



## **LG Electronics India Limited**

(16th to 20th Floor) C- 001, Tower D, KK Project, Sector-16 B.  
Noida - 201301 Dist. Gautam Buddha Nagar, UP (India)  
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Email id: [cgc.india@lge.com](mailto:cgc.india@lge.com)

**LGEIL/CGC/2026-27/35**

**Date: July 29, 2026**

**National Stock Exchange of India Limited**  
**Exchange Plaza, C-1, Block G**  
**Bandra Kurla Complex,**  
**Bandra (E), Mumbai – 400 051**

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

**NSE Symbol: LGEINDIA**

**Scrip Code: 544576**

### **Sub: Business Responsibility and Sustainability Report (“BRSR”) for FY 2025-26**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing Business Responsibility and Sustainability Report (“BRSR”) for the FY 2025-26. The enclosed report also forms an integral part of the Annual Report for the financial year 2025-26.

The Company was listed during FY 2025-26 and, accordingly preparation of the BRSR is not mandatory for the Company for the financial year 2025-26. However, in line with its commitment to transparency, accountability, and good Corporate Governance, the Company has voluntarily prepared the BRSR for the said financial year.

The Annual Report for FY 2025-26 is separately uploaded on the website of the stock exchanges viz National Stock Exchange of India Limited and BSE Limited and is also available on the website of the Company at <https://www.lg.com/in/investorrelations/annual-reports/>.

Please take the above information on record.

Thanking You,

Yours truly,  
For **LG Electronics India Limited**

**(Anuj Goyal)**  
**Company Secretary and Compliance Officer**

*Encl: as above*

# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

| Sr. No. | Particulars                                                                                                                                                                                                                                                       | Details                                                                                                                                                    |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1       | Corporate Identity Number (CIN) of the Listed Entity                                                                                                                                                                                                              | L32107DL1997PLC220109                                                                                                                                      |
| 2       | Name of the Listed Entity                                                                                                                                                                                                                                         | LG Electronics India Limited                                                                                                                               |
| 3       | Year of incorporation                                                                                                                                                                                                                                             | 20 January, 1997                                                                                                                                           |
| 4       | Registered office address                                                                                                                                                                                                                                         | A-24/6, Mohan Cooperative Industrial Estate, Mathura Road, New Delhi, Delhi – 110044, India                                                                |
| 5       | Corporate address                                                                                                                                                                                                                                                 | 16th–20th Floor, Tower D, C-001, KP Tower Sector 16B, Noida, Uttar Pradesh – 201301, India                                                                 |
| 6       | E-mail                                                                                                                                                                                                                                                            | <a href="mailto:cgc.india@lge.com">cgc.india@lge.com</a>                                                                                                   |
| 7       | Telephone                                                                                                                                                                                                                                                         | +91 (120) 651 6700                                                                                                                                         |
| 8       | Website                                                                                                                                                                                                                                                           | <a href="https://www.lg.com/in">https://www.lg.com/in</a>                                                                                                  |
| 9       | Financial year for which reporting is being done                                                                                                                                                                                                                  | 2025-26                                                                                                                                                    |
| 10      | Name of the Stock Exchange(s) where shares are listed                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>National Stock Exchange of India Limited (NSE)</li> <li>BSE Limited (BSE)</li> </ul>                                |
| 11      | Paid-up Capital                                                                                                                                                                                                                                                   | ₹ 6,78,77,23,920                                                                                                                                           |
| 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. Anuj Goyal<br>Company Secretary & Compliance Officer<br>Telephone No. 0120-651-6700<br>Email: <a href="mailto:Cgc.india@lge.com">Cgc.india@lge.com</a> |
| 13      | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) | Standalone                                                                                                                                                 |
| 14      | Name of assurance provider                                                                                                                                                                                                                                        | Not Applicable                                                                                                                                             |
| 15      | Type of assurance obtained                                                                                                                                                                                                                                        | Not Applicable                                                                                                                                             |

### II. PRODUCTS/SERVICES

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

| Sr. No. | Description of Main Activity                                      | Description of Business Activity                                                                                                         | % of Turnover of the entity |
|---------|-------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 1       | Manufacturer of home appliances and consumer electronics products | Manufacturing of Refrigerators, Air conditioners, Televisions, Washing Machines, Microwave, Water purifiers, Air purifiers, Compressors. | 89%                         |
| 2       | Trading of home appliances and consumer electronics products      | Trading (Stock-in-trade) of home appliances and consumer electronics products                                                            | 11%                         |

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

| Sr. No. | Product/Service               | NIC Code | % of total Turnover Contributed |
|---------|-------------------------------|----------|---------------------------------|
| 1       | Refrigerators                 | 275001   | 89%                             |
|         | Air conditioners              | 281902   |                                 |
|         | Televisions                   | 264001   |                                 |
|         | Washing Machines              | 275001   |                                 |
|         | Microwave ovens               | 275002   |                                 |
|         | Water purifiers               | 281905   |                                 |
|         | Air purifiers                 | 281905   |                                 |
|         | Compressors                   | 281301   |                                 |
| 2       | Traded goods (Stock-in-Trade) | 475904   | 11%                             |

\*NIC code updated as per The National Industrial Classification (NIC) 2025 released by the Ministry of Statistics and Programme Implementation (MoSPI) on 18th November 2025

### 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      | 2                | 49*               | 51    |
| International | 0                | 0                 | 0     |

\*Offices: For the purpose of this disclosure, "offices" include the registered office, corporate office and branch offices.

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

##### a. Number of locations

| Locations                        | Number                  |
|----------------------------------|-------------------------|
| National (No. of States)         | Pan India               |
| International (No. of Countries) | Export to 50+ countries |

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

5.65%

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

LG Electronics India Limited serves a broad customer base across consumer, commercial and institutional segments. The Company's primary customer segment comprises individual consumers and households purchasing consumer electronics and home appliances such as televisions, refrigerators, washing machines, air conditioners, microwaves, water purifiers and air purifiers through retail, dealer, distributor and online channels.

In addition to the consumer market, the Company caters to business and institutional customers, including corporates, real estate developers, hospitality establishments and other commercial users, through offerings such as commercial air-conditioning solutions, display technologies and related products. LG Electronics India also engages with a wide network of dealers, distributors and channel partners that support product availability and market reach across India. Further, its after-sales service network, covering installation, repair and maintenance services, enables continued engagement with customers throughout the product lifecycle. The Company also serves international customers through exports to distributors and business partners across overseas markets.

### IV. EMPLOYEES

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

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

| Sr. No.   | Particulars              | Total | Male    |           | Female  |           |
|-----------|--------------------------|-------|---------|-----------|---------|-----------|
|           |                          | (A)   | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES |                          |       |         |           |         |           |
| 1         | Permanent (D)            | 2,338 | 2,222   | 95        | 116     | 4.9       |
| 2         | Other than Permanent (E) | 900   | 771     | 85        | 129     | 14        |
| 3         | Total employees (D + E)  | 3,238 | 2,993   | 92        | 245     | 7.5       |
| WORKERS   |                          |       |         |           |         |           |
| 4         | Permanent (F)            | 1,497 | 1,417   | 95        | 80      | 5         |
| 5         | Other than Permanent (G) | 2,933 | 2,881   | 98        | 52      | 2         |
| 6         | Total workers (F + G)    | 4430  | 4298    | 97        | 132     | 7         |

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

| Sr. No.                     | Particulars                               | Total | Male    |           | Female  |           |
|-----------------------------|-------------------------------------------|-------|---------|-----------|---------|-----------|
|                             |                                           | (A)   | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES |                                           |       |         |           |         |           |
| 1                           | Permanent (D)                             | Nil   | Nil     | Nil       | Nil     | Nil       |
| 2                           | Other than Permanent (E)                  | Nil   | Nil     | Nil       | Nil     | Nil       |
| 3                           | Total differently abled employees (D + E) | Nil   | Nil     | Nil       | Nil     | Nil       |
| DIFFERENTLY ABLED WORKERS   |                                           |       |         |           |         |           |
| 4                           | Permanent (F)                             | Nil   | Nil     | Nil       | Nil     | Nil       |
| 5                           | Other than Permanent (E)                  | Nil   | Nil     | Nil       | Nil     | Nil       |
| 6                           | Total differently abled workers (F + G)   | Nil   | Nil     | Nil       | Nil     | Nil       |

## 21. Participation/Inclusion/Representation of women

| Particular               | Total | No. and percentage of Females |           |
|--------------------------|-------|-------------------------------|-----------|
|                          | (A)   | No. (B)                       | % (B / A) |
| Board of Directors       | 6     | 1                             | 16.66%    |
| Key Management Personnel | 3     | 0                             | 0%        |

## 22. Turnover rate for permanent employees and workers

| Particular          | FY 2025-26                    |        |        | FY 2024-25                     |        |        | FY 2023-24                                           |        |        |
|---------------------|-------------------------------|--------|--------|--------------------------------|--------|--------|------------------------------------------------------|--------|--------|
|                     | (Turnover rate in current FY) |        |        | (Turnover rate in previous FY) |        |        | (Turnover rate in the year prior to the previous FY) |        |        |
|                     | Male                          | Female | Total  | Male                           | Female | Total  | Male                                                 | Female | Total  |
| Permanent Employees | 12.04%                        | 15.18% | 12.19% | 13.58%                         | 15.61% | 13.67% | 15.45%                                               | 11.11% | 15.27% |
| Permanent Workers   | 0.99%                         | 0.00%  | 0.93%  | 0.98%                          | 0.00%  | 0.93%  | 1.47%                                                | 0.00%  | 1.39%  |

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

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

| Sr. 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       | LG Electronics Inc.                                                         | Holding                                                       | -                                 | No                                                                                                                           |

## VI. CSR DETAILS

|         |                                                                               |                  |
|---------|-------------------------------------------------------------------------------|------------------|
| 24. (i) | Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) | Yes              |
| a.      | Turnover (in ₹)                                                               | 2,46,049 million |
| b.      | Net worth (in ₹)                                                              | 76,291 million   |

