensuring compliance with applicable environmental regulations.

Waste is systematically segregated into hazardous, non-hazardous, and recyclable categories at the source. Hazardous waste is safely stored and disposed of through authorized and certified agencies, while non-hazardous waste such as metal scrap, packaging material, and general waste is reused internally or sent to authorized recyclers. To minimize overall waste generation, the company promotes process optimization, Kaizen activities and use of returnable packaging systems.

In addition to waste management, JTEKT India is actively working to reduce the usage of hazardous and toxic substances, particularly Substances of Concern (SoC), in its products and processes. The company regularly evaluates materials and substitutes SoC with safer alternatives wherever technically and economically viable. Compliance with RoHS, ELV, and customer-specific chemical restrictions is strictly maintained. Safe chemical handling, storage, and emergency response protocols are reinforced through regular employee training and internal audits.

These initiatives are part of JTEKT India's broader commitment to sustainability, workplace safety, and environmental protection, with continuous monitoring and improvement forming the core of its operational strategy.

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

Sl. No.	Location of Operations / Offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
N.A.	N.A.	N.A.	N.A.

None of the Company's Plants are around ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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:

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
N.A.	N.A.	N.A.	N.A.	N.A.

The Company does adhere to all regulations. According to the legal register of the respective Plant locations of the Company, all statutory compliances are fulfilled in accordance with the Air/Water/Environment Act and Rules, and the legal register is regularly monitored.

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: Gurugram, Dharuhera and Bawal

ii) Nature of operations: Manufacturing of Automotive components

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

Gurugram

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	23,540	25,120
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	23,540	25,120
Total volume of water consumption (in kiloliters)	23,540	25,120
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000011	0.0000010
Water intensity (optional) – the relevant metric may be selected by the entity	--	--
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not applicable, since we have implemented a mechanism for Zero Discharge supported by water treatment systems such as ETP (Effluent Treatment Plants) and STP (Sewage Treatment Plants) that enable its recovery and make it re-usable.	
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)		

Dharuhera

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	65,709	70,002
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	65,709	70,002
Total volume of water consumption (in kilolitres)	65,709	70,002
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000059	0.0000077
Water intensity (optional) – the relevant metric may be selected by the entity	--	--

Water discharge by destination and level of treatment (in kilolitres)	
(i) Into Surface water	Not applicable, since we have implemented a mechanism for Zero Discharge supported by water treatment systems such as ETP (Effluent Treatment Plants) and STP (Sewage Treatment Plants) that enable its recovery and make it re-usable.
- No treatment	
- With treatment - please specify level of treatment	
(ii) Into Groundwater	
- No treatment	
- With treatment - please specify level of treatment	
(iii) Into Seawater	
- No treatment	
- With treatment - please specify level of treatment	
(iv) Sent to third-parties	
- No treatment	
- With treatment - please specify level of treatment	
(v) Others	
- No treatment	
- With treatment - please specify level of treatment	
Total water discharged (in kilolitres)	

Bawal

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	6,065	10,881
(iii) Third party water	15,934	11,752
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	21,999	22,633
Total volume of water consumption (in kilolitres)	21,999	22,633
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000018	0.0000019
Water intensity (optional) – the relevant metric may be selected by the entity	--	--
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others		
- No treatment	7,586	7,190
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	**7,586**	**7,190**

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 independent assessment/evaluation/assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	The Company is not measuring Scope 3 emissions	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No independent assessment/evaluation/assurance has been carried out by an external agency.

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

Not Applicable, as the company doesn't have any operations in ecologically sensitive areas

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy Efficient Equipment Replacement	Replacement of old compressors, pumps, motors, fans, mist collectors, hydraulic power packs, and transformers with IE3/ IE5/VFD-based energy efficient systems	Reduction in electricity consumption and improved operational efficiency
2.	Compressed Air System Optimization	Air leakage rectification, installation of motorized valves, pneumatic valve automation, air pressure optimization, air receivers, and auto shut-off valves	Reduced compressed air losses, lower compressor load, and energy savings
3.	Lighting Energy Optimization	Installation of LED lights, motion sensors, lux sensors, timer-based controls, and auto ON/OFF systems for lights and high bay areas	Reduction in unnecessary lighting usage and electricity savings
4.	HVAC & Cooling System Improvement	Installation of VRV AC systems, AC auto control panels, fixing AC temperature at 26°C, cooling tower automation, and heat exchanger installation	Improved cooling efficiency and reduced energy consumption
5.	Automation & Smart Controls	Automation of pumps, blowers, hydraulic systems, machine idle controls, and timer/ temperature sensor-based controls	Reduced idle running losses and optimized equipment operation
6.	Water & Utility Conservation	Enhancement of RO plant capacity, optimization of solar module cleaning, DM water pump automation, and washing machine circulation improvements	Improved water utilization and reduction in utility consumption
7.	Renewable & Sustainable Initiatives	Installation of solar-based peripheral lighting and energy-saving operational practices	Increased use of sustainable solutions and reduction in carbon footprint
8.	Process & Operational Optimization	Coolant tank communization, furnace heat retention improvement, compressor equalization, and machine-wise optimization activities	Improved process efficiency, reduced wastage, and energy conservation

