

# **BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT**

For Financial Year 2025-26

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2025-26

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

|    |                                                                                                       |                                                                                                                                                       |
|----|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1  | Corporate Identity Number (CIN) of the Company                                                        | L74999KA2017PLC099619                                                                                                                                 |
| 2  | Name of the Company                                                                                   | Ola Electric Mobility Limited                                                                                                                         |
| 3  | Year of Incorporation                                                                                 | 2017                                                                                                                                                  |
| 4  | Registered office address                                                                             | Wing C, Prestige RMZ Startech, Hosur Road, Municipal Ward No. 67, Municipal No. 140, Koramangala VI Bk, Bangalore, Bangalore South, Karnataka, 560095 |
| 5  | Corporate office address                                                                              | Wing C, Prestige RMZ Startech, Hosur Road, Municipal Ward No. 67, Municipal No. 140, Koramangala VI Bk, Bangalore, Bangalore South, Karnataka, 560095 |
| 6  | E-mail id                                                                                             | companysecretary@olaelectric.com                                                                                                                      |
| 7  | Telephone                                                                                             | +91 80 3544 0050                                                                                                                                      |
| 8  | Website                                                                                               | www.olaelectric.com                                                                                                                                   |
| 9  | Financial year for which reporting is being done                                                      | FY 2025-2026                                                                                                                                          |
| 10 | Name of the Stock Exchange(s) where shares are listed                                                 | National Stock Exchange and Bombay Stock Exchange                                                                                                     |
| 11 | Paid-up capital                                                                                       | INR 4410,82,98,850                                                                                                                                    |
| 12 | Name and contact details of the person who may be contacted in case of any queries on the BRSR report | Deepak Rastogi<br>companysecretary@olaelectric.com<br>080-35440050                                                                                    |
| 13 | Reporting Boundary                                                                                    | Consolidated basis                                                                                                                                    |
| 14 | Name of assurance provider                                                                            | None                                                                                                                                                  |
| 15 | Type of assurance obtained                                                                            | None                                                                                                                                                  |

### II. Products/services

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

| S. No | Description of main activity | Description of business activity                         | % Of turnover |
|-------|------------------------------|----------------------------------------------------------|---------------|
| 1     | Manufacturing                | Manufacture of motor vehicles, trailers and semitrailers | 100%          |

17. Products/services sold by the entity (accounting for 90% of the entity's turnover):

| S.No | Product/Service                    | NIC Code | % Of total turnover contributed |
|------|------------------------------------|----------|---------------------------------|
| 1    | Manufacturing of Electric Scooters | 29109    | 100                             |

III. Operations

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

| Location       | Number of plants | Number of offices | Total |
|----------------|------------------|-------------------|-------|
| National       | 2                | 2                 | 4     |
| International* | 0                | 3                 | 3     |

\*Note: OEM's national operational infrastructure is composed of two (2) primary corporate and R&D facility, namely - the OLA Campus and the BIC R&D Lab and two (2) factories .

\*\*Note: OEM's international offices (3) are for R&D and sales & technology development. We do not serve any international markets.

19. Markets served by the entity

Number of locations

| Locations                        | Number |
|----------------------------------|--------|
| National (No. of states)         | 30     |
| International (No. of countries) | 0      |

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

0%

c.A brief on types of customers

Ola Electric serves a broad customer base through its electric mobility and energy solutions portfolio. Its electric two-wheelers cater to individual customers (B2C) seeking technology-led, sustainable, and cost-efficient urban mobility, with recent offerings such as the S1 Pro+ powered by the indigenously developed 4680 Bharat Cell aimed at improving range, performance, safety, and battery reliability. The company also addresses business and fleet customers (B2B), including last-mile delivery operators, ride-sharing providers, corporate fleets, startups, and enterprises requiring mobility or battery-based applications. Beyond vehicles, Ola Electric has expanded into energy storage through the Ola Shakti portfolio, offering battery energy storage solutions for households, small businesses, commercial facilities, farms, and utility-scale users. These solutions are positioned to support power backup, renewable energy integration, energy monitoring, and lower dependence on conventional power backup systems.

IV. Employees

20. Details at the end of Financial Year:

a. Employees and workers (Including differently abled)

| S. No.    | Particulars              | Total (A) | Male    |         | Female  |         |
|-----------|--------------------------|-----------|---------|---------|---------|---------|
|           |                          |           | No. (B) | % (B/A) | No. (C) | % (C/A) |
| EMPLOYEES |                          |           |         |         |         |         |
| 1         | Permanent (D)            | 5607      | 3744    | 67%     | 1863    | 33%     |
| 2         | Other than Permanent (E) | 0         | 0       | 0%      | 0       | 0%      |
| 3         | Total employees (D+E)    | 5607      | 3744    | 67%     | 1863    | 33%     |
| WORKERS   |                          |           |         |         |         |         |
| 4         | Permanent (F)            | 532       | 237     | 45%     | 295     | 55%     |
| 5         | Other than Permanent (G) | 0         | 0       | 0%      | 0       | 0%      |
| 6         | Total workers (F+G)      | 532       | 237     | 45%     | 295     | 55%     |

b. Differently abled employees and workers

| S. No.                      | Particulars                             | Total (A) | Male    |         | Female  |         |
|-----------------------------|-----------------------------------------|-----------|---------|---------|---------|---------|
|                             |                                         |           | No. (B) | % (B/A) | No. (C) | % (C/A) |
| DIFFERENTLY ABLED EMPLOYEES |                                         |           |         |         |         |         |
| 1                           | Permanent (D)                           | 1         | 1       | 100%    | 0       | 0%      |
| 2                           | Other than Permanent (E)                | 0         | 0       | 0%      | 0       | 0%      |
| 3                           | Total differently abled employees (D+E) | 1         | 1       | 100%    | 0       | 0%      |
| DIFFERENTLY ABLED WORKERS   |                                         |           |         |         |         |         |
| 4                           | Permanent (F)                           | 0         | 0       | 0%      | 0       | 0%      |
| 5                           | Other than Permanent (G)                | 0         | 0       | 0%      | 0       | 0%      |
| 6                           | Total differently abled employees (F+G) | 0         | 0       | 0%      | 0       | 0%      |

