

MSIL: COS: NSE&BSE: 2025/08_07

5th August 2025

Vice President
National Stock Exchange of India Limited
“Exchange Plaza”, Bandra – Kurla Complex
Bandra (E),
Mumbai – 400 051

General Manager
Department of Corporate Services
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai – 400 001

Sub: Business Responsibility and Sustainability Report (BRSR) for the financial year 2024-25

Dear Sir(s),

Pursuant to Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2024-25, which also forms an integral part of the Annual Report.

Kindly take the same on record.

Thanking You,

Yours truly,

For **Maruti Suzuki India Limited**

Sanjeev Grover
Executive Officer & Company Secretary

Encl: As above

MARUTI SUZUKI INDIA LIMITED

Head Office:
Maruti Suzuki India Limited,
1, Nelson Mandela Road, Vasant Kunj,
New Delhi - 110070, India.
Tel: 011- 46781000, Fax: 011-46150275/46150276
E-mail id: contact@maruti.co.in, www.marutisuzuki.com

Gurgaon Plant:
Maruti Suzuki India Limited,
Old Palam Gurgaon Road,
Gurgaon - 122015, Haryana, India.
Tel: 0124-2346721, Fax: 0124-2341304

Manesar Plant:
Maruti Suzuki India Limited,
Plot No.1, Phase - 3A, IMT Manesar,
Gurgaon - 122051, Haryana, India.
Tel: 0124-4884000, Fax: 0124-4884199

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	L34103DL1981PLC011375
2.	Name of the Listed Entity	Maruti Suzuki India Limited (hereinafter referred as 'MSIL' or The company')
3.	Year of incorporation	1981
4.	Registered office address	1, Nelson Mandela Road, Vasant Kunj, New Delhi-110070
5.	Corporate address	1, Nelson Mandela Road, Vasant Kunj, New Delhi-110070
6.	Email	investor@maruti.co.in
7.	Telephone	011-46781000
8.	Website	http://www.marutisuzuki.com/
9.	Financial year for which reporting is being done reported	01/04/2024 to 31/03/2025
10.	Name of the Stock Exchange(s) where shares are listed	1) Bombay Stock Exchange Ltd. (BSE) 2) National Stock Exchange of India Ltd. (NSE)
11.	Paid-up capital	₹ 1,572 million
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Name- Mr. Nikhil Vyas (Vice President – Corporate Affairs Strategic Research, Investor Relations, & ESG) Contact- 011-46781129 Email – Nikhil.vyas@maruti.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14.	Name of assurance provider	Bureau Veritas (India) Private Limited
15.	Type of assurance obtained	Reasonable Assurance on BRSR Core KPIs and Limited Assurance on other BRSR Indicators

Kindly note that in line with the ISF Guidelines (SEBI Circular No. SEBI/HO/CFD-PoD-1/P/CIR/2024/177 dated 20 November 2024) developed in consultation with representatives from ASSOCHAM, CII and FICCI; MSIL has restated select previous year figures to ensure consistency and comparability across disclosures.



II. Products/services

16. Details of Business Activities (accounting for 90% of the turnover):

Sr. no.	Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
1.	Manufacture of motor vehicles	The Company is engaged in the business of manufacturing and sale of passenger and commercial vehicles. The Company's vehicles are offered through three channels: Nexa, Arena and Commercial.	82.76%
2.	Sale of motor vehicle parts and accessories	The Company also sells aftermarket parts and accessories under the brand name of 'Maruti Suzuki Genuine Parts' and 'Maruti Suzuki Genuine Accessories'.	12.78%

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

Sr. no.	Product/Service	NIC Code	Percentage of total Turnover contributed
1.	Manufacture of motor vehicles	2910	82.76%
2.	Sale of motor vehicle parts and accessories	4530	12.78%

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	3	61	64
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36 (28 states & 8 Union territories)
International (No. of Countries)	Exports to nearly 100 countries

b. What is the contribution of exports as a percentage of the total turnover of the entity? 14.99%

c. A brief on types of customers

MSIL, India's largest passenger vehicle manufacturer serves a diverse customer base spanning individual consumers, government and corporate employees, fleet operators, and defence agencies. Its vehicles cater to a wide range of applications from personal mobility to taxi services; underscoring the brand's versatility, reliability, and broad market appeal.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
		Employees				
1.	Permanent (D)	14,280	13,279	92.99%	1,001	7.01%
2.	Other than Permanent (E)	1,621	1,540	95.00%	81	5.00%
3.	Total employees (D + E)	15,901	14,819	93.20%	1,082	6.80%
		Workers				
4.	Permanent (F)	5,686	5,679	99.88%	7	0.12%
5.	Other than Permanent(G)	24,358	24,309	99.80%	49	0.20%
6.	Total workers (F + G)	30,044	29,988	99.81%	56	0.19%

b. Differently abled Employees and Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
		Differently abled Employees				
1.	Permanent (D)	13	12	92.31%	1	7.69%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	13	12	92.31%	1	7.69%
		Differently abled Workers				
4.	Permanent (F)	8	8	100.00%	0	0%
5.	Other than Permanent (G)	2	2	100.00%	0	0%
6.	Total differently abled workers (F + G)	10	10	100.00%	0	0%

21. Participation/ Inclusion/ Representation of Women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors*	11	3	27.27%
Key Management Personnel**	3	0	0%

* BoD composition as on 31st March 2025.

**Mr. Hisashi Takeuchi, MD and CEO, is a part of both the Board of Directors and the Key Management Personnel.

22. Turnover rate for permanent employees and workers:

	FY 2024-25			FY 2023-24			2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.91%	5.23%	3.99%	4.39%	6.53%	4.51%	7.06%	14.52%	7.46%
Permanent Workers	0.53%	23.53%	0.56%	0.48%	19.05%	0.51%	0.30%	8.33%	0.31%



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

23. 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.	Suzuki Motor Gujarat Private Limited	Subsidiary	100%	No
2.	True Value Solutions Limited	Subsidiary	100%	No
3.	J.J Impex (Delhi) Limited	Subsidiary	100%	No
4.	Plastic Omnium Auto Energy Manufacturing India Private Limited	Joint Venture	26%	No
5.	Marelli Powertrain India Private Limited	Joint Venture	19%	No
6.	Maruti Suzuki Toyotsu India Private Limited	Joint Venture	50%	No
7.	Bharat Seats Limited	Associates	14.81%	No
8.	Jay Bharat Maruti Limited	Associates	29.28%	No
9.	Machino Plastics Limited	Associates	15.35%	No
10.	Caparo Maruti Limited	Associates	25%	No
11.	Hanon Climate Systems India Private Limited	Associates	39%	No
12.	Krishna Maruti Limited	Associates	15.79%	No
13.	SKH Metals Limited	Associates	37.03%	No
14.	Nippon Thermostat (India) Limited	Associates	10%	No
15.	Mark Exhaust Systems Limited	Associates	44.37%	No
16.	Bellsonica Auto Component India Private Limited	Associates	30%	No
17.	FMI Automotive Components Private Limited	Associates	49%	No
18.	Manesar Steel Processing India Private Limited	Associates	11.83%	No
19.	Maruti Suzuki Insurance Broking Private Limited	Associates	46.26%	No
20.	Bahucharaji Rail Corporation Limited	Associates	30.37%	No

*For the current financial year, the Company has reported on a standalone basis. Accordingly, subsidiaries are not included within the scope of this BRSR report. However, they actively participate in the Business Responsibility initiatives undertaken by the standalone entity.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): 1,519,001 million

(iii) Net worth (in ₹): 940,467 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) (If yes, then provide web link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes (Regular interactions with the communities through field visits, group meetings/events etc.)	5	0	-	8	0	-
Investors (Other than shareholders)	NA (The Company does not have investors other than shareholders)	NA	NA	NA	NA	NA	NA
Shareholders	Yes https://www.marutisuzuki.com/corporate/investors	7	0	-	7	0	-
Employees and workers	Yes (internal online platform to raise complaints, share grievances and feedbacks) https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/Whistle_Blower_Policy_New.pdf	91	2	Work-in-progress to address pending complaints related to infrastructure, HR processes etc	104*	7*	All pending complaints except one have been closed as on the date of this report.
Customers	Yes https://www.marutisuzuki.com/corporate/reach-us	21,822	750	All complaints have been closed as on the date of this report.	23,282	210	All pending complaints of FY24 have been closed in FY25.
Value Chain Partners	The Company receives feedback on various aspects from its value chain partners through periodic conferences and other events	Nil	Nil	NA	Nil	Nil	NA
Others (Includes Anonymous)	No	21	5	16 cases have been closed and has been appropriately addressed as per Company Policy. For pending 5 cases, 4 have been closed as on the date of this report.	6	4	All pending complaints of FY24 have been closed in FY25.

* FY 2023-24 figures have been restated to exclude feedback/suggestions.

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

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

Please refer to Material topics under Value Creation Approach section of the Annual Integrated Report FY 2024-25 on page 94.