## 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) * | FY 2025-26                                                              |                                                              |         | FY 2024-25                                 |                                                              |         |
|---------------------------------------------------|---------------------------------------------------|-------------------------------------------------------------------------|--------------------------------------------------------------|---------|--------------------------------------------|--------------------------------------------------------------|---------|
|                                                   |                                                   | Current Financial Year                                                  |                                                              |         | 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                                               | -                                                                       | -                                                            |         | -                                          | -                                                            |         |
| Investors (other than shareholders)               |                                                   | Not Applicable, as we do not have any investors other than shareholders |                                                              |         |                                            |                                                              |         |
| Shareholders                                      | Yes                                               | 100*                                                                    | 1*                                                           |         | -                                          | -                                                            |         |
| Employees and workers                             | Yes                                               | -                                                                       | -                                                            |         | -                                          | -                                                            |         |
| Customers                                         | Yes                                               | 85,715*                                                                 | -                                                            |         | 71,743*                                    | -                                                            |         |
| Value Chain Partners                              | Yes                                               | -                                                                       | -                                                            |         | -                                          | -                                                            |         |

\*Numbers include formal grievances and escalations

\* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

| Stakeholder group from whom complaint is received | Web Link for Grievance Policy                                                                                                                                                                                             |
|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Shareholders                                      | The Company has designated contact channels through which stakeholders can raise grievances and seek timely redressal. These channels support structured communication, tracking, and resolution of stakeholder concerns. |
| Customers                                         | The Company has designated contact channels through which stakeholders can raise grievances and seek timely redressal. These channels support structured communication, tracking, and resolution of stakeholder concerns. |

Note (for customers category) - LG Electronics India places great emphasis on customer satisfaction and continuously reviews customer feedback to improve product and service experience. The reported numbers include customer concerns, suggestions and escalations received through social media, National Consumer Helpline. Several matters were not product-related and pertained to delivery, packaging and related service aspects; these were noted by the Company, addressed through improvements and amicably resolved with customers.

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

| Sr. 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       | Climate Action                  | R                                          | Rising GHG emissions globally has resulted in many regulations nationally and globally which encourages GHG emission reduction. Additionally global warming is having adverse impact on businesses and society resulting in impacts to cashflows and expenses. | Adoption of renewable energy, energy efficiency projects, transitioning to lower carbon fuel, climate adaptation projects                                                                                       | Negative – potential compliance costs;                                                                       |
| 2       | Energy & Resource Management    | O                                          | Efficient use of energy and water reduces costs and enhances sustainability                                                                                                                                                                                    | N/A                                                                                                                                                                                                             | Positive – reduced operational costs, improved margins                                                       |
| 3       | Waste Management                | R                                          | Improper disposal could lead to damage to environment and may attract regulatory penalties and reputational damage                                                                                                                                             | Implement waste segregation at source, introduce 3R principle of reduce, reuse and recycle, partnering with authorized and capable hazardous waste handling companies, circular economy practices in operations | Negative- - heavy penalties and remediation cost, operation closure in case of non-conformity;               |
| 4       | Sustainable Value Chain         | O                                          | Strong supplier ESG compliance enhances resilience and reputation                                                                                                                                                                                              | N/A                                                                                                                                                                                                             | Positive – improved supply chain reliability, customer trust, quality improvement and long-term cost benefit |
| 5       | Employee Health & Safety        | R                                          | Workplace accidents can disrupt operations and harm reputation                                                                                                                                                                                                 | Safety training, audits, protective equipment, strict compliance, inculcating a safety culture in the company                                                                                                   | Negative – potential compensation and legal cost; potential closure of operation                             |
| 6       | Diversity, Equity & Inclusion   | O                                          | Inclusive practices improve workforce morale and innovation and point towards companies no-discrimination culture                                                                                                                                              | N/A                                                                                                                                                                                                             | Positive – enhanced productivity, talent retention, positive brand image                                     |
| 7       | Employee Skill Development      | O                                          | Upskilling workforce ensures competitiveness in evolving technology                                                                                                                                                                                            | N/A                                                                                                                                                                                                             | Positive – improved efficiency, innovation capacity                                                          |
| 8       | Quality & Customer Satisfaction | R                                          | Product defects can harm brand reputation and lead to recalls                                                                                                                                                                                                  | Quality assurance systems, customer feedback loops                                                                                                                                                              | Negative- May lead to decrease in sales volume                                                               |
|         |                                 | O                                          | Increase in customer satisfaction leads to increase in sales, growth and brand enhancement                                                                                                                                                                     | N/A                                                                                                                                                                                                             | Positive- May lead to increase in market share and premium pricing                                           |
| 9       | Good Governance & Ethics        | O                                          | Strong governance framework, whistleblower policy, compliance audits                                                                                                                                                                                           | N/A                                                                                                                                                                                                             | Positive – investor confidence, brand image, employee's trust                                                |
| 10      | Community Development           | O                                          | CSR initiatives strengthen community relations and brand goodwill                                                                                                                                                                                              | N/A                                                                                                                                                                                                             | Positive – enhanced brand image, long-term market acceptance and social acceptance                           |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

| Sr. No | Disclosure Questions                                                                                                                                                                                                                                    | P1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | P2   | P3        | P4  | P5   | P6        | P7  | P8  | P9                                                                                                                                                      |
|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-----------|-----|------|-----------|-----|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------|
|        | Policy and management processes                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |           |     |      |           |     |     |                                                                                                                                                         |
| 1. a   | Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)                                                                                                                                             | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes* | Yes*      | Yes | Yes* | Yes*      | Yes | Yes | Yes*                                                                                                                                                    |
| b      | Has the policy been approved by the Board? (Yes/No/NA)                                                                                                                                                                                                  | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | No** | No**      | Yes | No** | No**      | Yes | Yes | No**                                                                                                                                                    |
| c      | Web Link of the Policies, if available                                                                                                                                                                                                                  | <ul style="list-style-type: none"> <li><a href="https://www.lg.com/in/investorrelations/code-and-policy/">https://www.lg.com/in/investorrelations/code-and-policy/</a></li> <li><a href="https://www.lg.com/content/dam/lge/in/migration/lginvestorrelations/IRPdf/CG/Policy/Risk-Management-Policy-5.pdf">https://www.lg.com/content/dam/lge/in/migration/lginvestorrelations/IRPdf/CG/Policy/Risk-Management-Policy-5.pdf</a></li> <li><a href="https://www.lg.com/content/dam/lge/in/migration/lginvestorrelations/IRPdf/CG/Policy/Nomination-and-Remuneration-Policy-2.pdf">https://www.lg.com/content/dam/lge/in/migration/lginvestorrelations/IRPdf/CG/Policy/Nomination-and-Remuneration-Policy-2.pdf</a></li> <li><a href="https://www.lg.com/content/dam/lge/in/migration/lginvestorrelations/IRPdf/CG/Policy/Policy-on-Succession-Planning-for-the-Board-and-Senior-Management-11.pdf">https://www.lg.com/content/dam/lge/in/migration/lginvestorrelations/IRPdf/CG/Policy/Policy-on-Succession-Planning-for-the-Board-and-Senior-Management-11.pdf</a></li> <li><a href="https://www.lg.com/content/dam/lge/in/migration/lginvestorrelations/IRPdf/CG/Policy/Policy-on-familiarization-of-Independent-directors.pdf">https://www.lg.com/content/dam/lge/in/migration/lginvestorrelations/IRPdf/CG/Policy/Policy-on-familiarization-of-Independent-directors.pdf</a></li> <li><a href="https://www.lg.com/content/dam/lge/in/migration/lginvestorrelations/IRPdf/CG/Policy/Policy-on-Corporate-Social-Responsibility.pdf">https://www.lg.com/content/dam/lge/in/migration/lginvestorrelations/IRPdf/CG/Policy/Policy-on-Corporate-Social-Responsibility.pdf</a></li> </ul> |      |           |     |      |           |     |     |                                                                                                                                                         |
| 2      | Whether the entity has translated the policy into procedures. (Yes / No/ NA)                                                                                                                                                                            | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes  | Yes       | Yes | Yes  | Yes       | Yes | Yes | Yes                                                                                                                                                     |
| 3      | Do the enlisted policies extend to your value chain partners? (Yes/No/NA)                                                                                                                                                                               | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | No   | No        | Yes | No   | No        | Yes | Yes | No                                                                                                                                                      |
| 4      | Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | -    | ISO 45001 | -   | -    | ISO 14001 | -   | -   | ISO 9001<br>UL Standards/<br>Certification –<br>Applicable<br>product safety<br>certifications<br>adopted<br>for relevant<br>products and<br>processes. |
| 5      | Specific commitments, goals and targets set by the entity with defined timelines, if any.                                                                                                                                                               | The Company has established sustainability commitments, goals and targets across relevant material areas, supported by defined implementation timelines. These goals are periodically reviewed and monitored through internal governance mechanisms to ensure effective execution and alignment with the Company's long-term sustainability objectives.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      |           |     |      |           |     |     |                                                                                                                                                         |
| 6      | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.                                                                                                                          | The Company continues to make satisfactory progress towards achieving its established commitments, goals and targets. Performance against these objectives is regularly assessed through defined monitoring and review processes. The Company remains committed to meeting its timelines and implementing corrective actions, where required, to address any deviations from planned outcomes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |      |           |     |      |           |     |     |                                                                                                                                                         |

\* The policy is available internally and is not publicly disclosed

\*\* The policy is internal in nature and is administered through the Company's established governance and management processes

### 7 Governance, leadership and oversight

#### Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

At LG Electronics India Limited, sustainability is an integral part of our business strategy and the foundation of our commitment to creating a better life for our customers, employees, communities, and the environment. We continue to embed Environmental, Social and Governance (ESG) principles across our operations, products, and value chain.