21. Participation/inclusion/representation of women

|                          | Total (A) | No. and percentage of females |         |
|--------------------------|-----------|-------------------------------|---------|
|                          |           | No. (B)                       | % (B/A) |
| Board of Directors       | 6         | 1                             | 17%     |
| Key Management Personnel | 3         | 0                             | 0%      |

22. Turnover rate for permanent employees and workers

|                     | FY 2025-26* |        |       | FY 2024-25 |        |       | FY 2023-24 |        |       |
|---------------------|-------------|--------|-------|------------|--------|-------|------------|--------|-------|
|                     | Male        | Female | Total | Male       | Female | Total | Male       | Female | Total |
| Permanent Employees | 63%         | 53%    | 60%   | 62%        | 35%    | 54%   | 60%        | 31%    | 50%   |
| Permanent Workers   | 80%         | 106%   | 105%  | 0%         | 29%    | 29%   | 0%         | 25%    | 25%   |

\*The higher percentage reported for FY 2025-26 are primarily attributable to increase attrition among permanent workers which will be refilled or reappointed.

V. Holding, subsidiary and associate companies (including joint ventures)

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

| S. No. | Name of Holding/ Subsidiary/Associate Companies/Joint Venture (A) | Indicate whether Holding/ Subsidiary/ Associate/Joint Venture | % Of shares held by listed entity | Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|-------------------------------------------------------------------|---------------------------------------------------------------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 1      | Ola Electric Technologies Private Limited                         | Wholly owned Sub-sidiary                                      | 100%                              | Yes                                                                                                                          |
| 2      | Ola Electric Charging Private Limited                             | Wholly owned sub-sidiary                                      | 100%                              | Yes                                                                                                                          |
| 3      | Ola Cell Technologies Private Limited                             | Wholly owned sub-sidiary                                      | 100%                              | Yes                                                                                                                          |
| 4      | Ola Electric Mobility Inc. (USA)                                  | Wholly owned sub-sidiary                                      | 100%                              | No                                                                                                                           |
| 5      | Ola Electric Mobility B.V. (Netherlands)                          | Wholly owned sub-sidiary                                      | 100%                              | No                                                                                                                           |
| 6      | Etergo B.V. (Netherlands)                                         | Step down wholly owned subsidiary                             | 100%                              | No                                                                                                                           |
| 7      | Etergo Operations B.V. (Netherlands)                              | Step down wholly owned subsidiary                             | 100%                              | No                                                                                                                           |
| 8      | EIA Trading (Shanghai) Co. Ltd. (China)                           | Step down wholly owned subsidiary                             | 100%                              | No                                                                                                                           |
| 9      | Ola Electric UK Private Limited                                   | Step down wholly owned subsidiary                             | 100%                              | No                                                                                                                           |
| 10     | Ola Electric Technologies B.V                                     | Step down wholly owned subsidiary                             | 100%                              | No                                                                                                                           |

VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- ii. (ii). Turnover (in INR) 2,460 crores
- iii. (iii). Net worth (in INR) 3,351 crores

## 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 (NGRBC)

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) | FY 2025-26                                 |                                                              |                                    | FY 2024-25                                 |                                                              |                                    |
|---------------------------------------------------|-------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|------------------------------------|--------------------------------------------|--------------------------------------------------------------|------------------------------------|
|                                                   |                                                 | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks                            | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks                            |
| Communities                                       | Yes                                             | 0                                          | 0                                                            | -                                  | 0                                          | 0                                                            | -                                  |
| Investors (other than shareholders)               | Yes                                             | 0                                          | 0                                                            | -                                  | NA                                         | NA                                                           | -                                  |
| Shareholders                                      | Yes                                             | 3                                          | 0                                                            | -                                  | 0                                          | 0                                                            | -                                  |
| Employees and workers                             | Yes                                             | 12                                         | 0                                                            |                                    | 50                                         | 2                                                            | Pending concerns resolved in 25-26 |
| Customers*                                        | Yes                                             | 13400                                      | 550*                                                         | Pending concerns resolved in 26-27 | 11884                                      | 486                                                          |                                    |
| Value Chain Partners                              | Yes                                             | 0                                          | 0                                                            | -                                  |                                            |                                                              |                                    |
| Other (please specify)                            | NA                                              | NA                                         | NA                                                           | -                                  | NA                                         | NA                                                           | -                                  |

\* The reported complaints comprise grievances received through various identifiable customer touchpoints and channels, including the Company's designated customer support and service channels

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, as per the following format:

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | In case of risk, approach to adapt or mitigate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 1      | Responsible Supply Chain  | Risk                                       | <p>As a vertically integrated EV manufacturer with ambitious production targets, our supply chain is extensive and complex. It involves sourcing a wide array of components, from high-value battery cells (which often contain minerals, like cobalt and lithium, with environmental and social risks) to semiconductors, plastics, metals, and electronic components.</p> <p><b>1. Resource Scarcity &amp; Geopolitical Risk:</b> Dependence on specific regions for critical minerals can lead to supply disruptions and price volatility.</p> <p><b>2. Human Rights &amp; Labor Practices:</b> Risks of child labour, forced labour, and unsafe working conditions, particularly in raw material extraction and lower tiers of the supply chain.</p> <p><b>3. Environmental Impact:</b> High carbon footprint from manufacturing and transportation of components, water usage in processing, and hazardous waste generation.</p> <p><b>4. Brand Reputation:</b> Any lapse in responsible sourcing can severely damage our progressive, tech-driven brand image.</p> | <p><b>1. Supplier Due Diligence and Audits:</b> Beyond initial checks, OEM needs to implement regular, risk-based audits (third-party and internal) of direct and critical indirect suppliers, focusing on environmental performance, labour practices (e.g., working hours, wages, freedom of association), and human rights.</p> <p><b>2. Supplier Code of Conduct and Capacity Building:</b> OEM might consider circulating a clear Supplier Code of Conduct that goes beyond legal compliance to include specific expectations on emissions, water usage, waste management, fair wages, non-discrimination, and grievance mechanisms. OEM might also consider offering training and support to suppliers, especially MSMEs, to help them meet these standards.</p> <p><b>3. Supply Chain Diversification and Localization:</b> OEM might need to diversify sourcing regions and suppliers in a calculated manner to reduce geopolitical and concentration risks. OEM might also need to actively promote localization of component manufacturing within India to shorten supply lines, reduce transit emissions, and foster local economic development. This would contribute to economic flexibility and indirect emissions reduction.</p> |                                                                                                |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | In case of risk, approach to adapt or mitigate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|        |                           |                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p><b>4. Traceability and Transparency:</b> OEM understands the need to develop a robust system (e.g., blockchain-enabled) to track the origin of key raw materials, especially those with high ESG risks (e.g., cobalt, lithium, nickel). OEM is also considering to publicly disclose sourcing policies and efforts</p> <p><b>5. Circular Economy Integration:</b> OEM understands the need to collaborate with suppliers on designing components for recyclability and exploring the use of recycled content in new parts. OEM is considering engaging in R&amp;D to find sustainable alternatives for high-impact materials.</p>                                                                                                                                 |                                                                                                |
| 2.     | Climate Change            | Risk and opportunity                       | <p>As a company whose core business is to accelerate the transition to electric mobility, climate change is both a significant opportunity and a responsibility of OEM.</p> <p><b>1. Operational Emissions:</b> Manufacturing facilities, R&amp;D centres, and logistics contribute to Scope 1 and 2 emissions.</p> <p><b>2. Value Chain Emissions (Scope 3):</b> This is the largest impact area for OEM, including emissions from raw material extraction, component manufacturing, transportation, and end-of-life vehicle disposal.</p> <p><b>3. Product Use Emissions:</b> While EVs have zero-tailpipe emission, the source of electricity used for charging significantly impacts their overall carbon footprint.</p> | <p><b>1. Achieving Net-Zero Manufacturing Operations:</b> OEM is considering investing heavily in renewable energy procurement (e.g., rooftop solar at FutureFactory, power purchase agreements for off-site renewable energy). OEM is also considering implementing energy efficiency measures across all facilities (e.g., smart lighting, optimized HVAC, energy-efficient machinery).</p> <p><b>2. Decarbonizing the Value Chain (Scope 3 Focus):</b> OEM understands the importance of collaboration with suppliers to set emissions reduction targets and track their carbon footprint. Hence, OEM prioritizes suppliers using renewable energy or with strong decarbonization plans. OEM also intends to optimize logistics for reduced fuel consumption.</p> |                                                                                                |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | In case of risk, approach to adapt or mitigate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|        |                           |                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <p><b>3. Promoting Green Charging Infrastructure:</b> OEM actively partners with charging infrastructure providers that source renewable energy.</p> <p><b>4. Product Design for Carbon Footprint Reduction:</b> OEM shall focus on lightweighting vehicles, optimizing battery efficiency, and designing for modularity and reparability to extend product life and reduce material consumption.</p> <p><b>5. Climate Risk Assessment and Adaptation:</b> OEM shall assess physical climate risks (e.g., extreme weather impacting facilities or supply chain) and transition risks (e.g., carbon pricing, stricter regulations) and develop adaptation strategies.</p>                                |                                                                                                |
| 3.     | Waste Management          | Risk                                       | <p>EV manufacturing is resource-intensive and generates various waste streams. Batteries pose unique challenges at their end-of-life due to hazardous materials and potential for valuable resource recovery.</p> <p><b>1. Waste Generation:</b> Scrap metal, plastics, electronic waste (e-waste), battery waste, and packaging waste from the GigaFactory &amp; the FutureFactory.</p> <p><b>2. Battery End-of-Life: Management</b> of spent lithium-ion batteries, which contain hazardous materials but also valuable minerals (lithium, cobalt, nickel, manganese) that can be recovered.</p> | <p><b>1. All-inclusive Waste Segregation and Recycling Programs:</b> OEM shall implement stringent waste segregation at source across all manufacturing units and offices (e.g., plastics, metals, e-waste, hazardous waste). OEM has partnered with authorized and certified recyclers for proper disposal.</p> <p><b>2. Robust Battery Recycling and Second-Life Strategy:</b> OEM shall develop or partner for a robust battery take-back and recycling program aligned with India's Battery Waste Management Rules. OEM shall also explore second-life applications for EV batteries (e.g., stationary energy storage) before full recycling, extending their economic and environmental value.</p> |                                                                                                |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                                                                     | In case of risk, approach to adapt or mitigate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|        |                           |                                            | <p><b>3. Adherence to regulatory mandates:</b> For producers to take responsibility for the end-of-life management of their products, especially batteries and e-waste.</p> <p><b>4. Environmental Impact:</b> Improper disposal can lead to soil and water contamination, and unregulated greenhouse gas emissions.</p>                             | <p><b>3. Waste Reduction and Resource Efficiency in Design:</b> OEM shall integrate "design for recycling" and "design for disassembly" principles into product development. OEM shall also optimize material usage to minimize manufacturing scrap. OEM shall explore using recycled content in new vehicle components where feasible.</p> <p><b>4. Hazardous Waste Management with Zero Liquid Discharge (ZLD):</b> OEM might need to implement safe handling, storage, and disposal procedures for all hazardous waste. OEM has implemented ZLD systems in manufacturing processes to minimize water discharge and contamination. Additionally, OEM shall ensure compliance with environmental regulations and responsible waste management statutory norms.</p> <p><b>5. Extended Producer Responsibility (EPR) Compliance:</b> OEM shall meet and exceed EPR obligations for batteries, and e-waste, including financial and operational responsibilities for collection and recycling.</p> |                                                                                                |
| 4.     | Technology & Innovation   | Risk                                       | <p>At its core, OEM is a technology company. Continuous innovation is the lifeblood of its competitive advantage in the rapidly evolving EV landscape.</p> <p><b>1. Performance &amp; Range:</b> Customers demand higher performance, longer range, and faster charging, which are driven by battery technology, motor efficiency, and software.</p> | <p><b>1. Investment in R&amp;D and Core Technologies:</b> OEM shall allocate considerable capital and human resources to in-house R&amp;D, focusing on next-generation battery technology (e.g., solid-state, LFP advancements), motor efficiency, power electronics, and advanced software/AI for vehicle intelligence.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                |