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

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

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

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

P5 - Businesses should respect and promote human rights

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

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

P8 - Businesses should promote inclusive growth and equitable development

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

Disclosure Question	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)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	The policies have been approved by the Board and/or the MD & CEO of the Company.								
c. Web Link of the Policies, if available	P1: https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/MSIL_Code_of_Conduct.pdf P2: https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/MSIL_Green_Procurement_Guidelines.pdf P3: https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/OH&S_Policy.pdf.pdf https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/Equal_Opportunity_Policy_for_Person_with_Disabilities.pdf P4: https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/MSIL-CSR_Policy.pdf P5: https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/OH&S_Policy.pdf.pdf https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/MSIL_Code_of_Conduct.pdf P6: https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/Environmental-Energy-Policy-English.pdf P8: https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/MSIL-CSR_Policy.pdf P9: https://www.marutisuzuki.com/data-provider-consent-policy https://www.marutisuzuki.com/marutisuzukirewards/privacypolicy								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
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	The policies conform to standards such as ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 27001:2022, UNGC Guidelines, ILO Principles, GRI standards and National Guideline for Responsible Business Conduct among others.								

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<p>MSIL is committed to support India's ambition of Net Zero by 2070. To achieve this goal, the company has taken short, medium and long-term targets across various functions which are mentioned below:</p> <p>A. Design for recycling:</p> <ol style="list-style-type: none"> 1. Ensure a minimum of 85% recyclability and 95% recoverability of materials used in vehicles manufactured by the company. <p>B. Target for reducing carbon footprint in products:</p> <ol style="list-style-type: none"> 2. Achieve the following powertrain mix for Passenger Vehicle sales in India by FY 2030–31 (percentage indicates share of each category in total passenger vehicle sales): <ul style="list-style-type: none"> • BEVs – 15%; • Hybrid Vehicles – 25%; • CNG/CBG Vehicles – 35%; and • Flex Fuel/Fuel-Efficient ICE Vehicles – 25% <p>C. Target for reducing carbon footprint in manufacturing processes:</p> <ol style="list-style-type: none"> 3. Increase solar power generation capacity to 319 MWp by FY 2030–31, thereby increasing the share of renewable electricity in total consumption from 16% in FY 2024–25 to approx. 85% by FY 2030–31. 4. Promote the use of CBG as a process fuel in manufacturing operations. <p>D. Target for reducing carbon footprint in logistics operations:</p> <ol style="list-style-type: none"> 5. Increase the share of vehicle dispatches via rail from the current 24% to 35% by FY 2030–31, leveraging in-plant railway sidings at Gujarat and Haryana facilities. <p>E. Other Targets</p> <ol style="list-style-type: none"> 6. Achieve a minimum of 20% representation of women among total new hires in FY 2025–26 for regular employees. 7. Promote circular economy <ol style="list-style-type: none"> a. Minimising waste generation and maximising waste recycling b. Optimising water recycling efficiency and ensuring zero liquid discharge 8. Continuously optimize and reduce the use of packaging material and eliminate the use of 'Single Use Plastics'. 9. Strive to exceed customer expectations by delivering products that embody world-class quality, outstanding safety standards, and an exceptional ownership experience. 10. Aim to achieve 'Zero Incidents' amongst employees across all operations 11. Elimination of Ozone Depleting Substances at the manufacturing facilities by 2025. 								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<p>The Company continuously monitors its progress against established commitments, goals, and targets. In cases where performance falls short, it undertakes root-cause analysis and implements corrective actions to realign outcomes. Performance against each of the targets mentioned above under point 5 has been detailed here:</p> <p>A. Performance against design for recycling:</p> <ol style="list-style-type: none"> 1. Achieved an average recyclability of 92% and recoverability of 98%, exceeding the target of a minimum 85% recyclability and 95% recoverability for materials used in vehicles. <p>B. Performance against the target for reducing carbon footprint in products:</p> <ol style="list-style-type: none"> 2. The Company's average fleet carbon emissions remain significantly below the industry average. Furthermore, it has consistently outperformed its Corporate Average Fuel Economy (CAFE) targets both during Phase 1 (2017–18 to 2021–22) and in the ongoing Phase 2 (since 2022–23). 								



Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
	C. Performance against the target for reducing carbon footprint in manufacturing processes: <ol style="list-style-type: none"> The Company is accelerating its transition to solar energy and has successfully achieved the solar power generation capacity target of 78.2 MWp—originally set for FY 2025-26—one year ahead of schedule, in FY 2024-25. This reflects strong progress toward the long-term renewable energy goals. The Company currently operates a Compressed Biogas (CBG) plant at its Manesar facility with an output of 0.2 TPD. To further scale CBG use in manufacturing processes, a higher-capacity CBG plant is under construction at its Kharkhoda facility. 								
	D. Other Targets: <ol style="list-style-type: none"> Promoting Circular Economy <ol style="list-style-type: none"> In alignment with its circular economy goals, the company achieved a 4.6% reduction in waste generation intensity compared to FY 2023-24. Additionally, 100% of non-hazardous waste was recycled, and 100% of hazardous waste was either recycled or co-processed, ensuring zero waste to landfill. Nearly two-thirds of the Company's total water requirement is met through recycled water. There is zero use of groundwater for manufacturing operations, and the Company continues to maintain zero liquid discharge across its facilities. 32% reduction in packaging material in the 4th Generation Dzire compared to its predecessor. Dzire has achieved 5-star safety rating under the Bharat New Car Assessment Program (BNCAP) and Baleno has achieved 4-star safety rating under BNCAP (for Adult Occupant Protection) 66% reduction in the number of vehicles recalled compared to FY 2023-24, indicating significant improvement in product quality and reliability. Women hires represented over 13% of total new hires for regular employees in FY 2024-25. 								

Governance, Leadership, and Oversight

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

Please refer to Message from the Managing Director and CEO section of the Annual Integrated Report FY 2024-25 on page 44.

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

Mr. Hisashi Takeuchi, Managing Director and CEO (DIN: 07806180)

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

The Company has constituted a Board-level Sustainability Committee responsible for oversight of the Company's sustainability-related matters.

In addition, other Board Committees play a supportive role within their defined areas: the Audit Committee reviews the functioning of the whistle-blower mechanism and fraud prevention measures; the CSR Committee ensures effective implementation of community development projects; and the Risk Management Committee oversees the formulation and implementation of the Risk Management Policy, which includes ESG-related risks. The Company also has an Executive Director overseeing the Sustainability function, Mr. Kenichiro Toyofuku (DIN: 08619076).

Composition of Sustainability Committee

Name	Category	Designation
Mr. R. C. Bhargava	Non-Executive Director	Chairman
Mr. Hisashi Takeuchi	Executive Director	Member
Mr. Kenichiro Toyofuku	Executive Director	Member
Mr. Maheswar Sahu	Independent Director	Member
Ms. Lira Goswami	Independent Director	Member
Ms. Anjali Bansal	Independent Director	Member
Ms. Ireena Vittal	Independent Director	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									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action.	Yes, the Company's overall performance, including sustainability areas, is communicated to the Directors/ Management periodically through monthly Business Review Meetings.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the Company complies with the applicable statutory requirements.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency:

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, the Company periodically onboards independent third-party agencies to assure, assess or verify the effectiveness of its policies and procedures. Financial statements of the company have been assured by Deloitte Haskins & Sells LLP whereas some of the key non-financial disclosures have been independently verified by Bureau Veritas (India) Private Limited. The Company further periodically engages agencies to verify the working of its Quality Management System, Environment Management System, Occupational Health & Safety Management System, Information Security Management System etc.								

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

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



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 programs on any of the principles during the financial year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programs
Board of Directors	14	<ul style="list-style-type: none"> ESG Issues Code of Business Conduct and Ethics (COBCE) Information Security/ Cyber Security 	100%
Key Managerial Personnel	16	<ul style="list-style-type: none"> ESG Issues Code of Business Conduct and Ethics (COBCE) POSH Health & Wellness Related Party Transactions 	100%
Employees other than BOD and KMPs*	4,298	1) Functional, 2) Technical, 3) Behavioural, 4) Safety, 5) Induction Training, 6) Compliance - POSH and COBCE training 7) LXP 8) Higher Education	99.50%
Workers*	1,341		95.59%

*The trainings have been provided to all the permanent and non-permanent employees and workers of MSIL.

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	Nil			
Settlement	-	Nil			
Compounding Fee	-	Nil			
Non-monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment		Nil			
Punishment		Nil			

*There are no fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the Company or by directors/KMPs) with regulators/ law enforcement agencies/ judicial institutions in the financial year which are material as specified in Regulation 30(4)(i)(c) of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 ("LODR"). Please refer to Company's filings with regard to the disclosures made to the Stock Exchanges under Regulation 30 of LODR.