As one of India's leading consumer electronics and home appliance manufacturers, we recognize that the rapidly evolving business landscape presents both opportunities and challenges. Key ESG challenges include managing climate-related risks, reducing greenhouse gas emissions across operations, increasing resource efficiency, promoting responsible e-waste management, strengthening sustainable supply chains, and meeting the growing expectations of consumers and stakeholders for environmentally responsible products and business practices.

To address these challenges, LG Electronics India remains focused on accelerating its sustainability journey through measurable targets and continuous improvement initiatives. We are actively increasing the use of renewable energy in our manufacturing operations and enhancing energy efficiency across facilities. During the year, we strengthened our clean energy transition initiative through long-term solar power partnerships for our Greater Noida and Pune manufacturing plants, which are expected to significantly increase the share of renewable energy in our operations and contribute to substantial carbon emission reductions.

We also continue to promote circular economy principles through responsible e-waste collection, recycling partnerships, and compliance with Extended Producer Responsibility (EPR) requirements. Our efforts are complemented by initiatives to increase environmental awareness among employees, customers, and communities, reinforcing our commitment to environmental stewardship.

On the social front, we remain committed to providing a safe, inclusive, and engaging workplace for our employees while contributing positively to the communities in which we operate. We continue to strengthen our health and safety practices, employee development programs, and community engagement initiatives, recognizing that long-term business success is closely linked to the well-being of our people and society.

Good governance remains central to our approach. We uphold high standards of ethics, compliance, transparency, and accountability, supported by robust policies and governance frameworks that guide responsible decision-making across the organization.

Our achievements during the reporting period reflect the dedication of our employees, business partners, and stakeholders in advancing our ESG objectives. While we acknowledge that the sustainability journey is ongoing, we remain steadfast in our commitment to responsible growth, operational excellence, innovation, and value creation for all stakeholders.

We will continue to proactively address emerging ESG challenges, set ambitious yet achievable sustainability goals, and transparently report our progress as we work towards building a more sustainable and resilient future.

**8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

Mr. Dongmyung Seo  
Whole Time Director & Chief Financial Officer (CFO)

**9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). If Yes please provide details**

Yes, LG Electronics India Limited has constituted a Risk Management Committee that is responsible for overseeing key business risks, including those related to sustainability.

Composition of the Risk Management Committee (RMC):

1. Mr. Hong Ju Jeon – Managing Director (RMC Chairman)
2. Mr. Santosh Kumar Mohanty – Independent Director (RMC Member)
3. Mr. Dongmyung Seo – Whole-Time Director and CFO (RMC Member)

## 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                                                                                                                                                                                                                                                                                                    |    |    |    |    |    |    |    |    |
|--------------------|----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
|                    |                                                                                                                | P1                                                                                                                                                                                                                                                                                                                                                                                               | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| a.                 | Performance against above policies and follow up action                                                        | Y                                                                                                                                                                                                                                                                                                                                                                                                | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| b.                 | Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances | Y                                                                                                                                                                                                                                                                                                                                                                                                | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| Subject for Review |                                                                                                                | Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)                                                                                                                                                                                                                                                                                                                          |    |    |    |    |    |    |    |    |
|                    |                                                                                                                | P1                                                                                                                                                                                                                                                                                                                                                                                               | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| a.                 | Performance against above policies and follow up action                                                        | The Company is in the process of institutionalising periodic reviews of its performance against applicable policies through structured business review meetings with senior management. This mechanism is intended to strengthen oversight, enable systematic tracking of progress, identify gaps in implementation, and facilitate timely corrective and preventive actions, wherever required. |    |    |    |    |    |    |    |    |
| b.                 | Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances | The Company submits quarterly compliance reports covering all applicable statutory requirements to the Directors. In addition, compliance management tools are used to track obligations, monitor implementation status, and support timely follow-up on compliance-related matters.                                                                                                             |    |    |    |    |    |    |    |    |

## 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).

No

|                                         |    |                                                                                 |
|-----------------------------------------|----|---------------------------------------------------------------------------------|
| If yes, provide the name of the agency. | P1 | No independent external assessment was carried out during the reporting period. |
|                                         | P2 |                                                                                 |
|                                         | P3 |                                                                                 |
|                                         | P4 |                                                                                 |
|                                         | P5 |                                                                                 |
|                                         | P6 |                                                                                 |
|                                         | P7 |                                                                                 |
|                                         | P8 |                                                                                 |
|                                         | P9 |                                                                                 |

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

|                                                                                                                                 | P1 | P2 | P3 | P4 | P5 | P6             | P7 | P8 | P9 |
|---------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----------------|----|----|----|
| The entity does not consider the principles material to its business (Yes/No)                                                   |    |    |    |    |    |                |    |    |    |
| 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)                        |    |    |    |    |    | Not applicable |    |    |    |
| It is planned to be done in the next financial year (Yes/No)                                                                    |    |    |    |    |    |                |    |    |    |
| Any other reason (please specify)                                                                                               |    |    |    |    |    |                |    |    |    |

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**



### Essential Indicators

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

| Segment                           | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | %age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| Board of Directors                | 2                                                      | 1. All Board members are updated on the key amendments and updates in laws and regulations governing the Company on a quarterly basis.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 100%                                                                       |
| Key Managerial Personnel          | 1                                                      | 1. All KMPs are governed by and given access through our website/portals on our Human Rights, Non-Discrimination and Anti-Harassment, POSH and Direct Touch Policy<br>2. All KMPs are updated on the key amendments and updates in laws and regulations governing the Company on a quarterly basis.                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 100%                                                                       |
| Employees other than BOD and KMPs | 158                                                    | 1. Employees go through Code of Ethics and Conduct during joining along with declaration of the same.<br>2. Employees are governed by and given access through our website/portals on our Human Rights, Non-Discrimination, and Antiharassment, POSH and Direct Touch Policy, Code of Ethics and Conduct<br>3. Employees were further given training on below topics <ul style="list-style-type: none"> <li>Data Security &amp; information</li> <li>Post IPO Governance &amp; Compliance</li> <li>SEBI (Prohibition of insider trading regulation)</li> <li>SEBI (Related Party Transaction)</li> <li>LG Electronics Compliance Training</li> <li>Information Security/Personal Information Protection Training</li> <li>LGE Customer Value Management</li> </ul> | 93 %                                                                       |
| Workers                           | 17                                                     | 1. Workers were provided trainings on Code of Ethics and Conduct, Human Rights, Non-Discrimination and Anti-Harassment, POSH, and Direct Touch Policy.<br>2. Additionally, trainings on Goal Setting & Visualization - Value based leadership, Work-life Balance - Four quadrants of balance, Parenting in the modern world - Balancing care & Independence.                                                                                                                                                                                                                                                                                                                                                                                                       | 76%                                                                        |

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

| Monetary        |                 |                                                                     |                                            |                   |                                        |
|-----------------|-----------------|---------------------------------------------------------------------|--------------------------------------------|-------------------|----------------------------------------|
| Particular      | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In ₹)<br>(For Monetary Cases only) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine   |                 |                                                                     | Nil                                        |                   |                                        |
| Settlement      |                 |                                                                     |                                            |                   |                                        |
| Compounding fee |                 |                                                                     |                                            |                   |                                        |
| Non-Monetary    |                 |                                                                     |                                            |                   |                                        |
| Particular      | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions |                                            | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment    |                 |                                                                     | Nil                                        |                   |                                        |
| Punishment      |                 |                                                                     |                                            |                   |                                        |

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

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------------|---------------------------------------------------------------------|
|              | Not applicable                                                      |

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)

Yes

The Code of Conduct Policy includes provisions governing the offering and acceptance of gifts, hospitality, donations, and other benefits, establishing clear expectations for ethical behavior and conflict-of-interest management. The policy aims to prevent bribery, undue influence, and improper business practices by requiring employees to exercise transparency, integrity, and compliance with applicable laws when giving or receiving gifts and making charitable or political donations.

<https://www.lg.com/in/investorrelations/code-and-policy/>

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

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

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

| Case Details                                                                                 | FY 2025-26 |        | FY 2024-25 |        |
|----------------------------------------------------------------------------------------------|------------|--------|------------|--------|
|                                                                                              | Number     | Remark | Number     | Remark |
| 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, we do not have any instances of corruption/conflict of interest.

8. Number of days of accounts payables in the following format:

| Particular                         | FY 2025-26 | FY 2024-25 |
|------------------------------------|------------|------------|
| Number of days of accounts payable | 58 days    | 59 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 | FY 2024-25 |
|----------------------------|------------------------------------------------------------------------------------------|------------|------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                 | -          | -          |
|                            | b. Number of trading houses where purchases are made from                                | -          | -          |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses      | -          | -          |
| Concentration of Sales     | a. Sales to dealers / distributors as % of total sales                                   | 71.73%     | 70.90%     |
|                            | b. Number of dealers / distributors to whom sales are made                               | 1887       | 1882       |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors  | 32.49%     | 31.80%     |
| Share of RPTs in           | a. Purchases (Purchases with related parties / Total Purchases)                          | 19.7%      | 22%        |
|                            | b. Sales (Sales to related parties / Total Sales)                                        | 3.75%      | 4.12%      |
|                            | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | -          | -          |
|                            | d. Investments                                                                           | -          | -          |

Leadership Indicators

1. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)

Yes

The company has established a formal Code of Conduct for Directors and Senior Management Personnel that requires Board members to act with integrity, fairness, and in the best interests of Company while avoiding actual, potential, or perceived conflicts of interest. The Code mandates disclosure of any personal, financial, commercial, or business interests that may conflict with Company interests, including interests in customers, suppliers, competitors, related parties, other directorships, and transactions involving relatives or close personal relationships. In cases where a potential conflict exists, Board members are required to disclose the conflict to the Board and obtain necessary approvals before proceeding. The Company also monitors related party transactions in accordance with applicable laws and regulations and requires ongoing disclosures of directorships, committee memberships, and substantial shareholdings in other entities. These processes help identify, avoid, and effectively manage conflicts of interest involving members of the Board.

## PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.



### Essential Indicator

- 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.

| Sr. No. | Particular | FY 2025-26 | FY 2024-25 | Details of improvements in environmental and social impacts |
|---------|------------|------------|------------|-------------------------------------------------------------|
| 1       | R&D        | Nil        | Nil        | NA                                                          |
| 2       | Capex      | Nil        | Nil        | NA                                                          |

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

No

The Company is currently undergoing and implementing ESG-related assessments and intends to progressively formalize its sustainable sourcing framework and enhance monitoring mechanisms in line with business requirements and stakeholder expectations.

- 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                | - |
| (d) | other waste                    | - |

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)

Yes, EPR is applicable to the Company and we comply with the prevailing EPR Rules & Regulation. LG Electronics India has established systems and processes for the environmentally sound collection, recycling and disposal of end-of-life products, packaging materials and waste generated across its operations. Company also complies with applicable Extended Producer Responsibility (EPR) requirements for e-waste and plastic waste and works with authorized recyclers, dismantlers and waste management agencies approved by the relevant regulatory authorities.

- If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes, the waste collection plan is in line with the EPR plan submitted to pollution control Board.

- If not, provide steps taken to address the same

Not Applicable.

### Leadership Indicators

- 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:

| Sr. No. | Particular                     | FY 2025-2026    |                  |                         | FY 2024-2025    |                  |                         |
|---------|--------------------------------|-----------------|------------------|-------------------------|-----------------|------------------|-------------------------|
|         |                                | Re-Used (In MT) | Recycled (In MT) | Safely Disposed (In MT) | Re-Used (In MT) | Recycled (In MT) | Safely Disposed (In MT) |
| 1       | Plastics (including packaging) | NA              | 14,822           | NA                      | NA              | 2252             | NA                      |
| 2       | E waste                        | NA              | 1,72,890.95      | NA                      | NA              | 137652.76        | NA                      |
| 3       | Hazardous waste                | NA              | 53.39            | NA                      | NA              | NA               | NA                      |
| 4       | Other waste                    | NA              | 46.651           | NA                      | NA              | 19.725           | NA                      |

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



#### Essential Indicators

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

| Category                       | % of employees covered by |                  |           |                    |           |                    |           |                    |           |                     |           |
|--------------------------------|---------------------------|------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
|                                | Total (A)                 | Health insurance |           | Accident insurance |           | Maternity benefits |           | Paternity Benefits |           | Day Care facilities |           |
|                                |                           | Number (B)       | % (B / A) | Number (C)         | % (C / A) | Number (D)         | % (D / A) | Number (E)         | % (E / A) | Number (F)          | % (F / A) |
| Permanent employees            |                           |                  |           |                    |           |                    |           |                    |           |                     |           |
| Male                           | 2,222                     | 2,222            | 100%      | 2,222              | 100%      | 2,222              | 100%      | 2,222              | 100%      | 0                   | 0%        |
| Female                         | 116                       | 116              | 100%      | 116                | 100%      | 116                | 100%      | 116                | 100%      | 0                   | 0%        |
| Total                          | 2,338                     | 2,338            | 100%      | 2,338              | 100%      | 2,338              | 100%      | 2,338              | 100%      | 0                   | 0%        |
| Other than permanent employees |                           |                  |           |                    |           |                    |           |                    |           |                     |           |
| Male                           | 771                       | 771              | 100%      | 771                | 100%      | 771                | 100%      | 0                  | 0%        | 0                   | 0%        |
| Female                         | 129                       | 129              | 100%      | 129                | 100%      | 129                | 100%      | 0                  | 0%        | 0                   | 0%        |
| Total                          | 900                       | 900              | 100%      | 900                | 100%      | 900                | 100%      | 0                  | 0%        | 0                   | 0%        |

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

| Category                     | % of workers covered by |                  |           |                    |           |                    |           |                    |           |                     |           |
|------------------------------|-------------------------|------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
|                              | Total (A)               | Health insurance |           | Accident insurance |           | Maternity benefits |           | Paternity Benefits |           | Day Care facilities |           |
|                              |                         | Number (B)       | % (B / A) | Number (C)         | % (C / A) | Number (D)         | % (D / A) | Number (E)         | % (E / A) | Number (F)          | % (F / A) |
| Permanent workers            |                         |                  |           |                    |           |                    |           |                    |           |                     |           |
| Male                         | 1,417                   | 1,414            | 99.79%    | 1,417              | 100%      | 0                  | 0         | 0                  | 0%        | 0                   | 0         |
| Female                       | 80                      | 80               | 100%      | 80                 | 100%      | 80                 | 100%      | 0                  | 0%        | 80                  | 100%      |
| Total                        | 1,497                   | 1,497            | 100%      | 1,497              | 100%      | 80                 | 5%        | 0                  | 0%        | 80                  | 5%        |
| Other than permanent workers |                         |                  |           |                    |           |                    |           |                    |           |                     |           |
| Male                         | 2,881                   | 2,881            | 100%      | 2,881              | 100%      | 0                  | 0%        | 0                  | 0%        | 0                   | 0%        |
| Female                       | 52                      | 52               | 100%      | 52                 | 100%      | 52                 | 100%      | 0                  | 0%        | 52                  | 100%      |
| Total                        | 2,933                   | 2,933            | 100%      | 2,933              | 100%      | 52                 | 1%        | 0                  | 0%        | 52                  | 1%        |

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

|                                                                             | FY 2025-26 | FY 2024-25 |
|-----------------------------------------------------------------------------|------------|------------|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.06%      | 0.06%      |

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

| Benefits | FY 2025-26                                         |                                                |                                                      | FY 2024-25                                         |                                                |                                                      |
|----------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|
|          | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF       | 98.08%                                             | 100%                                           | Yes                                                  | 97.35%                                             | 100%                                           | Yes                                                  |
| Gratuity | 98.08%                                             | 100%                                           | NA                                                   | 97.35%                                             | 100%                                           | NA                                                   |
| ESI*     | 0%                                                 | 7.01%                                          | Yes                                                  | 0%                                                 | 13.44%                                         | Yes                                                  |

As per ESI Regulations, all the Eligible employees and workers have been covered under the benefits.

##### 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?

Yes, the premises and offices of the Company have been designed with accessibility of differently abled employees in mind. Ramps have been built to facilitate easy movements.

If not, whether any steps are being taken by the entity in this regard.

Not Applicable.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

Internal policy

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

| Gender | Permanent Employees |                | Permanent Workers   |                |
|--------|---------------------|----------------|---------------------|----------------|
|        | Return to work rate | Retention Rate | Return to work rate | Retention Rate |
| Male   | -                   | -              | -                   | -              |
| Female | -                   | -              | -                   | -              |
| Total  | -                   | -              | -                   | -              |

Note – No permanent employees or permanent workers have availed parental leave in FY 2025-26.

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.

| Category                       | Yes/No | Details of the mechanism in brief                                                                                                                                                                 |
|--------------------------------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent Workers              | Yes    | The grievance mechanism is initiated through the Human Resources department, after which a dedicated Grievance Committee manages the issue from initial registration through to final resolution. |
| Other than Permanent Workers   | Yes    |                                                                                                                                                                                                   |
| Permanent Employees            | Yes    |                                                                                                                                                                                                   |
| Other than Permanent Employees | Yes    |                                                                                                                                                                                                   |

7. Membership of employees and worker in association(s) or Unions recognised 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 | 2,338                                                | 0                                                                                              | 0%      | 2,326                                                 | 0                                                                                              | 0%      |
| Male                      | 2,222                                                | 0                                                                                              | 0%      | 2,197                                                 | 0                                                                                              | 0%      |
| Female                    | 116                                                  | 0                                                                                              | 0%      | 129                                                   | 0                                                                                              | 0%      |
| Total Permanent Workers   | 1,497                                                | 0                                                                                              | 0%      | 1,472                                                 | 0                                                                                              | 0%      |
| Male                      | 1,417                                                | 0                                                                                              | 0%      | 1,420                                                 | 0                                                                                              | 0%      |
| Female                    | 80                                                   | 0                                                                                              | 0%      | 52                                                    | 0                                                                                              | 0%      |

8. Details of training given to employees and workers:

| Category         | FY 2025-26 |                               |           |                      |           | FY 2024-25 |                               |           |                      |           |
|------------------|------------|-------------------------------|-----------|----------------------|-----------|------------|-------------------------------|-----------|----------------------|-----------|
|                  | Total (A)  | On Health and Safety Measures |           | On Skill Upgradation |           | Total (D)  | On Health and Safety Measures |           | On Skill Upgradation |           |
|                  |            | Number (B)                    | % (B / A) | Number (C)           | % (C / A) |            | Number (E)                    | % (E / D) | Number (F)           | % (C / D) |
| <b>Employees</b> |            |                               |           |                      |           |            |                               |           |                      |           |
| Male             | 2,222      | 785                           | 35%       | 1,805                | 81%       | 2,197      | 897                           | 41%       | 1,710                | 78%       |
| Female           | 116        | 21                            | 18%       | 68                   | 59%       | 108        | 9                             | 8%        | 63                   | 58%       |
| Total            | 2,338      | 806                           | 34%       | 1873                 | 80%       | 2,305      | 906                           | 39%       | 1,773                | 77%       |
| <b>Workers</b>   |            |                               |           |                      |           |            |                               |           |                      |           |
| Male             | 1,417      | 1,146                         | 81%       | 220                  | 16%       | 1,420      | 1,159                         | 82%       | 229                  | 16%       |
| Female           | 80         | 21                            | 26%       | 0                    | 0%        | 80         | 9                             | 11%       | 0                    | 0.00%     |
| Total            | 1,497      | 1,167                         | 78%       | 220                  | 15%       | 1,500      | 1,168                         | 78%       | 229                  | 20%       |

Note - Disclosure is provided for both permanent employees and workers.