| S. No. | Material issue identified      | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | In case of risk, approach to adapt or mitigate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|        |                                |                                            | <p><b>2. Cost Reduction:</b> Innovation in manufacturing processes, battery chemistry, and materials is critical to bring down the total cost of ownership for EVs, making them accessible to a broader market.</p> <p><b>3. Safety &amp; Reliability:</b> Advanced technology is essential for enhancing vehicle safety, reliability, and cybersecurity.</p> <p><b>4. New Services &amp; Features:</b> Connected vehicle technology enables new services like predictive maintenance, telematics-based insurance, and over-the-air updates.</p> <p><b>5. Market Leadership:</b> Staying ahead of competitors requires consistent R&amp;D and integration of cutting-edge solutions.</p> | <p><b>2. Strategic Partnerships and Collaborations:</b> OEM shall forge partnerships with leading research institutions, universities, and specialized technology companies (e.g., for AI, charging solutions) to accelerate innovation and access specialized expertise.</p> <p><b>3. Fostering an Innovation Culture:</b> OEM has created an internal culture that encourages experimentation, risk-taking, and continuous learning.</p> <p><b>4. Intellectual Property (IP) Management and Protection:</b> OEM shall develop an IP strategy to patent key innovations and protect proprietary technology. This includes trade secrets, trademarks, and design registrations.</p> <p><b>5. Product Development and Iteration:</b> OEM shall adopt agile methodologies for software and hardware development, allowing for rapid prototyping, testing, and iteration based on market feedback and technological advancements. OEM shall also utilize OTA updates to deploy continuous improvements.</p> |                                                                                                |
| 5.     | Cybersecurity and data privacy | Opportunity                                | <p>As a tech-first company integrating connectivity into its vehicles (e.g., IoT, GPS, telematics) and operating digital platforms for sales and service, data privacy and cybersecurity are critical.</p> <p><b>1. Sensitive Customer Data:</b> Collection of personal information, driving patterns, location data, and payment details.</p>                                                                                                                                                                                                                                                                                                                                           | <p><b>1. Comprehensive Data Privacy Framework:</b> OEM has developed and enacted a robust Data Privacy Policy aligned with global best practices and Indian regulations. OEM shall implement principles of data minimization (collect only what is necessary), purpose limitation, storage limitation, and accuracy, and ensure consent mechanisms for data collection.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                               | In case of risk, approach to adapt or mitigate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|        |                           |                                            | <p><b>2. Vehicle System Vulnerabilities:</b> Risk of remote hacking, compromising vehicle control, or data exfiltration, leading to safety hazards and reputational damage.</p> <p><b>3. Regulatory Compliance:</b> Strict data protection laws (e.g., India's Digital Personal Data Protection Act, global GDPR equivalents for potential international operations).</p> <p><b>4. Brand Trust:</b> Any breach can severely damage customer trust in OEM's technology and brand integrity.</p> | <p><b>2. Advanced Cybersecurity Architecture for Vehicles and IT Systems:</b> OEM shall implement multi-layered security measures for vehicle software (firmware, infotainment), cloud infrastructure, and enterprise IT systems. This includes encryption, intrusion detection systems (IDS), firewalls, regular vulnerability assessments, and penetration testing.</p> <p><b>3. Employee Training and Awareness:</b> OEM conducts regular, mandatory training for all employees on data privacy best practices, cybersecurity threats (e.g., phishing), and incident response protocols.</p> <p><b>4. Incident Response and Business Continuity Planning:</b> OEM shall develop a clear incident response plan for data breaches or cyberattacks, including communication protocols, forensic analysis, and recovery steps. OEM shall also ensure business continuity plans are in place to minimize disruption.</p> <p><b>5. Third-Party Risk Management:</b> OEM might need to vet third-party vendors (e.g., cloud service providers, software partners) for their data security practices and include stringent data protection clauses in service agreements with third-party vendors.</p> |                                                                                                |