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

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

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

Yes, the Company has in place a Code of Business Conduct and Ethics (COBCE) which states Company's commitment against bribery and corruption. The Code is available at the Company's intranet. The Company also has a Corporate Gifting Policy and Code of Business Conduct for Senior Management which covers aspects of anti-corruption or anti-bribery.

https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/MSIL_Code_of_Conduct.pdf

<https://marutistoragenew.blob.core.windows.net/msilintiwebpdf/Corporate-Gifting-Policy.pdf>

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

	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not applicable as there were no instances of fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions on cases of corruption and conflict of interest during the financial year.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	53	48



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 2024-25	FY 2023-24
Concentration of purchases	a. Purchases from trading houses as % of total purchases	1.18%	1.88%
	b. Number of trading houses where purchases are made from	22	38
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	97.86%	86.94%
Concentration of sales*	a. Sales to dealers/ distributors as % of total sales	75.46%	85.81%
	b. No. of dealers/ distributors to whom sales are made**	486	486
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	18.51%	18.58%
Share of RPTs in	a. Purchases (Purchases with related parties/Total purchases)	45.67% [#]	47.46%
	b. Sales (Sales to related parties/Total sales)	12.19%	9.15%
	c. Loans and advances (Loans and advances given to related parties/Total loans and advances)	0%	0%
	d. Investments (Investments in related parties/Total investments made)	17.87%	19.41%

*Sales to Suzuki Motors Corporation (SMC), fellow subsidiaries of Suzuki Motor Corporation, and Toyota Kirloskar Motors (TKM) are not considered as a part of the sales to dealers & distributors.

**Number of Indian dealers/distributors having a unique PAN have been considered.

[#]Of the total purchases with related parties, nearly 73.5% is from Suzuki Motors Gujarat (SMG) private Limited, which is a wholly owned subsidiary of MSIL.

Leadership Indicators

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

Total number of awareness programs held	Topics/principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programs
17,178	MSIL and/or Maruti Suzuki Centre for Excellence (MACE) conducted suppliers/dealers training covering following topics among others: 1. BRSR Awareness 2. Fire Safety & Prevention 3. Plastic Waste Management 4. Cyber Security 5. Carbon Neutrality 6. POSH 7. Process Improvement, Value Analysis Value Engineering, etc.	100%*

* Training and awareness programs on all the Principles were conducted for relevant personnels across all Tier-1 suppliers and dealers during the financial year, ensuring comprehensive cumulative coverage.

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

Yes. The Company has established clear processes to avoid and manage conflicts of interest involving Board members. As outlined in the Code of Conduct for Business Ethics, Board members and senior management are required to disclose any personal or financial interests, seek prior approval from the Audit Committee for related-party transactions to ensure that any potential conflicts are promptly identified and appropriately addressed.

PRINCIPLE 2

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

Essential Indicators

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

FY 2024-25	FY 2023-24	Details of improvement in environmental and social impacts
Investments in environment/social improvements (In Million): 20,004 Total Investments (In Million): 83,686 Percentage: 23.90%	Total investment in environment/social improvements (In Million): 2,729 Total investment (In Million): 68,448 Percentage: 3.99%	<ul style="list-style-type: none"> • In-plant Railway siding • Investments in New powertrain • Expansion of installed renewable energy capacity • Digital initiatives for Process Optimisation and energy efficiency improvement. • Implementation of Zero Liquid Discharge (ZLD) system • Initiatives towards optimising product safety & quality. • Business Continuity

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

Yes

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

Yes, the Company has established procedures and policies for sustainable sourcing. These are guided by its Basic Purchase Agreements, which incorporate comprehensive environmental, social, and governance (ESG) aspects. Additionally, MSIL has implemented exclusive Green Procurement Guidelines that are mandatory for all Tier 1 suppliers. As a result, 100% of the Company's Tier 1 suppliers operate in full compliance with these guidelines, ensuring that sourcing practices are aligned with the Company's broader sustainability objectives.

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

As part of its commitment to responsible end-of-life vehicle (ELV) management and circular economy, **Maruti Suzuki India Limited (MSIL)**, in collaboration with **Toyota Tsusho Group**, has established a joint venture—**Maruti Suzuki Toyotsu India Private Limited (MSTI)**. This facility, located in Noida, Uttar Pradesh, is a state-of-the-art ELV dismantling and recycling unit focused on safe, sustainable, and environmentally sound processing of vehicles at the end of their life. The initiative ensures structured dismantling, material recovery, and safe disposal in line with regulatory standards and global best practices.

MSTI follows specific processes for the handling of different waste streams generated during ELV management, as outlined below:

- (a) **Plastics (including packaging):**

Plastic components recovered during ELV dismantling are segregated and sent to Pollution Control Board-authorised recyclers for further processing. These plastics are typically converted into granules for reuse in non-critical applications. Additionally, MSIL complies with the Plastic Waste Management Rules, 2016, and Extended Producer Responsibility (EPR) for packaging plastics. Plastic packaging waste generated from spare parts and service operations is handled by authorised waste partners.

- (b) **E-waste:**

Electronic components such as sensors and control modules extracted from ELVs are treated as per the E-Waste (Management) Rules, 2022. These are collected and transferred to certified e-waste recyclers for safe processing and, where applicable, material recovery. All handling is carried out in a compliant and environmentally secure manner.

**(c) Hazardous waste:**

Hazardous materials, including used oil, coolants, automotive fluids, and refrigerants, are carefully drained and stored following prescribed safety protocols before dismantling. These are then handed over to authorised recyclers/ handlers in compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. MSIL prioritizes minimising environmental risks by adhering strictly to national guidelines and industry best practices.

(d) Other waste:

Ferrous and non-ferrous metals recovered from ELVs are directed to registered recyclers for material recovery. All dismantling and material recovery operations are conducted at MSTI's dedicated facility to ensure safety, compliance, and maximum resource efficiency.

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

Yes, EPR is applicable. The Company's waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web link
No, but the Company is currently in the process of conducting Life Cycle Assessments (LCA) for its products.					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same:

Name of Product/Service	Description of the risk/concern	Action Taken
NA		

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

Indicate input material	Recycled or re-used input material to total material*	
	FY 2024-25	FY 2023-24
Aluminium	68.73%	65.88%**
Steel	16.32%	18.62%**

*Based on MSIL's estimation related to material scrap and reusability; ** Restated

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		1,823			2,974	
E-waste						
Hazardous waste						
Other waste						

Note: The Company through Joint venture has established Maruti Suzuki Toyotsu India Private Limited (MSTI), which is ELV dismantling and recycling facility. Through MSTI, the Company could enable reclaiming 3,063.25 MT of steel in FY 2024-25 as compared to 1,681.58 MT in FY 2023-24; 248.76 MT of aluminium in FY 2024-25 as compared to 180.91 MT in FY 2023-24; and 36.73 MT of E-waste in FY 2024-25 as compared to 22.34 MT in FY 2023-24, among others.

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

S. No.	Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
1.	Plastic Packaging	The Company recycled 1,823 MT of packaging plastic as part of its EPR Compliance under the Plastic Waste Management Rules, 2016.

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	Percentage 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	13,279	13,279	100%	13,279	100%	0	0%	13,279	100%	0	0%
Female	1,001	1,001	100%	1,001	100%	1,001	100%	0	0%	1,001	100%
Total	14,280	14,280	100%	14,280	100%	1,001	7.01%	13,279	92.99%	1,001	7.01%
	Other than Permanent employees										
Male	1,540	1,540	100%	1,540	100%	0	0%	0	0%	0	0%
Female	81	81	100%	81	100%	81	100%	0	0%	0	0%
Total	1,621	1,621	100%	1,621	100%	81	5.00%	0	0%	0	0%

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	5,679	5,679	100%	5,679	100%	0	0%	5,679	100%	0	0%
Female	7	7	100%	7	100%	7	100%	0	0%	7	100%
Total	5,686	5,686	100%	5,686	100%	7	0.12%	5,679	99.88%	7	0.12%
	Other than Permanent workers										
Male	24,309	24,309	100%	24,309	100%	0	0%	0	0%	0	0%
Female	49	49	100%	49	100%	49	100%	0	0%	0	0%
Total	24,358	24,358	100%	24,358	100%	49	0.20%	0	0%	0	0%

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.37%	0.32%*

*Restated



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

	FY 2024-25			FY 2023-24		
	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 percentage of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	N.A*	100%	100%	Y
Others – please specify	Superannuation fund - 99.55% National Pension Scheme (Voluntary) - 24.56%	Superannuation fund - 98.08% National Pension Scheme (Voluntary) - 50%	Y	NA	NA	NA

*MSIL is registered on the ESI portal, however in FY 2024-25 all employees and workers earn above the monthly gross-wage threshold of ₹21,000 and therefore none qualify for ESI coverage.

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

Yes, the Company is constantly taking initiatives to enhance accessibility in both existing and new infrastructures to support differently-abled employees and workers. New plants and renovated buildings have lifts and/or ramps for ease of movement of differently abled employees. Few trainings initiatives and awareness sessions have been conducted like Sign language classes, sensitisation sessions on topics like stereotyping, managing micro aggression, ally ship to foster inclusivity and adaptability.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy:

Yes, the Company has in place a standalone Equal Opportunity Policy for Persons with Disabilities.

http://marutistoragenew.blob.core.windows.net/msilintiwebpdf/Equal_Opportunity_Policy_for_Person_with_Disabilities.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	95%	100%*	100%*
Total	100%	100%	100%	100%

*In FY 2023-24 & FY 2024-25, none of the permanent female workers took maternity leave; consequently, both the return-to-work and retention rates are 100%.