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 (D)  | No. (E) | % (E / D) |
| <b>Employees</b> |            |         |           |            |         |           |
| Male             | 2,222      | 2,172   | 97.75%    | 2,197      | 2,141   | 97.45%    |
| Female           | 116        | 117     | 100%      | 108        | 106     | 98.15%    |
| Total            | 2,338      | 2,289   | 97.90%    | 2,305      | 2,247   | 97.48%    |
| <b>Workers</b>   |            |         |           |            |         |           |
| Male             | 1,417      | 1,417   | 100%      | 1,420      | 100%    | 100%      |
| Female           | 80         | 80      | 100%      | 80         | 100%    | 100%      |
| Total            | 1,497      | 1,497   | 100%      | 1,500      | 100%    | 100%      |

Note - Disclosure is provided for both permanent employees and workers.

10. Health and safety management system

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)

Yes

If Yes, the Coverage such systems?

These System covers employees, workers, contractors, and relevant workplace activities, and includes Hazard Identification and Risk Assessment (HIRA), legal compliance, safety training, emergency preparedness, incident management, corrective and preventive actions, audits, and continuous improvement of health and safety performance as per Management System's Requirements.

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

Work-related hazards are identified and risks are assessed for routine and non-routine activities through HIRA (as per ISO 45001), workplace inspections by Top Management - Safety Walk, incident/near-miss reporting, Monthly Line safety audits, and JSA. Appropriate control measures are implemented and reviewed periodically.

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

Yes

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

Yes

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

| Safety Incident/Number                                                        | Category* | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.09       | 0.09       |
|                                                                               | Workers   | -          | -          |
| Total recordable work-related injuries                                        | Employees | 1          | 1          |
|                                                                               | Workers   | 0          | 0          |
| 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 workplace.

Corrective and preventive actions have been implemented to mitigate key safety risks identified through audits and inspections. Machine safety has been improved through interlocks, guarding, safety curtains, emergency stop systems. Traffic risks are controlled via AI-based speed monitoring, defined routes, and awareness programs. Ongoing actions include closing audit observations, safety trainings, toolbox talks, with management reviews.

Regular safety activities include:

- Training
- Monthly Inspections
- SIF Inspections
- Monthly MD Talks & Walks
- Quarterly Safety Committee Meetings

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

| Particulars        | FY 2025-26            |                                       |         | FY 2024-25            |                                       |         |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
|                    | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | 0                     | 0                                     |         | 0                     | 0                                     |         |
| Health & Safety    | 0                     | 0                                     |         | 0                     | 0                                     |         |

14. Assessment for the year:

| Particulars                 | % of your plants and offices that were assessed (by entity or statutory authorities or third parties)                                                            |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Health and safety practices | 100% of plants and offices were assessed for health and safety practices by the entity, statutory authorities, and/or third parties during the reporting period. |
| Working Conditions          | 100% of plants and offices were assessed for working conditions by the entity, statutory authorities, and/or third parties during the reporting period.          |

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

Corrective and preventive actions have been implemented to mitigate key safety risks identified through audits and inspections. Machine safety has been enhanced using interlocks, guarding, safety curtains, improved emergency stops. Traffic risks are controlled through AI-based speed monitoring, defined routes, and awareness programs. Additional actions include closing audit observations, safety trainings, toolbox talks, line audits, with management reviews to ensure timely closure and prevent recurrence.

Further improvements were made in following areas:

- Gangway standardization.
- Installation of dome mirrors for better visibility

### Leadership Indicators

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

|                     |     |
|---------------------|-----|
| (A) Employees (Y/N) | Yes |
| (B) Workers (Y/N)   | Yes |

2. Provide the 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:

| Particular | 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                               | FY 2024-25 | FY 2025-26                                                                                                                                        | FY 2024-25 |
| Employees  | 0                                        | 0          | 0                                                                                                                                                 | 0          |
| Workers    | 0                                        | 0          | 0                                                                                                                                                 | 0          |

3. 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/ NA)

No

**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.**

The Company follows a structured approach to identify and prioritize its key stakeholder groups based on the nature of its business operations, the level of influence that stakeholders have on the company, and the extent to which the company's activities may impact them. Stakeholders are identified through regular interactions across business functions, review of operational and regulatory requirements, customer and employee engagement channels, supply chain interactions, community outreach initiatives, and investor communications.

The key stakeholder groups identified by the company include customers, employees, workers, suppliers and service partners, dealers and distributors, shareholders and investors, regulators and government authorities, local communities, and industry associations. Stakeholder prioritization is based on factors such as dependency on the Company, business relevance, potential impact on business continuity, regulatory expectations, and the ability of stakeholders to influence business outcomes.

The company engages with stakeholders through multiple channels including customer service platforms, employee engagement programmes, grievance redressal mechanisms, supplier interactions, statutory and regulatory consultations, shareholder communications, CSR initiatives, and community engagement activities. The frequency and mode of engagement vary depending on the stakeholder group and the significance of issues being addressed. The stakeholder identification process is reviewed periodically to ensure that evolving business priorities, stakeholder expectations, and sustainability considerations are appropriately reflected in the company's decision-making processes.

**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 | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify) | Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement                                                                                                                                                                                                                                                   |
|--------------------------|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Shareholders             | No                                                    | Email<br>Website, Emails, Meetings, Media Releases, Print/ Online Media, Stock Exchanges Intimation, Meetings                                 | Quarterly                                                                          | Dissemination & sharing of Information to Shareholders on general business updates & critical event and to seek their approval for resolutions, as per requirements through notices. Further engage with investors through earnings calls & meetings to inform about the quarterly/ annual business results & to address their queries/ concerns. |
| Communities              | Yes                                                   | Meetings                                                                                                                                      | Regular                                                                            | Engagement with local communities to understand their concerns, support community development initiatives, promote social well-being, environmental stewardship, education, health, sanitation and livelihood-related programs, and address any community grievances or expectations arising from the Company's operations.                       |
| Customers                | No                                                    | Email, Messaging, social media, App based Notification                                                                                        | Regular                                                                            | Engagement with the customers involves providing attractive offers, delivering valuable benefits, and actively seeking feedback to improve products and services.                                                                                                                                                                                 |
| Employees and Workers    | No                                                    | Notice boards, employee engagement surveys, internal newsletters, internal portals E-mails.                                                   | Monthly/quarterly, depending on the channel                                        | To communicate organizational goals, policies and updates, obtain employee feedback, enhance employee engagement and satisfaction, discuss workplace health and safety, learning and development, diversity and inclusion, welfare initiatives, performance management, and grievance redressal mechanisms.                                       |
| Dealers and Distributors | No                                                    | Feedback through meetings                                                                                                                     | Need based                                                                         | Business updates, employee engagement, policies, complaints and related matters                                                                                                                                                                                                                                                                   |

| Stakeholder Group                     | Whether identified as Vulnerable & Marginalized Group | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify) | Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement                                                                                                                                                                                                                                   |
|---------------------------------------|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Government and Regulatory Authorities | No                                                    | Meetings                                                                                                                                      | Need based                                                                         | Engagement to ensure compliance with applicable laws and regulations, obtain necessary approvals and licenses, respond to regulatory requirements, participate in consultations, provide statutory disclosures, and discuss matters related to environmental, health & safety, labour, taxation and other regulatory obligations. |

### Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The company currently engages with its stakeholders through various operational and functional channels, including customer feedback mechanisms, employee engagement platforms, supplier interactions, regulatory communications, investor relations activities, grievance redressal mechanisms, and community outreach initiatives. Feedback received through these channels is reviewed by the respective business and functional teams and is escalated to senior management, as appropriate, based on the nature, significance, and potential business impact of the issues raised.

Economic, environmental, and social matters identified through these engagements are periodically discussed within management forums and are incorporated into the company's decision-making processes, risk management practices, and business strategies, where relevant. While the company does not currently have a dedicated formal mechanism for direct consultation between stakeholders and the Board on ESG-related matters, significant stakeholder concerns and material sustainability-related issues may be communicated to the Board through management updates, governance processes, and regulatory reporting channels, as applicable.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).

Yes

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.

Stakeholder consultations are used to identify and manage material environmental and social topics. Feedback received from employees, customers, communities, investors and other stakeholders is considered in the development and enhancement of policies, operational practices, health and safety initiatives, employee welfare programs, environmental management measures and community engagement activities.

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

The company recognizes that certain stakeholder groups, including economically weaker communities, women, differently abled individuals, contract workers, and underserved sections of society, may require additional attention and support. Engagement with such groups is primarily undertaken through employee welfare initiatives, community development programmes, CSR activities, grievance redressal mechanisms, and workplace engagement channels.

During the year, concerns and expectations relating to access to healthcare, education, workplace well-being, safety, and community development were considered through ongoing stakeholder interactions and community outreach initiatives. In response, the Company continued to support social development programmes focused on healthcare, education, skill development, and community welfare, while also promoting an inclusive, safe, and non-discriminatory work environment.

Company remains committed to strengthening its understanding of stakeholder needs and identifying opportunities to enhance engagement with vulnerable and marginalized groups as part of its broader sustainability and social responsibility efforts.