| S. No. | Material issue identified    | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | In case of risk, approach to adapt or mitigate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 6.     | Market / Product Competition | Opportunity                                | <p>The Indian EV market is intensely competitive, with established ICE players transitioning to EVs, new pure-play EV startups, and potential entry of global giants.</p> <ol style="list-style-type: none"> <li>1. Rapidly Evolving Landscape: Technology changes quickly, new models are launched frequently, and consumer preferences are still forming.</li> <li>2. Pricing Pressure: High competition can lead to pricing wars, impacting margins.</li> <li>3. Product Differentiation: Differentiating OEM's offerings based on features, design, performance, and ecosystem is crucial.</li> <li>4. Brand Loyalty: Building strong brand loyalty in a new market requires steady innovation and customer satisfaction.</li> </ol> | <ol style="list-style-type: none"> <li>1. Continuous Product Innovation and Differentiation: OEM shall invest in R&amp;D to launch new models with advanced features, improved performance, range, and unique design aesthetics. OEM shall also focus on software-defined vehicles, smart connectivity, and personalized user experiences.</li> <li>2. Strategic Pricing and Value Proposition: OEM shall develop dynamic pricing strategies that balance market competitiveness with profitability. OEM shall emphasize the total cost of ownership (TCO) advantage of EVs (lower running costs) to highlight value.</li> <li>3. Robust Brand Building and Marketing: OEM shall develop marketing campaigns that highlight OEM's technological prowess, sustainability mission, and customer-centric approach. OEM shall also consider leveraging digital channels and experiential marketing effectively to enhance brand reputation and market presence.</li> <li>4. Ecosystem Development and Partnerships: OEM shall differentiate by building a holistic EV ecosystem, including charging infrastructure (OEM Charging Network), software services, and potentially battery swapping options.</li> <li>5. Aggressive Market Expansion and Customer Acquisition: OEM shall expand sales and service network rapidly across Tier 1, 2, and 3 cities. OEM shall also offer attractive financing, exchange, and upgrade programs to enhance customer acquisition.</li> </ol> |                                                                                                |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

### POLICY AND MANAGEMENT PROCESSES

| Principle P1:<br>Ethics & Transparency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Principle P2:<br>Product Responsibility                                                                                           | Principle P3:<br>Human Resource                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Code of Conduct for all members of the Board and Senior Management</li> <li>• Anti-Corruption and Anti-Bribery</li> <li>• Code of Conduct and Ethics Policy</li> <li>• Policy for evaluation of performance of Board of Directors</li> <li>• Risk Management Policy</li> <li>• Employee Trading Code</li> <li>• Nomination and Remuneration Policy</li> <li>• Price Sensitive Information Disclosure Policy</li> <li>• Whistleblower Policy</li> <li>• Policy for Archival of Website Disclosures</li> <li>• Policy on Materiality of Related Party Transactions</li> <li>• Familiarization Programme for Independent Directors Policy</li> <li>• Policy for Determining Material Subsidiaries</li> <li>• Policy for Determination of Materiality</li> <li>• Environmental, Social, and Governance (ESG) Policy</li> </ul> | <ul style="list-style-type: none"> <li>• Code of Conduct</li> </ul>                                                               | <ul style="list-style-type: none"> <li>• Employees Equity Linked Incentive Plan, 2019</li> <li>• Environmental, Social, and Governance (ESG) Policy</li> </ul> |
| Principle P4:<br>Responsiveness to Stakeholders                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Principle P5:<br>Respect for Human Rights                                                                                         | Principle P6:<br>Efforts to restore the Environment                                                                                                            |
| <ul style="list-style-type: none"> <li>• Dividend Distribution Policy</li> <li>• Corporate Social Responsibility (CSR Policy)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>• Code of Conduct</li> <li>• Environmental, Social, and Governance (ESG) Policy</li> </ul> | <ul style="list-style-type: none"> <li>• Corporate Social Responsibility Policy</li> <li>• Environmental, Social, and Governance (ESG) Policy</li> </ul>       |
| Principle P7:<br>Public Advocacy Policy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Principle P8:<br>Inclusive Growth                                                                                                 | Principle P9:<br>Customer Engagement                                                                                                                           |
| <ul style="list-style-type: none"> <li>• Environmental, Social, and Governance (ESG) Policy</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>• Environmental, Social, and Governance (ESG) Policy</li> </ul>                            | <ul style="list-style-type: none"> <li>• Environmental, Social, and Governance (ESG) Policy</li> </ul>                                                         |