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes	<ul style="list-style-type: none"> • A Whistle-Blower Policy is in place to enable employees to report malpractices, unethical behaviour, or violations of the Company's Code of Business Conduct and Ethics (COBCE) in a confidential and secure manner.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	<ul style="list-style-type: none"> • A POSH Committee (Internal Committee under the Prevention of Sexual Harassment Act) addresses complaints related to sexual harassment, ensuring time-bound investigation and resolution. • Regular Workers' Representatives Meetings are held with the Managing Director, Executive Officers, and Plant Heads to provide a direct channel for feedback and grievance resolution. • Dedicated grievance redressal platforms such as Samadhan, Samwad, and Samanvay serve as structured forums to raise and address workplace issues effectively.
Other than Permanent Employees	Yes	

7. Membership of employees and worker in association(s) or unions recognised by the listed entity:

Category	FY 2024-25			FY 2023-24		
	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	14,280	0	0%	12,515	0	0%
Male	13,279	0	0%	11,773	0	0%
Female	1,001	0	0%	742	0	0%
Total Permanent Workers	5,686	5,552	97.64%	5,713	5,554	97.22%
Male	5,679	5,545	97.64%	5,703	5,544	97.21%
Female	7	7	100%	10	10	100%

8. Details of training given to employees and workers:

Category*	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
	Employees									
Male	14,819	13,857	93.51%	14,364	96.93%	13,218	12,126	91.74%	12,072	91.33%
Female	1,082	908	83.92%	1,031	95.29%	822	740	90.02%	731	88.93%
Total	15,901	14,765	92.86%	15,395	96.82%	14,040	12,866	91.64%	12,803	91.19%
	Workers									
Male	29,988	28,680	95.64%	28,683	95.65%	25,933	23,591	90.97%	23,584	90.94%
Female	56	39	69.64%	39	69.64%	31	25	80.65%	25	80.65%
Total	30,044	28,719	95.59%	28,722	95.60%	25,964	23,616	90.96%	23,609	90.93%

* The trainings have been provided to all the permanent and non-permanent employees and workers of MSIL.



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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees*						
Male	13,279	13,279	100%	11,773	11,773	100%
Female	1,001	1,001	100%	742	742	100%
Total	14,280	14,280	100%	12,515	12,515	100%
Workers*						
Male	5,679	5,679	100%	5,703	5,703	100%
Female	7	7	100%	10	10	100%
Total	5,686	5,686	100%	5,713	5,713	100%

*For right representation, all eligible employees and workers are considered in the table above.

10. Health and safety management system:

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

Yes. The Company has established a robust Occupational Health and Safety Management System (OHSMS) aligned with ISO 45001:2018 standards across its operations. This system is actively implemented at the manufacturing facilities in Gurugram and Manesar, the R&D centre in Rohtak (Haryana), the Head Office in New Delhi, as well as all Zonal and Regional Offices, Stockyards, Port Facilities, Transit Vehicle Parks, and Regional Parts Distribution Centres. Notably, the Gurugram and Manesar plants, Rohtak R&D centre, and New Delhi Head Office are ISO 45001:2018 certified, reflecting the Company's strong commitment to employee health and safety.

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

The Company employs a rigorous Hazard Identification and Risk Assessment (HIRA) framework that conforms to ISO 45001:2018 and all relevant legal standards. For every routine process, the company systematically identify hazards, evaluate associated risks, and define appropriate controls using standardised HIRA sheets. Non-routine tasks are managed through a work-permit system and Kiken Yochi (KY) ("Hazard Prediction") procedure, which prescribes hazard analysis and mitigation measures before work begins. To further bolster safety, the company has enhanced its online permit system and introduced daily KY assessments for all such activities. In addition, internal auditors conduct annual ISO 45001:2018 and IS 14489:2018 audits, and dedicated safety professionals perform daily safety inspections to continuously identify and address workplace hazards.

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

Yes. The Company's ISO 45001-aligned Incident Reporting Procedure empowers every worker to:

- Report work-related hazards, near-misses and incidents via standardised flash reports
- Cease unsafe work through the KY ("Hazard Prediction") work-permit system before tasks commence.

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

Yes, the employees/workers have access to non-occupational medical and healthcare services. All manufacturing and R&D facilities of the Company have Occupational Health Centers; wherein OPD facilities for general health issues are also available. Additionally, the Company provide its employees with health care services PAN India by directly empanelling reputed hospitals for all health related issues and annual health check-ups. To further enhance accessibility, employees and their families have access to a digital healthcare platform that enables on-demand teleconsultations with doctors and diagnostic services across India.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) *	Employees	0.014	0
	Workers	0	0.016
Total recordable work-related injuries	Employees	1	2
	Workers	8	8
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

*Injuries that resulted in lost time of more than 48 hours as defined in IS 3786 standards.

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

The Company has undertaken a range of measures across multiple focus areas to ensure a safe and healthy workplace, as outlined below.

I. Occupational Health & Safety Management:

- Adoption of Occupational Health & Safety Management System (OHSMS) and implementation of procedures in line with the ISO 45001:2018
- Development & Review of Safety Manuals to define Procedures, Guidelines and Rules.
- Work Permit System
- Deployment of Safety Ambassadors in various departments

II. Training and Awareness:

- Safety trainings provided to workforce on topics such as usage of Fire Extinguishers, First Aid and Material Equipment Handling (MHE)
- Safety awareness activities undertaken such as safety poster, safety quiz, safety month, safety competitions etc.
- Mock drills
- Customised safety training programs on incident investigation have been implemented to strengthen root cause analysis and drive effective corrective actions.
- Organise safety coordinator development program such as competency building & skill development for safety coordinators.
- Digitisation in imparting trainings and awareness

III. Safety Improvement Actions:

- Detailed analysis of safety incidents to prevent recurrence and horizontal deployment
- Regular safety audits by internal safety teams and by external agencies
- Countermeasures for near miss cases
- Rectification of identified safety risks during safety audits

IV. Technology Driven Safety Measures:

- Employees transport buses are integrated with ADAS (Advanced Driver Assistance Systems) and DMS (Driver Monitoring System) devices which analyse driver's behaviour and send instant alerts during abnormal situation.
- Mobile app (Mobijoy Anzen) has been developed to inculcate safe driving behaviour amongst employees.
- Introduction of RFID based I-Card at Rohtak R&D Centre & Tag Avenue for seamless and complete safe evacuation of employees in emergency situations. This initiative is being extended to other operations as well.
- AI enabled kiosk installed within the Company to encourage employees to follow principles of road safety.
- The Vendor Truck Management System has been implemented to ensure that only trucks complying with defined safety standards are permitted entry, thereby enabling a secure and well-regulated traffic flow within the plant premises.

**V. Adoption of Global best practices on Risk Management (GRM) on Fire Safety:**

Suzuki Motor Corporation has collaborated with Insurance partner (Tokio Marine group) to develop a resilient system to prevent fires and to recover quickly if a fire does occur. These measures aim to prevent the occurrence and spread of fire, while also enhancing emergency response capabilities to minimise risk to human life and property.

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

	FY 2024-25			FY 2023-24		
	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	2	1	-	-	-	-
Health & Safety	1	0	-	-	-	-

14. Assessments for the year:

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

*Factory locations including Head Office.

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

To address safety-related incidents and mitigate significant risks identified through health and safety assessments, the Company has undertaken the following corrective actions and preventive measures:

I. Safety Management Systems:

- Development and implementation of HIRA (Hazard Identification and Risk Assessment) procedure across the Company
- Development of Management of Change procedure
- Revamped Work Permit Systems and its compliance

II. Safety Improvement Activities:

- Safety rules defined for various activities, safety alerts, visual displays, stickers
- Suggestion and feedback process implemented

III. Regular Monitoring:

- Independent third-party safety audits of all plant locations
- Check sheet predefined before the initiation of the audit

IV. Digitalization Initiatives:

- Use of digital technology for monitoring of audit findings, incident countermeasures etc.
- QR code-based access to safety rules and awareness programs for employees and their family members

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

- Employees - Yes
- Workers - Yes

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

Under its comprehensive supplier excellence programme, the Company conducts periodic verification in which it specifically assesses suppliers' adherence to Provident Fund, Employees' State Insurance, and gratuity regulations. Besides, the Company requires all its contractors to submit a monthly compliance certificate.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, for providing transition assistance and to facilitate continued employability, the Company has a robust upskilling programme across all category of its employees. The company also conducts Superannuation Planning Workshop to prepare employees mentally, physically, financially, and emotionally towards acceptance of superannuation and to develop a positive and optimistic attitude towards the same. Few of the superannuating employees are re-engaged with the Company based on the skill sets and requirements.

Additionally, MSIL has established a superannuation fund to provide benefits after employment, which has received recognition from the tax authorities. The administration of this fund is managed by a trust that the Company has established. The Company also provides a Post-Retirement Medical Policy to facilitate medical assistance to employees after retirement.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	95% of the domestic Original Equipment (OE) suppliers by value have been assessed and awarded ISO 45001:2018 certification by relevant auditors.
Working Conditions	

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

The Company has mechanism in place to assess and monitor the safety performance of component suppliers. The Company requires its suppliers to implement time-bound corrective actions in response to the assessment recommendations. Besides, the Company also provides awareness sessions and shares best practices with the suppliers to continuously improve occupational health and safety systems

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 process for identifying the stakeholders has been detailed on page 90 under the 'Stakeholder Engagement' section of the Annual Integrated Report for FY 2024–25. However, the Company considers the following groups as its key stakeholders:

- Stakeholders who are dependent on the Company's activities, products or services and on whom the Company is dependent for its operations
- Stakeholders towards whom the Company has legal, commercial and moral responsibilities
- Stakeholders who can impact the Company's decision-making ability



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 & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Please refer to Stakeholder Engagement section of the Annual Integrated Report FY 2024-25 on page 90.				