## PRINCIPLE 5: Businesses should respect and promote human rights.



### Essential Indicators

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

| Benefits             | 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) |
| <b>Employees</b>     |            |                                       |           |            |                                       |           |
| Permanent            | 2,338      | 2,338                                 | 100%      | 2,305      | 2,305                                 | 100%      |
| Other than permanent | 900        | 900                                   | 100%      | 892        | 892                                   | 100%      |
| Total Employees      | 3,238      | 3,238                                 | 100%      | 3,197      | 3,197                                 | 100%      |
| <b>Workers</b>       |            |                                       |           |            |                                       |           |
| Permanent            | 1,497      | 1,497                                 | 100%      | 1,500      | 1,500                                 | 100%      |
| Other than permanent | 2,933      | 2,933                                 | 100%      | 2,986      | 2,986                                 | 100%      |
| Total Workers        | 4,430      | 4,430                                 | 100%      | 4,486      | 4,486                                 | 100%      |

- Details of minimum wages paid to employees and workers

| Category                    | FY 2025-26 |                       |           |                        |           | FY 2024-25 |                       |           |                        |           |
|-----------------------------|------------|-----------------------|-----------|------------------------|-----------|------------|-----------------------|-----------|------------------------|-----------|
|                             | Total (A)  | Equal to Minimum Wage |           | More than Minimum Wage |           | Total (D)  | Equal to Minimum Wage |           | More than Minimum Wage |           |
|                             |            | No. (B)               | % (B / A) | No. (C)                | % (C / A) |            | No. (E)               | % (E / D) | No. (F)                | % (F / D) |
| <b>Employees</b>            |            |                       |           |                        |           |            |                       |           |                        |           |
| Permanent                   |            |                       |           |                        |           |            |                       |           |                        |           |
| Male                        | 1,417      | -                     | -         | 1,417                  | 100.00%   | 1,420.00   | -                     | -         | 1,420                  | 100.00%   |
| Female                      | 80         | -                     | -         | 80                     | 100.00%   | 80.00      | -                     | -         | 80                     | 100.00%   |
| Total                       | 1,497      | -                     | -         | 1,497                  | 100.00%   | 1,500.00   | -                     | -         | 1,500                  | 100.00%   |
| <b>Other than Permanent</b> |            |                       |           |                        |           |            |                       |           |                        |           |
| Male                        | 2,881      | -                     | -         | 2,881                  | 100.00%   | 2,946.00   | -                     | -         | 2,946.00               | 100.00%   |
| Female                      | 52         | -                     | -         | 52                     | 100.00%   | 40.00      | -                     | -         | 40.00                  | 100.00%   |
| Total                       | 2,933      | -                     | -         | 2,933                  | 100.00%   | 2,986.00   | -                     | -         | 2,986                  | 100.00%   |
| <b>Workers</b>              |            |                       |           |                        |           |            |                       |           |                        |           |
| Permanent                   |            |                       |           |                        |           |            |                       |           |                        |           |
| Male                        | 1,417      | -                     | -         | 1,417                  | 100%      | 1,417      | -                     | -         | 1,417                  | 0%        |
| Female                      | 80         | -                     | -         | 80                     | 100%      | 80         | -                     | -         | 80                     | 0%        |
| Total                       | 1,497      | -                     | -         | 1,497                  | 100%      | 1,497      | -                     | -         | 1,497                  | 0%        |
| <b>Other than Permanent</b> |            |                       |           |                        |           |            |                       |           |                        |           |
| Male                        | 2,881      | -                     | -         | 2,881                  | 100%      | 2,946      | -                     | -         | 2,946                  | 100%      |
| Female                      | 52         | -                     | -         | 52                     | 100%      | 40         | -                     | -         | 40                     | 100%      |
| Total                       | 2,933      | -                     | -         | 2,933                  | 100%      | 2,986      | -                     | -         | 2,986                  | 100%      |

- Details of remuneration/salary/wages

- Median remuneration / wages:

| Particular                       | Male   |                                                           | Female |                                                           |
|----------------------------------|--------|-----------------------------------------------------------|--------|-----------------------------------------------------------|
|                                  | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BOD)         | 5      | 60,40,000                                                 | 1      | 40,30,000                                                 |
| Key Managerial Personnel         | 3      | 4,36,61,066                                               | -      | -                                                         |
| Employees other than BOD and KMP | 2,222  | 17,80,511                                                 | 116    | 11,70,778                                                 |
| Workers                          | 1,417  | 7,74,566                                                  | 80     | 10,86,290                                                 |

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

| Particulars                                     | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------|------------|------------|
| Gross wages paid to females as % of total wages | 3.53%      | 3.6%       |

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

The Company has a designated committee responsible for addressing the human rights impacts or issues caused or contributed to by the business. The Committee oversees the identification, review, investigation and resolution of human rights related concerns ensuring that appropriate corrective and preventive actions are taken in line with the Company's policies and applicable laws.

Name of Policy: Grievance Policy

Department: HR

Roles & Responsibilities: Described in the policy definition section

*Note - Working Committees have been established at the manufacturing facilities, ensuring meticulous adherence to all labor welfare regulations.*

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

The Company has established grievance redressal mechanisms at the factory level to address the human rights related concerns. Designated Committees are responsible for receiving, reviewing, investigating and resolving grievances in a fair impartial and timely manner.

Employees can raise the concerns through multiple reporting channels, and all complaints are handled confidentially without fear of retaliation. Corrective and preventive actions are taken based on the findings to ensure compliance with the Company's policies and applicable laws.

Mechanisms Available: Described in the policy

Complaint Channels: Employees are encouraged to reach out to the HR or use the designated email ID for reporting grievances, concerns, or complaints.

Investigation Process: Described in the policy

Closure Timeline: 30 days

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

| Particulars                        | FY 2025-26            |                                       |         | FY 2024-25            |                                       |         |
|------------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
|                                    | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment                  | 1                     | 0                                     | Closed  | 2                     | 0                                     | Closed  |
| Discrimination at workplace        | Nil                   | Nil                                   |         | Nil                   | Nil                                   |         |
| Child Labour                       | Nil                   | Nil                                   |         | Nil                   | Nil                                   |         |
| Forced Labour / Involuntary Labour | Nil                   | Nil                                   |         | Nil                   | Nil                                   |         |
| Wages                              | Nil                   | Nil                                   |         | Nil                   | Nil                                   |         |
| Other human rights related issues  | Nil                   | Nil                                   |         | Nil                   | Nil                                   |         |

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

| Particulars                                                                                                                         | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 1          | 2          |
| Complaints on POSH as a % of female employees / workers                                                                             | 0.265%     | 0.560%     |
| Complaints on POSH upheld                                                                                                           | 0          | 0          |

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

To create awareness and educate our employees, we ensure online sessions/trainings and policies such as: Human Rights Policy, Code of Ethics and Conduct, Non-Discrimination and Anti-Harassment, Anti Bribery, Direct Touch Policy and Prevention of Sexual Harassment are accessible to them.

Under our Prevention of Sexual Harassment Policy, The Company has instituted an "Internal Complaints Committee" for redressal of sexual harassment complaint and for ensuring time bound redressal of such complaints.

The policy outlines clauses on Protection to Complainant, wherein the Company calls out its commitment to ensuring that no employee who brings forward a harassment concern is subject to any form of reprisal. Any reprisal will be subject to disciplinary action.

We are an equal opportunity employer, and all our employees are evaluated solely by their performance, regardless of their race, religion, gender, sexual orientation, age, or disability, ensuring no discrimination in recruitment, remuneration, promotion processes and career development.

The company has established a Code of Conduct and Grievance redressal mechanism that provides employees with a channel to report concerns related to discrimination, harassment or other unethical conduct. Complaints are handled confidentially and investigated in a fair and unbiased manner. The Company follows a non-retaliation approach and does not tolerate any adverse action against individuals who raise concerns or report violations in good faith. Appropriate measures are in place to protect complainants from retaliation, victimization or discrimination.

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

Yes

10. Assessments for the year:

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

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

No unusual findings during the assessment hence no corrective actions taken.

**Leadership Indicators**

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

The Company has introduced a requirement for all business partners to acknowledge and sign the Company's code of conduct. This ensures that suppliers, vendors, contactors and other business partners are aligned with the Company's commitment to human rights, ethical business practices and compliance with applicable laws and standards.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.**



**Essential Indicators**

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

| Parameter                                                                                                                                                                                                    | FY 2025-26<br>(in Giga Joules) | FY 2024-25<br>(in Giga Joules) |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------------------------|
| <b>From renewable sources</b>                                                                                                                                                                                |                                |                                |
| Total electricity consumption (A)                                                                                                                                                                            | 1,222.97                       | 1,715.49                       |
| Total fuel consumption (B)                                                                                                                                                                                   | Nil                            | Nil                            |
| Energy consumption through other sources (C.)                                                                                                                                                                | Nil                            | Nil                            |
| <b>Total energy consumed from renewable sources (A+B+C)</b>                                                                                                                                                  | 1,222.97                       | 1,715.49                       |
| <b>From non-renewable sources</b>                                                                                                                                                                            |                                |                                |
| Total electricity consumption (D)                                                                                                                                                                            | 3,05,292.80                    | 2,99,167.30                    |
| Total fuel consumption (E)                                                                                                                                                                                   | 73,745.20                      | 38,027.90                      |
| Energy consumption through other sources (F)                                                                                                                                                                 | Nil                            | Nil                            |
| <b>Total energy consumed from non-renewable sources (D+E+F)</b>                                                                                                                                              | 3,79,038.00                    | 3,37,195.20                    |
| <b>Total energy consumed (A+B+C+D+E+F)</b>                                                                                                                                                                   | 3,80,260.98                    | 3,38,910.69                    |
| <b>Energy intensity per rupee of turnover</b><br>[Total energy consumed (in GJ) / Revenue from operations (in rupees)]                                                                                       | 0.00000155                     | 0.00000139                     |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>[Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]<br>(GJ per INR-PPP adjusted) | 0.0000314                      | 0.0000279                      |
| <b>Energy intensity in terms of physical output</b><br>[Total energy consumed (in GJ) / units manufactured]                                                                                                  | 0.014                          | 0.012                          |
| <b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?</b>                                                                                        | No                             | No                             |
| If yes, name of the external agency.                                                                                                                                                                         |                                |                                |

Note:

The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2026, which is 20.34 and 2025, which is 20.09

- 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? (Yes/No)

No

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.