| Disclosure Question                                                                                                                                                                                                                                         |                        | P1                                                                                                                                                                                                                                                                                                                                                                                                                            | P2  | P3  | P4  | P5                                                                                                                                                                                                                                | P6  | P7  | P8  | P9  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|
| 1.                                                                                                                                                                                                                                                          |                        |                                                                                                                                                                                                                                                                                                                                                                                                                               |     |     |     |                                                                                                                                                                                                                                   |     |     |     |     |
| a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)                                                                                                                                                |                        | Yes                                                                                                                                                                                                                                                                                                                                                                                                                           | Yes | Yes | Yes | Yes                                                                                                                                                                                                                               | Yes | Yes | Yes | Yes |
| b. Has the policy been approved by the Board? (Yes/No)                                                                                                                                                                                                      |                        | Yes                                                                                                                                                                                                                                                                                                                                                                                                                           | Yes | Yes | Yes | Yes                                                                                                                                                                                                                               | Yes | Yes | Yes | Yes |
| c. Web Link of the Policies, if available                                                                                                                                                                                                                   |                        | <a href="https://www.olaelectric.com/investor-relations/policies">https://www.olaelectric.com/investor-relations/policies</a>                                                                                                                                                                                                                                                                                                 |     |     |     |                                                                                                                                                                                                                                   |     |     |     |     |
| 2. Whether the entity has translated the policy into procedures. (Yes/No)                                                                                                                                                                                   |                        | Yes                                                                                                                                                                                                                                                                                                                                                                                                                           | Yes | Yes | Yes | Yes                                                                                                                                                                                                                               | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No)                                                                                                                                                                                   |                        | Yes                                                                                                                                                                                                                                                                                                                                                                                                                           | Yes | No  | Yes | No                                                                                                                                                                                                                                | Yes | No  | No  | No  |
| 4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. |                        | <ul style="list-style-type: none"> <li>• ISO 9001:2015 (Quality Management System)</li> <li>• Compliance with Central Motor Vehicle Rules, 1989.</li> <li>• Providers: Automotive Research Association of India (ARAI) and International Centre for Automotive Technology (ICAT)</li> <li>• ISO 9001:2015 (Quality Management System)</li> <li>• ISO 27001 (Information Security Management Systems) certification</li> </ul> |     |     |     |                                                                                                                                                                                                                                   |     |     |     |     |
| Disclosure Question                                                                                                                                                                                                                                         |                        | 5. Specific commitments, goals and targets set by the entity with defined timelines, if any.                                                                                                                                                                                                                                                                                                                                  |     |     |     | 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.                                                                                                 |     |     |     |     |
| P1                                                                                                                                                                                                                                                          | Ethics & Transparency  | Ola Electric is committed to transparent and ethical conduct, as evidenced by its successful public listing and robust internal control framework. The Company's Whistle Blower Policy ensures a mechanism for reporting unethical behavior and fraud.                                                                                                                                                                        |     |     |     | Successfully completed Initial Public Offering (IPO) in August 2024. All complaints reported under the Vigil Mechanism were investigated and resolved in a timely manner, with appropriate disciplinary actions taken.            |     |     |     |     |
| P2                                                                                                                                                                                                                                                          | Product Responsibility | The Company aims to lead the E2W segment by delivering industry-leading products underpinned by deep technological innovation, focusing on performance, efficiency, and cost reduction. Also expanded into electric motorcycles.                                                                                                                                                                                              |     |     |     | Launched Gen 3 platform which achieved higher peak power and greater range, while reducing the cost reduction. Cumulative sales of approximately 9.7 lakh E2W units since inception, with over 3.4 lakh units sold in FY25 alone. |     |     |     |     |

| Disclosure Question |                                    | 5. Specific commitments, goals and targets set by the entity with defined timelines, if any.                                                                                                | 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.                                                                                                    |
|---------------------|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| P3                  | Human Resources                    | Ola Electric is focused on building a strong and capable workforce to support its rapid expansion and technological advancements.                                                           | The Company's significant operational expansion and continued investments in Research & Development demonstrate its commitment to building and developing a skilled workforce necessary for its growth and technological leadership. |
| P4                  | Responsiveness to Stakeholders     | The Company is expanding its distribution and service network to enhance customer touchpoints and optimize delivery timelines.                                                              | The Company rationalised its retail and service network during the year, with a network of approximately 700 stores across India, focused on improving service responsiveness.                                                       |
| P5                  | Respect for Human Rights           | Ola Electric maintains a zero-tolerance policy for sexual harassment at the workplace and has adopted a gender-neutral POSH policy.                                                         | Details of complaints received and disposed of during FY 2025-26 are reported in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.                                      |
| P6                  | Efforts to restore the Environment | Ola Electric is committed to accelerating India's transition to electric mobility and strengthening vertical integration and supply chain resilience through indigenous cell manufacturing. | Completed commissioning of state-of-the-art Gigafactory and commenced production of indigenously developed Bharat Cell.                                                                                                              |
| P7                  | Public Policy Advocacy             | -                                                                                                                                                                                           | -                                                                                                                                                                                                                                    |
| P8                  | Inclusive Growth                   | Ola Electric's mission to accelerate India's transition to electric mobility inherently contributes to inclusive growth by providing sustainable transportation solutions.                  | Strong penetration into Tier-3 cities and rural markets through distribution network expansion.                                                                                                                                      |
| P9                  | Customer Engagement                | The Company focuses on enhancing customer experience through product innovation and expanding service operations.                                                                           | Achieved significant improvements in product performance and efficiency with the Gen 3 platform. Expanded distribution network to improve customer reach and service.                                                                |

## 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).

OEM's guiding principle is to accelerate the world's transition to sustainable mobility, a principle that underpins our entire operational strategy. As a rapidly growing leader in the electrical vehicle industry, our primary goal/objective is to scale our production responsibly while pioneering a new standard for sustainable manufacturing.

A cornerstone of our commitment is the OLA FutureFactory. We are actively working to power this state-of-the-art facility significantly with renewable energy, minimizing the carbon footprint of every vehicle we assemble. Our focus extends beyond the manufacturing to the heart of our products – the battery ecosystem. We are dedicated to building a circular economy by establishing a robust framework for battery recycling and second-life applications, which complements our efforts in responsible material sourcing.

Our strategy is to achieve tangible short-term targets in manufacturing efficiency, renewable energy adoption, and circularity.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy

The final authority responsibility for the implementation and oversight of our Business Responsibility & Sustainability Policy rests with the Board of Directors, led by the Chairman and Managing Director.