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.

Please refer to Stakeholder Engagement section of the Annual Integrated Report FY 2024-25 on page 90.

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

Please refer to Material Topics section of the Annual Integrated Report FY 2024-25 on page 94.

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

Please refer to Stakeholder Engagement section of the Annual Integrated Report FY 2024-25 on page 90.

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of Employees/ Workers covered (B)	% (B/A)	Total (C)	No. of Employees/ Workers covered (D)	% (D/C)
Employees						
Permanent	14,280	14,133	98.97%	12,515	12,449	99.47%
Other than Permanent	1,621	740	45.65%	1,525	321	21.05%
Total	15,901	14,873	93.53%	14,040	12,770	90.95%
Workers						
Permanent	5,686	5,267	92.63%	5,713	5,688	99.56%
Other than Permanent	24,358	22,127	90.84%	20,251	16,481	81.38%
Total	30,044	27,394	91.18%	25,964	22,169	85.38%

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

Category	FY 2024-25					FY 2023-24				
	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)
Permanent Employees	14,280	0	0%	14,280	100%	12,515	0	0%	12,515	100%
Male	13,279	0	0%	13,279	100%	11,773	0	0%	11,773	100%
Female	1,001	0	0%	1,001	100%	742	0	0%	742	100%
Other than Permanent Employees	1,621	0	0%	1,621	100%	1,525	0	0%	1,525	100%
Male	1,540	0	0%	1,540	100%	1,445	0	0%	1,445	100%
Female	81	0	0%	81	100%	80	0	0%	80	100%

Category	FY 2024-25					FY 2023-24				
	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)
Permanent Workers	5,686	0	0%	5,686	100%	5,713	0	0%	5,713	100%
Male	5,679	0	0%	5,679	100%	5,703	0	0%	5,703	100%
Female	7	0	0%	7	100%	10	0	0%	10	100%
Other than Permanent Workers	24,358	0	0%	24,358	100%	20,251	0	0%	20,251	100%
Male	24,309	0	0%	24,309	100%	20,230	0	0%	20,230	100%
Female	49	0	0%	49	100%	21	0	0%	21	100%

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)*	8	13,400,000	3	5,850,000
Key Managerial Personnel**	3	49,484,827	0	0
Employees other than BoD and KMP***	13,276	1,922,248	1,001	1,370,000
Workers***	5,679	1,682,787	7	2,057,266

* BoD composition as on 31st March 2025.

**Mr. Hisashi Takeuchi, MD and CEO, is a part of both the Board of Directors and the Key Management Personnel.

***For Permanent employees and workers.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.07%	3.29%

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

Yes. The Company has designated committees to address human rights impacts and related issues. An Internal Committee under the PoSH Act, 2013, addresses sexual harassment complaints; a Complaints Committee handles violations of the Code of Business Conduct and Ethics (COBCE); and a Whistle-Blower Committee oversees reports related to human rights breaches. Additionally, health and safety concerns are managed through divisional, vertical, and central safety committees, ensuring a comprehensive and accountable governance structure for human rights matters.



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

The Company has established internal mechanisms to address human rights-related grievances through multiple channels. These include a Whistle-Blower Policy for confidential reporting of malpractices and violations of the Code of Business Conduct and Ethics (COBCE), and a POSH Committee to address complaints of sexual harassment in a time-bound manner. Regular Workers' Representatives Meetings with senior leadership and structured platforms like Samadhan, Samwad, and Samanvay further facilitate effective grievance redressal. Together, these mechanisms ensure timely, confidential, and fair resolution of concerns, reinforcing the Company's commitment to a safe, inclusive, and rights-respecting workplace.

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

	FY 2024-25			FY 2023-24		
	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	3	0	Three cases were reported, which were enquired into and appropriate action was undertaken by the Company.	4	0	All 4 cases of FY 2023-24 were resolved within FY 2023- 24 itself.
Discrimination at workplace	3	0	-	3	1	One complaint that was pending for redressal at the end of FY 2023-24, was adequately addressed in FY 2024-25.
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	4
Complaints on POSH as a % of female employees/workers	0.30%	0.54%*
Complaints on POSH upheld	3	0

*Restated

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

The Company has established mechanisms to prevent any adverse consequences to complainants in cases of discrimination and harassment. It maintains a gender-neutral Prevention of Sexual Harassment (POSH) Policy and a Whistle-Blower Policy, both of which include stringent provisions to protect the identity of the complainant and safeguard against retaliation. These policies comply with applicable legal requirements and ensure that all bona fide complaints are handled with the highest level of confidentiality and integrity. The Company adopts a zero-tolerance approach to any form of victimisation or breach of complainant privacy, thereby fostering a safe, inclusive, and harassment-free work environment.

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

Yes. The Company integrates human rights clauses into its Basic Purchase Agreements, requiring suppliers to:

- Comply with all child-labour laws
- Prohibit forced or involuntary labour
- Maintain safe working conditions and occupational health standards
- Respect freedom of association, including trade-union rights
- Prevent discrimination of any kind (e.g., race, descent, disability, age, sex, religion)
- Adhere to minimum-wage legislation

10. Assessments for the year:

	Percentage of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child Labour	100%*
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

*Factory locations including Head Office.

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

Not applicable as there were no significant risks/concerns identified while undertaking the assessment of plants & offices.

Leadership Indicators

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

There were no modifications required in business processes, as the nature of human rights complaints did not warrant any structural changes. However, the Company remains committed to upholding the highest standards of human rights across all its operations. It has adopted a standalone Human Rights Policy that outlines its approach to managing various human rights aspects. To reinforce this commitment, the Company conducts regular training programs to raise employee awareness on the Code of Conduct, Prevention of Sexual Harassment (PoSH), thereby fostering a respectful and inclusive workplace culture.

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

During the financial year, the Company assessed 71% of its Tier-1 domestic Original Equipment(OE) Component suppliers (by value) on their human rights systems, processes, and practices, ensuring broader alignment with its commitment to ethical and responsible business conduct.

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

The Company is constantly taking initiatives to enhance accessibility in both existing and new infrastructures to support differently-abled employees and workers. New plants and renovated buildings have lifts and/or ramps for ease of movement of differently abled employees and visitors. Few trainings initiatives and awareness sessions have been conducted like Sign language classes, sensitisation sessions on topics like stereotyping, managing micro aggression, allyship to foster inclusivity and adaptability.



4. Details on assessment of value chain partners:

	Percentage of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	71%*
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others-please specify	

*The Company has assessed 71% of its Tier-1 domestic Original Equipment (OE) Component suppliers (by value) basis the HR Audit on their human rights systems, processes, and practices.

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

The Company is actively driving continuous improvements across its value chain partners by implementing corrective actions based on recommendations provided by assessors.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources (in GJ)		
Total electricity consumption (A)	354,755	308,525
Total fuel consumption (B)	2,096	429
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B +C)	356,851	308,954
From non-renewable sources (in GJ)		
Total electricity consumption (D)	1,066,664	1,015,979
Total fuel consumption (E)	3,987,464	3,761,887
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	5,054,127	4,777,866
Total energy consumed (A+B+C+D+E+F)	5,410,978	5,086,820
Percentage of energy consumed from renewable sources (%)	6.59	6.07
Energy intensity per rupee of turnover (GJ/₹ crore)	35.62	36.09
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) GJ/ USD Million	73.59	74.57*
Energy intensity in terms of physical output (GJ/Vehicle Manufactured)	4.13	4.39

*Value of the previous year has been restated using the IMF conversion factor to ensure consistency and comparability of data across reporting periods (source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>).

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

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

No, the entity does not have any sites or facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	2,128,699	1,946,609
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,128,699	1,946,609
Total volume of water consumption (in kilolitres)	2,128,699	1,946,609
Water intensity per rupee of turnover (KL/₹ crore)	14.01	13.81
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/USD Million)	28.95	28.54*
Water intensity in terms of physical output (KL/Vehicle Manufactured)	1.63	1.68

* Value of the previous year has been restated using the IMF conversion factor to ensure consistency and comparability of data across reporting periods (source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>).

Note: The data boundary for this indicator includes all manufacturing facilities of MSIL — namely, Gurugram, Manesar, casting unit, Kharkhoda facility (from the date it became operational i.e. 25/02/2025) as well as the Company's Research and Development Centre located at Rohtak.

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	0	0

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.