NA

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

| Parameter                                                                                                                                                                                                      | FY 2025-26 (KL) | FY 2024-25 (KL) |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                                                                                                                                              |                 |                 |
| (i) Surface water                                                                                                                                                                                              | 0               | 0               |
| (ii) Groundwater                                                                                                                                                                                               | 3,48,399        | 4,27,185        |
| (iii) Third party water                                                                                                                                                                                        | 1,49,520        | 1,75,539        |
| (iv) Seawater / desalinated water                                                                                                                                                                              | 0               | 0               |
| (v) Others                                                                                                                                                                                                     | 0               | 0               |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>                                                                                                                                | 4,97,919        | 6,02,724        |
| <b>Total volume of water consumption (in kilolitres)</b>                                                                                                                                                       | 4,54,215        | 5,57,013        |
| <b>Water intensity per rupee of turnover</b><br>[Total water consumption (in KL) / Revenue from operations (in rupees)]                                                                                        | 0.00000185      | 0.00000229      |
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>[Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]<br>(KL per INR-PPP adjusted) | 0.0000375       | 0.0000459       |
| <b>Water intensity in terms of physical output</b><br>[Total water consumption (in KL) / units manufactured]                                                                                                   | 0.016           | 0.020           |
| <b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)</b>                                                                                 | No              | No              |
| If yes, name of the external agency.                                                                                                                                                                           |                 |                 |

Note:

The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2026, which is 20.34 and 2025, which is 20.09

4. Provide the following details related to water discharged:

| Parameter                                                                                                                   | FY 2025-26 | FY 2024-25 |
|-----------------------------------------------------------------------------------------------------------------------------|------------|------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>                                                |            |            |
| <b>(i) To Surface water</b>                                                                                                 | -          | -          |
| No treatment                                                                                                                |            |            |
| With treatment – please specify level of treatment                                                                          |            |            |
| <b>(ii) To Groundwater</b>                                                                                                  | -          | -          |
| No treatment                                                                                                                |            |            |
| With treatment – please specify level of treatment                                                                          |            |            |
| <b>(iii) To Seawater</b>                                                                                                    | -          | -          |
| No treatment                                                                                                                |            |            |
| With treatment – please specify level of treatment                                                                          |            |            |
| <b>(iv) Sent to third-parties</b>                                                                                           | -          | -          |
| No treatment                                                                                                                |            |            |
| With treatment – please specify level of treatment                                                                          |            |            |
| <b>(v) Others</b>                                                                                                           |            |            |
| No treatment                                                                                                                | -          | -          |
| With treatment                                                                                                              | 43,704     | 45,711     |
| <b>Total water discharged (in kilolitres)</b>                                                                               | 43,704     | 45,711     |
| <b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b> | No         | No         |
| If yes, name of the external agency.                                                                                        |            |            |

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes

If yes, provide details of its coverage and implementation.

100% treated water is used in gardening & washroom, and no water discharge happens outside compound boundary.

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

| Parameter                                                                                                            | Please specify unit | FY 2025-26 | FY 2024-25 |
|----------------------------------------------------------------------------------------------------------------------|---------------------|------------|------------|
| NOx                                                                                                                  | MT                  | 5.580      | 7.164      |
| SOx                                                                                                                  | MT                  | 0.782      | 1.492      |
| Particulate matter (PM)                                                                                              | MT                  | 4.459      | 5.068      |
| Persistent organic pollutants (POP)                                                                                  |                     | 0          | 0          |
| Volatile organic compounds (VOC)                                                                                     |                     | 0          | 0          |
| Hazardous air pollutants (HAP)                                                                                       |                     | 0          | 0          |
| Others – please specify                                                                                              |                     | 0          | 0          |
| Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) |                     | No         | No         |
| If yes, name of the external agency.                                                                                 |                     |            |            |

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

| Parameter                                                                                                                                                                                                                                                                           | Unit                                            | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|------------|------------|
| Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                                                                                                               | Metric tonnes of CO <sub>2</sub> equivalent     | 4,455.82   | 2,778.57   |
| Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                                                                                                               | Metric tonnes of CO <sub>2</sub> equivalent     | 61,407.49  | 60,449.36  |
| Total Scope 1 and Scope 2 emissions per rupee of turnover<br>[Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e) / Revenue from operations (in rupees)]                                                                                                               | MTCO <sub>2</sub> e per rupees of turnover      | 0.00000026 | 0.00000025 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<br>[Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e) / Revenue from operations in rupees adjusted for PPP] (MTCO <sub>2</sub> e per INR-PPP adjusted) | MTCO <sub>2</sub> e per rupees adjusted for PPP | 0.00000054 | 0.00000052 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output<br>[Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e)/ units manufactured]                                                                                                                  | MTCO <sub>2</sub> e per unit of product         | 0.0024     | 0.0022     |
| Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)                                                                                                                                                                |                                                 | No         | No         |
| If yes, name of the external agency.                                                                                                                                                                                                                                                |                                                 |            |            |

Note:

Source of emission factors used -IPCC's Guidelines for National GHG Inventories, CEA's CDM - CO<sub>2</sub> Baseline Database User Guide Version 19 has been used for the purpose of GHG Emissions calculations.

\*GHG emission calculation for both years were done as per GHG protocol and ISO 14064 to ensure consistencies with reporting requirements

The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2026, which is 20.34 and 2025, which is 20.09

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

Yes

As part of its energy efficiency and sustainability initiatives, the Company has implemented solar power systems at its Noida facilities to support cleaner and lower-carbon energy sources. The integration of solar energy has contributed to expanding the renewable energy share within the Company's overall energy mix, reinforcing its commitment to responsible resource management and environmental stewardship. Building on these efforts, the Company has taken initiative and a formalized plan to further increase the adoption of renewable energy from solar consumption during FY 2026–27 through additional capacity augmentation aimed at enhancing the contribution of renewable sources to its operational energy requirements.

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

| Parameter                                                                                                                                                                                                  | FY 2025-26       | FY 2024-25       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|
| Total Waste generated (in metric tonnes)                                                                                                                                                                   |                  |                  |
| Plastic waste (A)                                                                                                                                                                                          | 1,297.10         | 1,342.72         |
| E-waste (B)                                                                                                                                                                                                | 287.80           | 263.44           |
| Bio-medical waste (C)                                                                                                                                                                                      | 0.02             | 0.02             |
| Construction and demolition waste (D)                                                                                                                                                                      | -                | -                |
| Battery waste (E)                                                                                                                                                                                          | 10.72            | 4.74             |
| Radioactive waste (F)                                                                                                                                                                                      | -                | -                |
| Other Hazardous waste. Please specify, if any. (G)                                                                                                                                                         | 259.35           | 308.87           |
| Used Oil (5.1)                                                                                                                                                                                             | 46.09            | 30.24            |
| Discarded containers (33.1)                                                                                                                                                                                | 183.37           | 253.96           |
| ETP Sludge (35.3)                                                                                                                                                                                          | -                | -                |
| Paint Sludge (21.1)                                                                                                                                                                                        | -                | -                |
| Oil-contaminated rags/ cotton waste (33.2)                                                                                                                                                                 | 0.18             | -                |
| RT films                                                                                                                                                                                                   | -                | -                |
| Process waste Residues(1-21.1 Category)                                                                                                                                                                    | 7.57             | 5.28             |
| X-Ray Fixer(II-A-9)                                                                                                                                                                                        | -                | -                |
| X-Ray-Film(II-A-9)                                                                                                                                                                                         | -                | -                |
| <b>Other Non-hazardous waste generated (H).</b><br><b>Please specify, if any.</b> (Break-up by composition i.e. by materials relevant to the sector)                                                       | 12,082.78        | 14,321.64        |
| Cardboard Paper                                                                                                                                                                                            | 83.05            | 2,476.05         |
| Metal                                                                                                                                                                                                      | 2,525.93         | 2,388.99         |
| Corrugated                                                                                                                                                                                                 | 1,415.93         | 1,361.12         |
| Aluminium                                                                                                                                                                                                  | 125.44           | 120.10           |
| Copper                                                                                                                                                                                                     | 42.45            | 53.63            |
| Iron                                                                                                                                                                                                       | 2,330.88         | 2,048.12         |
| Wood                                                                                                                                                                                                       | 4,180.11         | 4,227.69         |
| Glass                                                                                                                                                                                                      | 32.58            | 27.58            |
| Solder Dross                                                                                                                                                                                               | 3.08             | 2.08             |
| PVC Wire                                                                                                                                                                                                   | 11.15            | 7.46             |
| Steel                                                                                                                                                                                                      | 11.63            | 7.23             |
| Housekeeping                                                                                                                                                                                               | 1,320.55         | 1,601.60         |
| <b>Total (A+B + C + D + E + F + G + H)</b>                                                                                                                                                                 | <b>13,937.77</b> | <b>16,241.43</b> |
| <b>Waste intensity per rupee of turnover</b><br>[Total waste generated (in MT) / Revenue from operations (in MT per rupees)]                                                                               | 0.000000057      | 0.0000000667     |
| <b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP<br>(MT per INR-PPP adjusted) | 0.00000115       | 0.00000134       |
| <b>Waste intensity in terms of physical output</b><br>Total waste generated (in MT) / units manufactured ( MT / unit)                                                                                      | 0.00050          | 0.00060          |

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)**

| Category of waste               | FY 2025-26 | FY 2024-25 |
|---------------------------------|------------|------------|
| (i) Recycled                    | 13,907.87  | 16,216.74  |
| (ii) Re-used                    | -          | -          |
| (iii) Other recovery operations | -          | -          |
| Total                           | 13,907.87  | 16,216.74  |

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

| Category of waste               | FY 2025-26 | FY 2024-25 |
|---------------------------------|------------|------------|
| (i) Incineration                | 29.91      | 24.67      |
| (ii) Landfilling                | -          | -          |
| (iii) Other disposal operations | -          | -          |
| Total                           | 29.91      | 24.67      |

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.

**Note:**

The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2026, which is 20.34 and 2025, which is 20.09

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.

UL-Zero Waste to Landfill certification is implemented. We have waste Management Policy & Approved Vendors.