9. Does the entity have a specified committee of the board/Director responsible for decision making on sustainability related issues?  
If Yes, Provide details.

OEM has no such specified committee

10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the company:

| Subject for Review                                                                                              | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee |    |    |    |    |    |    |    |    | Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / 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 & follow up action                                                           | Board or Committee of the Board                                                                  |    |    |    |    |    |    |    |    | Annually                                                                               |    |    |    |    |    |    |    |    |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Board or Committee of the Board                                                                  |    |    |    |    |    |    |    |    | Annually                                                                               |    |    |    |    |    |    |    |    |

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 |
|----|----|----|----|----|----|----|----|----|

No

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)

The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)

The entity does not have the financial or/human and technical resources available for the task (Yes/No)

It is planned to be done in the next financial year (Yes/No)

Any other reason (please specify)

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 programmes on any of the principles during the financial year:

| Segment                           | Total number of training and awareness programmes held* | Topics/ principles covered under the training audits impact                                                       | % of persons in respective category covered by the awareness programmes* |
|-----------------------------------|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| Board of Directors                | 1                                                       | SEBI (prohibition of Insider Trading) Regulations<br>Best Practices in Related Party Transaction (RPT) Governance | 100                                                                      |
| Key Managerial Personnel (KMP)    | 1                                                       | SEBI (prohibition of Insider Trading) Regulations<br>SEBI (Listing Obligations and Disclosure Requirements)       | 100                                                                      |
| Employees other than BoD and KMPs | 1                                                       | SEBI (prohibition of Insider Trading) Regulations<br>SEBI (Listing Obligations and Disclosure Requirements)       | 100                                                                      |
| Workers                           | 319                                                     | Safety, Cyber Crime Awareness, POSH, Technical Training                                                           | 100                                                                      |

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 institution | Amount (In INR)   | Brief of the Case                      | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine   | Nil             | NA                                                                 | Nil               | NA                                     | No                                     |
| Settlement      | Nil             | NA                                                                 | Nil               | NA                                     | No                                     |
| Compounding fee | Nil             | NA                                                                 | Nil               | NA                                     | No                                     |
| Non-Monetary    |                 |                                                                    |                   |                                        |                                        |
|                 | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institution | Brief of the Case | Has an appeal been preferred? (Yes/No) |                                        |
| Imprisonment    | Nil             | NA                                                                 | NA                | No                                     |                                        |
| Punishment      | Nil             | NA                                                                 | NA                | No                                     |                                        |

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 regulatory/ enforcement agencies/ judicial institutions |
|--------------|-----------------------------------------------------------------|
| Nil          | 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, OEM has an Anti-Corruption and Anti-Bribery Policy. OEM conducts its business with honesty, transparency, and ethical integrity, maintaining a strict zero-tolerance approach towards bribery and corruption. The Company is committed to conducting all business dealings fairly, professionally, and in compliance with applicable laws and regulations. Robust controls and procedures are in place to prevent bribery, and associates are prohibited from offering, accepting, or facilitating any form of bribery, either directly or indirectly, including through third parties.

Associates are encouraged to report any suspected or actual instances of bribery or corruption to the Board of Directors through the designated reporting channel at [disclosure@olaelectric.com](mailto:disclosure@olaelectric.com). The policy highlights the legal, financial, and reputational risks associated with bribery and provides guidance on identifying, preventing, and addressing corruption-related concerns. In addition, OEM conducts periodic risk assessments to identify and mitigate potential bribery and corruption risks across its operations.

Weblink: <https://www.olaelectric.com/investor-relations/policies/>

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

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

6. Details of complaints about conflict of interest.

|                                                                                              | FY 2025-26 |         | FY 2024-25 |         |
|----------------------------------------------------------------------------------------------|------------|---------|------------|---------|
|                                                                                              | Number     | Remarks | Number     | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil        | NA      | Nil        | NA      |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | Nil        |         | Nil        |         |

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

NA

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

| No. of days of accounts payables | FY 2025-26 | FY 2024-25 |
|----------------------------------|------------|------------|
|                                  | 78 Days    | 81 Days    |

9. Open-ness of business\*

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

| Parameter                   | Metrics                                                                                  | FY 2025-26 | FY 2024-25 |
|-----------------------------|------------------------------------------------------------------------------------------|------------|------------|
| Concentration of Purchases* | a. Purchases from trading houses as % of total purchases                                 | 0          | 0          |
|                             | b. Number of trading houses where purchases are made from                                | 0          | 0          |
|                             | c. Purchases from top 10 trading houses as % of total purchases from trading houses      | 0          | 0          |
| Concentration of sales*     | a. Sales to dealers / distributors as % of total sales                                   | 0          | 0          |
|                             | b. Number of dealers / distributors to whom sales are made                               | 0          | 0          |
|                             | c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors   | 0          | 0          |
| Share of RPTs in            | a. Purchases (Purchases with related parties / Total Purchases)                          | 0          | 0          |
|                             | b. Sales (Sales to related parties / Total Sales)                                        | 1.97       | 1.31       |
|                             | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 0          | 0          |
|                             | d. Investments (Investments in related parties / Total Investments made)                 | 0          | 0          |

\*Note: OEM has not engaged in any purchase transactions with trading houses during FY2026. Furthermore, all sales and purchase transactions for FY2026 were made directly by OEM, with no transactions conducted through dealers or distributors.