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

Yes, the Company has implemented advanced Zero Liquid Discharge (ZLD) system at two of its major manufacturing facilities in Gurugram and Manesar. These systems are seamlessly integrated with Effluent Treatment Plants (ETPs) to ensure complete wastewater treatment and enable high-efficiency recycling. The treated water is reused within the production cycle, achieving a closed-loop system with no external discharge. Across all other manufacturing locations, the Company operates in-house Sewage Treatment Plants (STPs) and ETPs. The treated water from these units is utilised for horticultural and other non-potable applications within the premises. Through these initiatives, the Company successfully recycles nearly two-thirds of its total water consumption, an exemplary achievement that reflects its strong commitment to water stewardship. This holistic approach not only advances the Company's vision of water positivity and circular economy but also sets a benchmark in the automotive industry for sustainable water management practices.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24 [#]
NOx	Metric tonnes	265.61	168.66
SOx	Metric tonnes	488.83	400.32
Suspended Particulate matter (PM)	Metric tonnes	77.24	80.21
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify			

[#] Restated

Note: The increase in NOx and PM emissions in FY2024-25 over FY2023-24, is largely on account of increase in production volume and commissioning of new greenfield manufacturing facility at Kharkhoda in Haryana.

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	225,537	212,545
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	215,368	202,067
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	tCO ₂ e/₹ crore	2.90	2.94
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted Purchasing Power Parity (PPP)	tCO ₂ e/USD Million	6.00	6.08*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/ Vehicle Manufactured	0.34	0.36

*Value of the previous year has been restated using the IMF conversion factor to ensure consistency and comparability of data across reporting periods (source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>).

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

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

Yes, the Company has undertaken several strategic initiatives to reduce its Greenhouse Gas (GHG) emissions. Key highlights include:

- The Company has achieved a total installed solar power capacity of **78.2 MWp**, enabling the avoidance of **34,482 metric tonnes of CO₂ emissions** in FY 2024–25.
- the Company procures green energy for its Gurugram facility from Haryana's state electricity distribution utility, resulting in an additional **25,055 metric tonnes of CO₂ emissions avoided** in the financial year.
- **Over 16 of the Company's electricity requirement*** was met through renewable energy sources in FY 2024–25.

In future, the Company has committed to significantly scale up its renewable energy portfolio. A target has been set to increase the total solar capacity to **319 MWp by FY 2030–31**, backed by a planned investment of over ₹ 925 crore. This expansion is projected to raise the share of renewable energy in overall electricity consumption to **85% by FY 2030–31**, reflecting the Company's strong climate action agenda and leadership in clean energy transition within the industry.

For further details, please refer to the "Energy and Emissions Management" section of the Annual Integrated Report FY 2024-25 on page 111.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste Generated (in metric tonnes)*		
Plastic waste (A)	2,706	2,413
E-waste (B)	70	75
Bio-medical waste (C)	0.14	0.13
Construction and Demolition waste (D)	18,377	18,962
Battery waste (E)	148	107
Radioactive waste (F)	NA	NA
Other Hazardous waste (G)	20,173	19,499
Other Non-hazardous waste (H)	147,294	134,076
Total (A+B + C + D + E + F + G + H)	188,768	175,131
Waste intensity per rupee of turnover (Metric tonnes/ ₹ crore)	1.24	1.24
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Metric tonnes/ USD Million)	2.57	2.57**
Waste intensity in terms of physical output (Metric tonnes/ vehicle manufactured)	0.14	0.15

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

Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	155,244	141,184
(ii) Reused	0	0
(iii) Other recovery operations	15,148	14,985
Total	170,393	156,169
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	18,377	18,962
Total	18,377	18,962

* The data boundary for this indicator includes all manufacturing facilities of MSIL — namely, Gurugram, Manesar, the casting unit, Kharkhoda facility (from the date it became operational i.e. 25/02/2025) — as well as the Company's Research and Development Centre located at Rohtak.

**Value of the previous year has been restated using the IMF conversion factor to ensure consistency and comparability of data across reporting periods (source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>).



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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

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

The Company has adopted a comprehensive and environmentally responsible waste management strategy, based on **Suzuki's core philosophy of sho-sho-kei-tan-bi** — “smaller, fewer, lighter, shorter, and beauty.” For over a decade, the Company has successfully practiced **'Zero Waste to Landfill'**, consistently maximising recycling, minimising environmental impact, and promoting **industrial symbiosis**. Aligned with its sustainability vision, the Company integrates key circular economy principles—**eliminating waste, applying the 3Rs (Reduce, Reuse, Recycle)** across its operations. The key waste management practices includes:

- **Hazardous and Toxic Waste** Includes used oil, sludge, solvents, contaminated containers, and tyres. These are securely stored and sent to authorised co-processing or treatment, storage, and disposal facilities (TSDFs). Saleable hazardous materials are routed to certified recyclers in full regulatory compliance.
- **Non-Hazardous, Recyclable & Miscellaneous Waste:** Covers dry industrial scrap, packaging materials, thermocol, wooden pallets, glass, paper, plastics, and metals. All materials are segregated at source and sent to authorised recyclers for resource recovery. Office paper is minimised through digitalization.
- **Organic Waste:** Food and horticulture waste is processed in in-house composting units and biogas plants. Compost supports landscaping, while biogas is used as a clean energy source, reinforcing nutrient and energy circularity.
- **Electronic Waste (E-waste):** Obsolete IT equipment and electronics are disposed of via certified e-waste recyclers, ensuring safe handling and material recovery.
- **Construction & Demolition (C&D) Waste:** Debris from infrastructure activities is transferred to authorised C&D processors for responsible recycling or disposal.

Through this **structured, multi-stream approach**, the Company is not only able to practice **Zero Waste to Landfill** commitment but also **sets a benchmark in circular industrial practices**, reaffirming its leadership in sustainable waste management.

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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

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

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

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
Yes, the Company is compliant with all applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment (Protection) Act, and all associated rules and notifications. There were no instances of non-compliance reported during the financial year. The Company maintains robust environmental management systems including ISO 14001 certification, and conducts regular monitoring to ensure strict adherence to all statutory and regulatory requirements.			

Leadership Indicators

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

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

(i) **Name of the area:** Gurugram District (Gurugram and Manesar facilities)

(ii) **Nature of operations:** Manufacturing

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (KL)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	1,901,943	1,825,621
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal	1,901, 943	1,825,621
Total volume of water consumption	1,901, 943	1,825,621
Water intensity per rupee of turnover (KL/₹ crore)	12.52	12.95
Water intensity in terms of physical output (KL/Vehicle manufactured)	1.45	1.58
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
No treatment	0	0
With treatment - please specify level of treatment	0	0
(ii) Into Groundwater		
No treatment	0	0
With treatment - please specify level of treatment	0	0
(iii) Into Seawater		
No treatment	0	0
With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment - please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

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

Parameter	Unit	Category	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Category 4 (Upstream transportation and distribution) (Metric tonnes of CO ₂ e) Category 11 (Use of sold products) (Metric tonnes of CO ₂ e)*	785,624 31,478,952	740,357 33,266,789
Total Scope 3 emissions per rupee of turnover		Metric tonnes of CO ₂ e/per crore rupee of turnover	212.41	241.30

*Calculated on a WTW basis considering vehicle lifetime running as 150,000 km

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.



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

Not applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web link, if any may be provided along-with summary)	Outcome of the initiative
1	Increase use of Renewable Energy	The Company has installed solar power generation capacity of 78.2 MWp, achieving its FY 2025–26 target one year in advance i.e. in FY 2024-25. The Company further plans to increase solar capacity to 319 MW by 2030-31.	The share of renewable electricity stands at ~16%, with a target to increase it to ~85% by FY 2030–31.
2	Efforts to Minimise Carbon Emissions in Logistics	The Company increasingly uses railways instead of trucks for dispatching vehicles. It is the first auto OEM in India to have in-plant railway sidings at its facilities.	Nearly 24% of its vehicles are currently dispatched using railway sidings, significantly reducing transport emissions.
3	Promoting Circular Economy	100% of metallic scrap was recycled, and 100% of hazardous waste was either recycled or co-processed.	Zero waste to landfill
4	Water Management	The Company is committed to maximising the use of recycled water while consistently maintaining zero liquid discharge across all its facilities.	Approx. two-thirds of the Company's total water requirement is met through recycled water. There is zero dependence on groundwater for manufacturing operations.
5	Design for Recycling	Supports resource efficiency and end-of-life vehicle material recovery.	The Company achieved 92% recyclability and 98% recoverability of materials used in its vehicles, exceeding the target of 85% and 95%, respectively.
6	Use of Compressed Biogas (CBG)	Promote the use of CBG as a process fuel in manufacturing operations	The Company currently operates a Compressed Biogas (CBG) plant at its Manesar facility with an output of 0.2 TPD. To further scale CBG use in manufacturing process, a higher-capacity CBG plant is under construction at its Kharkhoda facility
7	Sustainable Packaging	Continuously optimize and reduce the use of packaging material and eliminate the use of 'Single Use Plastics'	Achieved a 32% reduction in packaging material in the 4 th Generation Dzire compared to its predecessor.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 word/ weblink

The Company has a comprehensive Business Continuity and Disaster Management Plan to ensure operational resilience and employee safety during disruptions. It includes robust IT disaster recovery protocols, cyber risk mitigation measures, and clearly defined roles for recovery teams. The Company conducts regular safety trainings on fire extinguisher use, first aid, MHE handling along with mock drills. It is prepared for emergencies like fires, explosions, toxic releases, and natural disasters. Cybersecurity is also strengthened through proactive monitoring and employee awareness. Emphasis on local procurement and vendor risk management assessment ensures supply chain continuity. The plan aligns with local and national response systems, ensuring swift recovery and minimal business disruption.