1. Waste is segregated at source into general waste, recyclable waste, hazardous waste, e-waste, plastic waste and chemical waste.
2. Recyclable materials such as paper, plastic, metal, packaging waste and e-waste are sent to authorized recyclers.
3. Hazardous and chemical waste are stored separately in labeled containers with proper safety precautions.
4. Hazardous waste is disposed of only through authorized waste handlers as per applicable environmental regulations.
5. The company aims to reduce hazardous and toxic chemicals by using safer and eco-friendly alternatives wherever possible.
6. Products and processes are reviewed to comply with RoHS, REACH, and other applicable restricted substance requirements.
7. Employees are trained in safe handling, storage, spill control, and disposal of hazardous waste.
8. Waste generation and disposal records are maintained, and periodic reviews are conducted for continual improvement.

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:

| Sr. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval/clearance are being complied with? (Y/N) | If no, the reasons thereof and corrective action taken, if any. |
|---------|--------------------------------|--------------------|-------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| 1       | Ranjangaon, Pune               | Manufacturing      | Yes                                                                                       | -                                                               |
| 2       | Greater Noida                  | Manufacturing      | Yes                                                                                       | -                                                               |

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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).

Yes, The entity is fully compliant with all the applicable Environmental law/regulations/guidelines in India.

If not, provide details of all such non-compliances, in the following format:

| Specify the law/regulation/ guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------|
| NA                                                                 | NA                                    | NA                                                                                                        | NA                              |

## 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

Greater Noida

(ii) Nature of Operations

Manufacturing

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

| Parameter                                                                                                                   | FY 2025-26  | FY 2024-25 |
|-----------------------------------------------------------------------------------------------------------------------------|-------------|------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                                                           |             |            |
| (i) Surface water                                                                                                           | 0           | 0          |
| (ii) Groundwater                                                                                                            | 3,48,399 KL | 4,27,185   |
| (iii) Third party water                                                                                                     | 1,49,520    | 1,75,539   |
| (iv) Seawater / desalinated water                                                                                           | 0           | 0          |
| (v) Others                                                                                                                  | 0           | 0          |
| <b>Total volume of water withdrawal (in kilolitres)</b>                                                                     | 4,97,919    | 6,02,724   |
| <b>Total volume of water consumption (in kilolitres)</b>                                                                    | 4,54,215    | 5,57,013   |
| <b>Water intensity per rupee of turnover</b> (Water consumed / turnover)                                                    | 0.00000185  | 0.00000229 |
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>                                                |             |            |
| <b>(i) To Surface water</b>                                                                                                 |             |            |
| No treatment                                                                                                                |             |            |
| With treatment – please specify level of treatment                                                                          |             |            |
| <b>(ii) To Groundwater</b>                                                                                                  |             |            |
| No treatment                                                                                                                |             |            |
| With treatment – please specify level of treatment                                                                          |             |            |
| <b>(iii) To Seawater</b>                                                                                                    |             |            |
| No treatment                                                                                                                |             |            |
| With treatment – please specify level of treatment                                                                          |             |            |
| <b>(iv) Sent to third-parties</b>                                                                                           |             |            |
| No treatment                                                                                                                |             |            |
| With treatment – please specify level of treatment                                                                          |             |            |
| <b>(v) Others</b>                                                                                                           | 43,704      | 45,711     |
| No treatment                                                                                                                |             |            |
| With treatment – please specify level of treatment                                                                          | 43,704      | 45,711     |
| <b>Total water discharged (in kilolitres)</b>                                                                               | 43,704      | 45,711     |
| <b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b> | No          | No         |
| <b>If yes, name of the external agency.</b>                                                                                 |             |            |

### 2. 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:

| Initiative undertaken                          | Details of the initiative (Web-link, if any, may be provided along-with summary)                                     | Outcome of the initiative                            | Corrective action taken, if any                  |
|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|--------------------------------------------------|
| UL-ZWTL (Zero Waste to Landfill certification. | Third party certification for promotion of ethical waste management.                                                 | UL-ZWTL certified factory for good waste management. | Improvement and maintenance in waste management. |
| High Efficiency Electrical Motor               | Motor Replaced with IE3 Motor                                                                                        | Energy Saving of 15000 KWH/Year                      |                                                  |
| Reuse Water                                    | WM Reject Water Reuse Post Cleaning                                                                                  | Water Consumption reduction by 12000KL/Year          |                                                  |
| Internal Use of ETP Treated Water              | ETP and STP Treated water usage in Gardening and other Area                                                          | Water Consumption reduction by 6000KL/Year           |                                                  |
| Reduce HSD Usage                               | Covered all Oven and Heating system from HSD to Natural Gas                                                          | Reduced Emission Level at Hot Water Generator        |                                                  |
| HSD Genset Conversion into Dual Fuel Genet     | Dual Fuel (HSD + Natural Gas) Kit installed in all DG Set to reduce the HSD Consumption and Emission Level Reduction | Reduced GHG emissions                                |                                                  |

### 3. Does the entity have a business continuity and disaster management plan? (Yes/No)

Yes

Give details in 100 words/ web link.

Business Continuity plan, Emergency Response Manual for Natural Disaster, civil Disorder & war are part of environment and Health and safety policy and plan.

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



#### Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.  
7
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

| Sr. No. | Name of the trade and industry chambers/ associations                  | Reach of trade and industry chambers/ associations (State/National/ International) |
|---------|------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| 1       | Consumer Electronics and Appliances Manufacturers Associations (CEAMA) | National                                                                           |
| 2       | Refrigeration and Air-Conditionings Manufacturers Association (RAMA)   | National                                                                           |
| 3       | Manufacturers Association for Information Technology (MAIT)            | National                                                                           |
| 4       | Federation of Indian Export Organization (FIEO)                        | National                                                                           |
| 5       | Electronics and Computer Software Export Promotion Council (ESC)       | National                                                                           |
| 6       | PHD Chambers of Commerce and Industry                                  | National                                                                           |
| 7       | The Refrigeration and Air-Conditionings Trade Association Limited      | National                                                                           |

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

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

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.**



#### Essential Indicators

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

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link    |
|-----------------------------------|----------------------|----------------------|-------------------------------------------------------------|--------------------------------------------------|----------------------|
| Let's build a house               | NA                   | NA                   | Yes                                                         | Yes                                              | <a href="#">Link</a> |
| Karein roshni                     | NA                   | NA                   | Yes                                                         | Yes                                              | <a href="#">Link</a> |
| Cancer support                    | NA                   | NA                   | Yes                                                         | Yes                                              | <a href="#">Link</a> |
| MDM and Morning Nutrition program | NA                   | NA                   | Yes                                                         | Yes                                              | <a href="#">Link</a> |

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

| Sr. 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 ₹) |
|---------|------------------------------------------|-------|----------|-----------------------------------------|--------------------------|---------------------------------------|
| 1       | NA                                       | NA    | NA       | NA                                      | NA                       | NA                                    |

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

The company has established a grievance redressal mechanism for its CSR projects, wherein the implementing NGO serves as the primary point of contact for receiving and addressing stakeholder grievances. Any concerns that remain unresolved or require further review are escalated to the CSR Department of the company for appropriate action and resolution.

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

| Particular                                   | FY 2025-26 | FY 2024-25 |
|----------------------------------------------|------------|------------|
| Directly sourced from MSMEs/ small producers | 17.39%     | 16.28%     |
| Directly from within India                   | 53.67%     | 52.23%     |

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

| Particular   | FY 2025-26 | FY 2024-25 |
|--------------|------------|------------|
| Rural        | 0%         | 0%         |
| Semi-urban   | 0%         | 0%         |
| Urban        | 2%         | 2%         |
| Metropolitan | 98%        | 98%        |

#### Leadership Indicators

1. Details of beneficiaries of CSR Projects:

| Sr. No. | CSR Project                        | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|---------|------------------------------------|---------------------------------------------|------------------------------------------------------------|
| 1       | Nutrition Program                  | 1,20,000                                    | 100%                                                       |
| 2       | LG Hope Technical Skill Academy    | 1,200                                       | 100%                                                       |
| 3       | CSR Retail Skills Training Program | 1,600                                       | 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.

LG Electronics India Limited has established a comprehensive customer support and grievance redressal framework to ensure timely resolution of consumer complaints and continuous improvement of customer experience. Consumers can raise concerns, service requests, and feedback through multiple channels, including customer care helplines, email support, online service portals, and authorized service centers. LG also provides dedicated escalation mechanisms through its MD Office feedback platforms for addressing unresolved or critical customer concerns.

All customer complaints and service requests are registered through LG's customer support system and are assigned reference numbers for tracking and resolution. Complaints are reviewed by the relevant service or technical teams, who investigate the issue and communicate the resolution status to customers. Where necessary, complaints can be escalated through higher levels of management to ensure appropriate resolution.

In addition to grievance handling, LG actively collects customer feedback through support interactions, digital channels, and post-service engagements. Feedback received from consumers is analyzed to identify recurring issues, improve product quality, enhance service delivery, and strengthen customer satisfaction. This structured approach enables LG Electronics to maintain a customer-centric culture while continuously improving its products, services, and overall consumer experience.

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

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

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

| Particular                     | FY 2025-26               |                                   | Remark | FY 2024-25               |                                   | Remark |
|--------------------------------|--------------------------|-----------------------------------|--------|--------------------------|-----------------------------------|--------|
|                                | Received during the year | Pending resolution at end of year |        | Received during the year | Pending resolution at end of 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                          | 0                        | 0                                 |        | 0                        | 0                                 |        |

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

| Particular        | Number | Reason for recall |
|-------------------|--------|-------------------|
| Voluntary recalls | Nil    | Nil               |
| Forced recalls    | Nil    | Nil               |

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web link of the policy

Policy available for internal usage only

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

No such issues were observed hence no corrective actions taken.

7. Provide the following information relating to data breaches

- a. Number of instances of data breaches along-with impact

No Issue Reported

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

No Issue Reported

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

No Issue Reported