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

JTEKT India Ltd. maintains a robust Business Continuity and Disaster Management Plan aligned with ISO 14001, ISO 45001, ISO/IEC 27001 and IATF 16949 standards.

This structured approach ensures operational resilience through proactive risk identification, emergency preparedness and contingency planning for events such as natural disasters, fires, chemical spills, and IT outages.

Key components include:

- Comprehensive risk assessments and defined roles and responsibilities
- Established communication protocols and recovery mechanisms
- Integration of emergency response procedures within the overall management system

To ensure readiness and compliance:

- Regular safety drills and mock exercises are conducted quarterly or as per the preparedness plan
- Employees and emergency response teams receive ongoing training and participate in awareness programs
- Periodic audits and reviews are held to strengthen response capabilities and improve resilience
- Robust IT disaster recovery protocols, cyber risk mitigation measures, and clearly defined roles for recovery teams. Cybersecurity is also strengthened through proactive monitoring and employee awareness

This commitment to emergency preparedness reflects JTEKT India's strong focus on protecting human health, safety, and the environment—core pillars of its ESG strategy.

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.

a) In the NCR, the use of diesel generator (DG) sets is restricted due to environmental regulations. To mitigate potential supply disruptions, JIN has communicated with its NCR-based suppliers to install PNG-based generator sets or maintain higher levels of finished goods inventory.

b) JIN has initiated the monitoring of CO_2 emissions across its Value chain partners, currently covering suppliers that account for approximately 70% of the total procurement value (24 suppliers). This initiative supports the assessment and management of value chain-related environmental impacts.

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

80%

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

a) By the listed entity - Nil.

b) By the top ten [(in terms of value of purchases and sales, respectively) value chain partners] - Nil.

PRINCIPLE 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

4 Affiliations

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:

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Society of Indian Automobile Manufacturers	National
2.	Confederation of Indian Industry	National
3.	Gurgaon Industrial Association	State
4.	Gurgaon Chamber of 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.

There are no current adverse orders from regulatory authorities and therefore no corrective action is taken or underway at this time

Name of Authority	Brief of the Case	Corrective Action Taken
	Not Applicable	

Leadership Indicators

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

The Company does not conduct public policy advocacy. We do not support any specific political party of any jurisdiction and do not have any political affiliation. Company's advocacy efforts are largely routed through collective forums like various industry bodies, associations and committees, of which it is a member.

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
			Not Applicable		

PRINCIPLE 8 – Businesses should promote inclusive growth and equitable development

Essential Indicators

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

There are no Social Impact Assessments applicable for the reporting year.

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

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

There are no projects ongoing for which Rehabilitation and Resettlement are being undertaken in the reporting year.

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

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

The Company has CSR Team(s) to monitor the CSR Projects regularly, which continuously interacts with the concerned communities in the areas of operation. The grievances as and when they arise are timely addressed & resolved by the CSR Team(s).

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs / small producers	24%	18%
Directly from within India	90%	90%

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**

Locations	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	-	-
Semi-urban	52.93%	51.23%
Urban	-	-
Metropolitan	47.07%	48.77%

(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):**

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sl.No.	State	Aspirational District	Amount Spent (In INR)
Nil			

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

   No, the Company does not discriminate on any basis while selecting its suppliers and provide equal opportunities for engagement to all potential suppliers. The Company encourages working with local suppliers or suppliers that are close to its facilities (including small-scale industries). However, the Company has not specifically considered marginalized/vulnerable groups in its supplier qualifying criteria.