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

None

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

98% of the Company's local OE component suppliers, by value, have been assessed for environmental impacts by auditors accredited by the International Organization for Standardisation and have been awarded ISO 14001 certification.

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.

5

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	The Confederation of Indian Industry (CII)	National
2	The Associated Chamber of Commerce & Industry in India (ASSOCHAM)	National
3	The Society of Indian Automobile Manufacturers (SIAM)	National
4	The International Road Federation (India Chapter)	National
5	The Japan Chamber of Commerce & Industry in India (JCCII)	International

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

Sr. No.	Name of the authority	Brief of the case	Corrective action taken, if any
1.	Competition Commission of India (CCI)	Case related to after-market sale of spare parts: An investigation was initiated by the Competition Commission of India (CCI) in 2011 against a few car manufacturing companies wherein it was contended that these companies were not making genuine spare parts of automobiles freely available in the open market. CCI later expanded the scope of investigation to the MSIL as well as other car manufacturing companies. In the final order passed by the CCI on 25 th August 2014, certain directions were laid down against the automobile companies and penalties were imposed. A penalty of ₹ 4,711.4 million was imposed on the company. The Company contested this matter before the Delhi High Court primarily on the ground that it was not a named party in the investigation and that the investigation ought not to have been conducted against it. On the contrary, the Company was named in the information given by the informant stating that MSIL made spare parts easily accessible in the open market. The Delhi High Court, on 16 th May 2019, disposed the petition stating that the MSIL had alternative remedies available. Thereafter, it filed a Special Leave Petition before the Supreme Court of India, wherein a stay on the CCI's order was granted. The stay is continuing and the matter is pending adjudication	No. The Company does not agree with the observation by CCI. The order is stayed by Supreme Court
2.	Competition Commission of India (CCI)	Matter relating to alleged discount control practices: An investigation was initiated suo-moto by the CCI in February 2019 based on the information provided by a purported dealer of the MSIL. The dealer alleged that the Company resorts to anti-competitive discount control practices. The CCI passed its final order on 23 rd August 2021 and held that the Company indulged in anti-competitive discount control practices (re-sale price maintenance) and imposed a penalty of ₹ 2,000 million on MSIL. The Company filed an appeal against the CCI's order before the National Company Law Appellate Tribunal (NCLAT), wherein on 22 nd November 2021, a stay on the CCI's order was granted subject to the deposit of ₹ 200 million. The stay is continuing and the matter is pending adjudication.	No. The Company does not agree with the observation by CCI. The order is stayed by NCLAT.



Leadership Indicators

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

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain ? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others–please specify)	Web Link, if available
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
Not Applicable					

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

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

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

The Company has established structured mechanisms to receive and address community grievances. Each plant location has a designated Community Relations Manager (CRM) who serves as the primary point of contact for the local community. CRMs, as part of the Company's Community Development Department, regularly engage with communities through field visits, group meetings, and local events to proactively understand concerns. Any issues raised are systematically analysed, and appropriate actions are implemented to ensure timely and effective resolution, thereby fostering trust and long-term community relationships.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	1.52%	1.56*
Directly from within India	94.70%	94.57*

* Restated

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

Location	FY 2024-25	FY 2023-24
Rural	0.20%	0.18%
Semi-urban	36.10%	36.96%
Urban	53.68%	53.93%
Metropolitan	10.02%	8.93%

Leadership Indicator

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (in ₹)
1	Bihar	Gaya	18,478,024
2	Bihar	Purnia	3,948,857
3	Bihar	Aurangabad	4,604,107
4	Andhra Pradesh	Vishakhapatnam	138,867
5	Bihar	Muzaffarpur	96,112

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

No, the Company does not have a preferential procurement policy. However, the Company focuses on prioritising local procurement to improve efficiency, minimise its environmental and safety impacts, and ensure business continuity.

- b. From which marginalised /vulnerable groups do you procure?

Not Applicable

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

Not Applicable

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

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

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		



6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Multi-specialty hospital at Sitapur, Gujarat	12,293	40%
2	Maruti Suzuki Podar Learn School, Sitapur, Gujarat	621	99%
3	Comprehensive community development initiatives	143,903	48%
4	Supporting Vocational training through Japan India Institute for Manufacturing (JIMs) and Support to On-Job-Training program	563	62%
5	Vocational training support to Govt. Industrial Training Institutes (ITIs), Diploma colleges and other skill initiatives	22,620	14%
6	Apprentice Training at MSIL	2,305	100%
7	Automated Driving Test Tracks and 360-degree road safety initiatives under '4 E' Road Safety pillars	373,396	9%*
Total		555,701	

* Includes data of 9 ADTTs which are currently being managed by CSR.

PRINCIPLE 9

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

Essential Indicators

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

The Company has a robust customer complaint management system comprising channels such as the Company website and toll-free helpline. The complaint redressal process is well structured with defined escalation mechanisms, which ensures timebound resolution. Through these channels, customers can raise their complaints related to issues faced during purchase of vehicle or during vehicle service.

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

Particulars	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%

*Revenue generated from sale of vehicles

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
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	NA
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other* (Sales & Service)	21,822	750	All complaints have been closed as on the date of this report	23,282	210	All pending complaints of FY24 have been closed in FY25.

*For sales and service-related issues received through centralised customer complaint management system.

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

	Number	Reasons for recall
Voluntary recalls	1	Due to possible defect in Steering gear box assembly.
Forced recalls	--	--

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

Yes. Data privacy and cyber security are integral to the Company's Code of Business Conduct and Ethics and risk-management framework. We have established comprehensive privacy policies to protect all stakeholders' personally identifiable information. Our Information Security Policy further defines governance, controls, and procedures to ensure the availability, integrity, and confidentiality of information and systems.

<https://www.marutisuzuki.com/data-provider-consent-policy>; <https://www.marutisuzuki.com/privacy-policy>

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.

The Company has not received any complaints related to data privacy, cyber security, advertising, or other regulatory matters; however there are complaints pertaining to sales & services, which are being handled basis-established protocols.

For product recalls and quality issues, the Company conducted an in-depth analysis of the issue and implemented targeted countermeasures ranging from design refinements to manufacturing process enhancements at both its own and suppliers' facilities. These insights have been codified into the Company's internal evaluation and inspection standards, and the Company has also rolled out best-practice workshops and capability-building programs to strengthen Supplier Quality Management Systems.

The Company's ISO-aligned Quality Management System ensures comprehensive root-cause analysis, corrective action plans, and preventive controls to avert recurrence of defects. All processes are reviewed periodically and refreshed as needed to stay ahead of changing regulatory requirements and market expectations.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches -
1
- Percentage of data breaches involving personally identifiable information of customers
Nil
- Impact, if any, of the data breaches
Nil

Leadership Indicators

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

The Company maintains a website where information about its products is available. Customer engagement with the brands in the Metaverse has been made for Arena and Nexa through ARENAVERSE and NEXAVERSE respectively. Apart from this, the consumers can also refer to its social media handles.

<https://www.marutisuzuki.com/>; <https://www.nexaexperience.com/>



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

The Company has adopted a multi-faceted approach to educate and empower consumers on the safe and responsible usage of its vehicles. Each vehicle is accompanied by a comprehensive owner's manual that provides detailed guidance on safe operations. The Maruti Suzuki Driving School plays a pivotal role in promoting road safety by offering structured driver training programs for new and aspiring drivers. Additionally, the Company actively shares safety tips and vehicle maintenance advice through its social media platforms.

To further reinforce responsible driving behaviour, telematics-based features provide curated feedback to customers on driving patterns. Service reminders such as seat belt reminders and other in-vehicle alerts are embedded to encourage adherence to safe driving practices. As part of its Corporate Social Responsibility (CSR) initiatives, the Company also implements various road safety projects aimed at creating broader awareness and fostering a culture of safety amongst users.

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

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

All product related information such as safety, fuel efficiency, safe and responsible usage, maintenance etc. is provided to customer through owner's manual and brochures. Some of the information is also provided to customers via various stickers on vehicle.

In line with the core value of customer obsession, the Company regularly gauges customer satisfaction levels with the sales and service experience. Customer satisfaction levels associated with the buying experience are measured through an internal Customer Delight Index (CDI). An essential parameter to evaluate customer satisfaction related to service operations is customer complaints per 1,000 vehicles serviced (CC/1,000). The Company continuously monitors customer feedback and ensures timely implementation of countermeasures by the workshops.



Independent Assurance Statement

To
Maruti Suzuki India Limited
1, Nelson Mandela Road, Vasant Kunj, New Delhi-110070

Introduction and Objective of Work

BUREAU VERITAS has been engaged by Maruti Suzuki India Limited (Corporate Identity Number L34103DL1981PLC011375, hereafter referred to as 'MSIL' or 'the Company') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR'). The disclosures include the BRSR Core as per Annexure I of SEBI circular dated 12th July 2023 and other disclosures in BRSR as per the Annexure II of SEBI circular dated 12th July 2023, Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.

Intended User

The assurance statement is made solely for "MSIL and its stakeholders" as per the governing contractual terms and conditions of the assurance engagement contract between "MSIL" and "Bureau Veritas". To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than "MSIL" for the work we have performed for this assurance report, or our conclusions stated in the paragraph below.

Reporting Criteria

- Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- Reporting Framework based on BRSR Core, Business Responsibility and Sustainability Report as per Annexure 1 of the SEBI circular (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023) BRSR Core KPIs.

The reported information of BRSR core based on following nine ESG attributes:

1. Green-house gas (GHG) footprint
2. Water footprint
3. Energy footprint
4. Embracing circularity - details related to waste management by the entity
5. Enhancing Employee Wellbeing and Safety
6. Enabling Gender Diversity in Business
7. Enabling Inclusive Development
8. Fairness in Engaging with Customers and Suppliers
9. Open-ness of business

BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023.

Assurance Standards Used

Bureau Veritas conducted reasonable assurance of BRSR Core in accordance with the requirements of the International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised)- Assurance Engagements other than Audits or Reviews of Historical Financial Information. Under this standard, Bureau Veritas has reviewed the information presented in the report against the characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability.

Level of Assurance

- Reasonable Level of assurance for the indicators across BRSR Core as per Annexure I of SEBI circular.
- Limited Level of assurance for the other disclosures of BRSR as per Annexure II of SEBI circular.



Scope and Boundary of Assurance

The scope of our engagement includes independent Reasonable level of assurance for BRSR Core indicators (Ref: Annexure I of SEBI Circular) and a Limited level of assurance for the other disclosures in BRSR (Ref: Annexure II of SEBI circular) for the financial year (FY) 2024-25.

Boundary of our assurance work:

- **BRSR Core indicators:** Boundary covers the performance of MSIL (Standalone entity)
- Operations that fall across the direct operational control of the Company's legal structure. Based on he agreed scope with the Company, the boundary of reasonable assurance covers the operations of MSIL across all India locations, unless otherwise stated in the table below.

BRSR Core Attribute Boundary for reasonable Assurance

Attribute 2: Water footprint

Attribute 4: Embracing circularity - details related to waste management by the entity

Manufacturing plants (Gurugram, Manesar, & Kharkhoda) and R&D facilities (Gurugram, Rohtak)

- **Other disclosures in BRSR:** Boundary for the other disclosures in BRSR covers the operations of MSIL (Standalone entity) across all India locations, unless otherwise stated below.
 - Same as mentioned for the BRSR core attributes related cross references to the BRSR and wherever specified in the BRSR report as applicable.

The Methodology Adopted for Assurance

A multi-disciplinary team from Bureau Veritas conducted the assurance process for Maruti Suzuki India Limited (MSIL) for the financial year (FY) 2024-25, adopting a risk-based approach focusing on issues of high material relevance to MSIL's business and stakeholders. The assurance activities, covering selected sites listed in Annex-II of the SEBI Circular, are outlined below:

BRSR Core Indicators (Reasonable Assurance):

- Reviewed disclosures under the BRSR Core framework, covering Key Performance Indicators (KPIs) across nine ESG attributes, as per Annexure I of the SEBI Circular.
- Assessed design and implementation of systems, processes, and controls for collecting, managing, and reporting BRSR Core Indicators.
- Conducted walk-throughs and sample-based testing of data sets to ensure adherence to reporting principles and operational control boundaries.
- Gathered extensive evidence through stakeholder engagement, supported by documentary evidence and management representations.
- Performed on-site audits at selected locations, chosen based on contribution to reported indicators, operational complexity, and reporting systems, to verify data accuracy and process uniformity.
- Interviewed senior managers responsible for monitoring, data collation, and reporting, with freedom to select interviewees.

Other BRSR Disclosures (Limited Assurance):

- Evaluated disclosures under BRSR guidelines, including general disclosures, management processes, principle-wise performance (essential and leadership indicators), and key metrics, as per Annexure II of the SEBI Circular.
- Analysed systems, processes, and controls for collecting, managing, and reporting non-financial disclosures.
- Conducted sample-based assessments of site-specific data at corporate offices and selected sites, with flexibility to choose sites.
- Collected documentary evidence and management representations to support adherence to reporting principles.
- Interviewed senior managers overseeing monitoring, data collation, and reporting, with freedom to select interviewees.

The assurance process was executed with rigor, ensuring independence, objectivity, and alignment with SEBI Circular requirements for FY 2024-25.



Limitation(s) and Exclusions

The assurance process for Maruti Suzuki India Limited (MSIL) conducted by Bureau Veritas for the financial year (FY) 2024-25, includes a reasonable level of assurance for BRSR Core Indicators and a limited level of assurance for other BRSR disclosures. The following limitations and exclusions apply to the assurance engagement:

- **Materiality Threshold:** The assurance considers an uncertainty of $\pm 5\%$ for estimation or measurement errors and omissions, based on the materiality threshold.
- **Exclusion of Financial Data:** Bureau Veritas did not evaluate or assess MSIL's financial data or performance. For BRSR Core Indicators involving financial metrics (e.g., attributes 8 and 9, or where INR is applied), reliance was placed on third-party audited financial reports. Bureau Veritas assumes no responsibility for the accuracy of these financial reports.
- **Defined Reporting Period:** The assessment is restricted to data and information within the FY 2024-25 reporting period. Data outside this period is excluded from the assurance scope, unless otherwise stated in the report.
- **Geographical and Operational Boundary:** The assurance covers only operations within the defined boundary (manufacturing plants in Gurugram, Manesar, and Kharkhoda and R&D facilities in Gurugram and Rohtak, unless otherwise specified). Data or activities outside these boundaries are not included, unless explicitly stated.
- **Exclusion of Subjective Statements:** The assurance does not cover MSIL's statements expressing opinions, beliefs, aspirations, expectations, aims, or future intentions, nor does it include assertions related to Intellectual Property Rights or competitive issues.
- **Limited Scope of Framework Mapping:** The assurance is restricted to the BRSR framework as specified in the SEBI Circular (Annexures I and II). Comparisons or assessments against other reporting frameworks are not included.
- **Exclusion of Strategy and Legal Compliance:** The assessment does not review MSIL's strategy, related linkages in the report, or compliance with legal requirements, which remain the responsibility of MSIL.
- **Data Authenticity Assumption:** The assurance relies on the assumption that data and information provided by MSIL are complete, sufficient, and authentic.

Conclusion

Bureau Veritas conducted a comprehensive assurance engagement for Maruti Suzuki India Limited's (MSIL) BRSR disclosures for the period April 1, 2024, to March 31, 2025, as presented in its Report. Subject to the inherent limitations outlined in the Report, our conclusions are as follows:

• Reasonable Level of Assurance - BRSR Core Indicators

Based on the procedures performed, evidence obtained, and information provided by management, we conclude that MSIL's BRSR Core disclosures across nine core attributes (as listed in Annex I) are, in all material respects, prepared in accordance with the Securities and Exchange Board of India's (SEBI) BRSR guidelines (Annexure I of SEBI Circular dated 12th July 2023, Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024).

• Limited Level of Assurance - Other BRSR Disclosures

Based on the assessment undertaken, nothing has come to our attention to suggest that MSIL's other BRSR disclosures do not adhere to the reporting requirements outlined in the BRSR guidelines (Annexure II of SEBI Circular dated 12th July 2023, Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024). Our review, supported by sample-based testing and evaluation of management processes, confirms that the disclosures are prepared with due diligence and align with the specified SEBI framework.

Responsibilities

MSIL is completely responsible for the report contents, identification of material topics, and data reporting structure. The selection of reporting criteria, reporting period, reporting boundary, monitoring, and measurement of data, preparation, and presentation of information for the report are the sole responsibility of the management of "MSIL". Bureau Veritas was not involved in the drafting or preparation of the report and any other backup data for the reporting period. The responsibility of BV was to provide reasonable independent assurance for the sustainability of non-financial disclosures as described in the scope of assurance.

The said assessment is properly based on the assumption that the data and information provided in the report are proper and without any discrepancy. Bureau Veritas shall not be held liable or responsible for any type of decision a person or entity would make based on this assurance statement. While reading the assurance statement, stakeholders shall recognize and accept the limitations and scope as mentioned above.



Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Uncertainty

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions with respect to this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

Statement of Independence, Impartiality, and Competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social, and Environmental Management with over 196 years of history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with MSIL.

Restriction on use of Our Report

Our assurance report for Business Responsibility and Sustainability Report has been prepared and addressed to the management of MSIL, to assist the company in reporting on the Company's Sustainability performance and activities.

Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our deliverables are shown or into whose hands it may come without our prior consent in writing.

For Bureau Veritas (India) Private Limited

Amit Kumar

Lead Assuror

Bureau Veritas (India) Private Limited

Noida, India

Date: July 29, 2025

Rupam BARUAH

Technical Reviewer

Bureau Veritas (India) Private Limited

Mumbai, India

Date: July 29, 2025