   (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:**

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

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

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

6. Details of beneficiaries of CSR Projects.

The Company actively interacts with the community and performs need based assessment for implementation of CSR activities. The details of all CSR activities undertaken by the Company during the Financial year 2025-26 are given below:

Sl. No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Computer Teacher at Govt. Sr. Sec. School, Banipur Village	235	100%
2.	Additional Books for Library at Govt. Sr. Secondary School, Bithwana, Rewari	730	100%
3.	Repairing of Toilet at Govt. Sr. Sec. School, Bawal	475	100%
4.	Facility of Librarian at Govt. Sr. Sec. School, Bhitwana, Rewari	730	100%
5.	Infrastructural facilities at S.D. Modern Sr. Secondary School, Gurugram	409	100%
6.	English speaking training program by Monk e. wise at S.D. Modern Sr. Secondary School, Gurugram	70	93%
7.	Infrastructure support and other activities at Captain Chandan Lal Special School for blinds, Gurugram	115	100%
8.	Water Cooler, water RO and KVA Solar System (Off Grid) at Govt. Primary School, Rathiwas-Gurugram	84	100%
9.	Washroom and Solar System-5KVA at Govt. High School, Rathiwas-Gurugram	217	100%
10.	Water Cooler, Water RO and other activities at Govt. Primary School & Anganwadi, Village Jaurasi, Nuh-Mewat, Haryana	79	100%
11.	Water Cooler and other activities at Govt. Sr. Sec. School, Village Jaurasi, Nuh-Mewat, Haryana	260	100%
12.	Establishing Computer Lab, Almirah and Computer Table at Govt. Primary School-Jalisana, Gujarat	344	100%
13.	Contribution to Gakko Bunka Education Society for renovation of the Japanese School Vasant Kunj, New Delhi	278	100%
14.	Infrastructure upgradation and essential facility for students at Government Girls Higher Secondary School, Kancheepuram - Orikkai, Chennai	40	100%
15.	Setup a Conference Room for Placement cell, Air Conditioner (AC's) for Library at Govt. Industrial Training Institute (ITI), Rewari, Haryana	680	100%
16.	Skill Development Facility at Govt. Polytechnic College, Junagarh, Gujarat	683	95%
17.	Construction of Library at Community Center-Malpura Village	592	85%
18.	Medical equipment at Vivekanand Arogya Kendra, Bharat Vikas Parishad, Gurugram	38	38%
19.	Infrastructure support at Maternity Ward, Community Health Centre, Bawal	417	100%
20.	Setup of Kitchen in Village Anganwadi at Malpura, Rewari, Haryana	62	100%
21.	Hockey Coach and Field Players' Kit at Hockey Ground, Gurugram	25	100%

PRINCIPLE 9 - Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

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

JTEKT India is a B2B company and sells its products predominantly to large OEMs. It ensures on time delivery in full to all its customers based upon the schedules shared by them. In case of any complaints, customers can raise the complaint with the company single point of contact or send their complaints in mail to the company.

Once a customer complaint is received, it is communicated to all the concerned departments and root cause of the problem is analyzed and corrective actions are taken. We keep our customer at top most priority and make sure their grievance are taken care and resolved at the earliest.

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

	% of your Plants and Offices that were assessed (by entity or statutory authorities or third parties)
Environmental and social parameters relevant to the product	N.A.
Safe and responsible usage	N.A.
Recycling and/or safe disposal	N.A.

Since JTEKT India is a B2B company, it sells its products predominantly to large OEMs and its products are integrated into automobile being produced by its customers. There is no specific requirement of mentioning of any label to identify the above relations. However, the Company inform our customers through online declaration that it is not using any substance, which are prohibited and have significant impact on environment.

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Filed during the year	Pending resolution at the end of the year		Filed during the year	Pending resolution at the end of the year	
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-Security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other-Customer Complaints	2	0	-	3	0	-

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

	Numbers	Reasons for recall
Voluntary Recalls	Nil	Not Applicable
Forced Recalls	Nil	Not Applicable

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

Yes, the Company has defined framework for Cyber security Risk and Information Security Risk in the "Risk Management Policy" uploaded on its website i.e. "https://jtekt.co.in/Menu/OpenFile?fileId=9acb667c-588f-429a-b3fb-5f455bc99b73&fileName=JIN%20Data%20Privacy%20Policy.pdf&fileType=pdf

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

Not Applicable

7. Provide the following information relating to data breaches.

a. Number of instances of data breaches : Nil

b. Percentage of data breaches involving personally identifiable information of customers: Nil

c. Impact, if any, of the data breaches: Not Applicable

Leadership Indicators

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

All information is accessible on the company's website: "https://jtekt.co.in/Menu/2139fe3f-e13d-11ee-a2ec-9418826e6379"

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

Since the products of the Company are directly supplied to the OEMs who assemble and send the end product to the end user, it has limited scope for informing and educating the end consumer about the safe and responsible usage of its products.

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

Not applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey 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)

Not Applicable

For and on behalf of the Board

Minoru Sugisawa
Chairman & Managing Director
[DIN: 10119891]

Place : Gurugram
Dated : 14 May 2026