**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 2025-26 | FY 2024-25 | Details of improvements in environmental and social impacts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------|------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>R&amp;D</b> | <b>100</b> | <b>100</b> | <p><b>Environmental Impact</b></p> <ol style="list-style-type: none"> <li>1. Driving the Transition to Electric Mobility: During FY 2025-26, Ola Electric continued to strengthen India's electric mobility ecosystem through investments in manufacturing infrastructure, battery innovation and research and development capabilities. The launch of the Gen 3 scooter platform and expansion into the electric motorcycle segment through the Roadster portfolio support wider adoption of electric mobility by offering improved vehicle performance, range and operating efficiency. These initiatives contribute to reducing dependence on fossil fuel-based transportation and lowering tailpipe emissions.</li> <li>2. Advancement of Indigenous Battery Technology: Ola Electric continued to advance its vertically integrated battery strategy through investments in cell manufacturing infrastructure and development of its indigenous Bharat Cell technology. During FY 2025-26, the Company announced government certification of the Roadster X+ powered by its in-house developed 4680 Bharat Cell battery pack, marking a key milestone in strengthening domestic battery manufacturing capabilities and reducing reliance on imported technologies.</li> <li>3. Enhanced Product Efficiency and Innovation: The Company's continued investments in vehicle engineering, proprietary software platforms such as MoveOS, and next-generation battery technologies are aimed at improving vehicle efficiency, range, performance and user experience. The Gen 3 platform introduced improvements in peak power, driving range and product economics, supporting more efficient use of resources throughout the product lifecycle.</li> </ol> |
| <b>Capex</b>   | <b>100</b> | <b>100</b> | <ol style="list-style-type: none"> <li>4. Enabling Sustainable Manufacturing Practices: Investments in modern manufacturing facilities and utility infrastructure create opportunities to incorporate energy-efficient processes, renewable energy sources, and improved resource management practices across operations.</li> </ol> <p><b>Social Impact</b></p> <ol style="list-style-type: none"> <li>1. Improving Product Safety and Reliability: Investments in testing laboratories, quality management equipment, in-house ABS development, and testing tools underscore a strong focus on vehicle safety, quality, and reliability, ultimately enhancing consumer confidence and trust.</li> <li>2. Expanding Access to Clean Mobility Solutions: Development across both two-wheeler and three-wheeler segments demonstrates an effort to offer accessible and diverse electric mobility options, supporting cleaner cities, lower noise pollution, and improved quality of life.</li> <li>3. Fostering Innovation and Economic Development: Investments in advanced technologies, including in-house motor and MCU development, contribute to technological progress, create employment opportunities, and support the growth of a skilled workforce within the clean mobility ecosystem.</li> <li>4. Enhancing Customer Experience and Connectivity: Continued improvements to Move OS and Ola app features help deliver a more intuitive and connected user experience, encouraging EV adoption while supporting efficient and convenient vehicle usage.</li> </ol>                                                                                                                                                                                |

Note: Being an EV focused company, 100% R&D and Capital Expenditure investments relate to investments in specific technologies to improve the environmental and social impacts of products and processes.

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

Currently, the OEM does not have a formal sustainable sourcing framework or established procedures in place. However, the organization is exploring opportunities to develop and implement sustainable sourcing practices that align with its environmental, social, and governance (ESG) objectives and support responsible supply chain management.

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

NA

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.

| Type of Waste                     | Name of Policy/ Process                                 | Policy/ Process Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Plastics<br>(including packaging) | <b>End-of-Life Management of Products and Packaging</b> | <p>At OEM, we are committed to managing products and packaging responsibly throughout their lifecycle, including end-of-life stages. Our approach focuses on maximizing resource recovery through reuse, recycling, and environmentally sound disposal via authorized vendor partners. All waste management activities are carried out in compliance with applicable regulatory requirements, permits, consents, and authorizations in India. As part of our long-term sustainability vision, we continue to work towards achieving Zero Waste to Landfill across our operations.</p> <p>Our primary responsibility is to ensure the proper segregation, collection, storage, and channelization of waste to government-authorized recyclers and treatment facilities. While we do not directly undertake recycling or disposal activities, we collaborate with certified vendors who possess the expertise and approvals required to process waste streams in an environmentally responsible manner.</p> |
| E-waste                           | <b>(a) Plastic Waste (Including Packaging)</b>          | <p>Plastic waste generated within manufacturing operations is segregated at source based on material type and managed through established waste handling processes.</p> <p>Segregated plastic waste, including production-related plastic components and internal packaging materials, is transferred to authorized recyclers for recovery and reuse.</p> <p>For product and spare-part packaging, efforts are focused on reducing plastic consumption and enhancing recyclability.</p> <p>As OEM is not classified as a Brand Owner/Producer under the applicable regulations, EPR obligations are currently not applicable.</p> <p>Authorized plastic waste processors are engaged to ensure that collected plastic packaging waste is recycled and reintroduced into the value chain wherever feasible.</p>                                                                                                                                                                                            |
|                                   | <b>(b) E-Waste</b>                                      | <p>E-waste generated from operations primarily includes obsolete IT assets, electronic devices, testing equipment, and electronic components that have reached the end of their useful life.</p> <p>Under the Company-Owned, Company-Operated (COCO) model, e-waste generated at retail and service locations is consolidated and transported to the centralized facility at Pochampalli.</p> <p>The collected e-waste is subsequently handed over only to government-authorized recyclers in accordance with the E-Waste (Management) Rules, 2022.</p> <p>Appropriate tracking, documentation, and monitoring mechanisms are maintained to ensure compliance and traceability throughout the disposal process.</p>                                                                                                                                                                                                                                                                                       |

| Type of Waste   | Name of Policy/ Process                                 | Policy/ Process Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------|---------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Hazardous waste | <b>(c) Hazardous Waste (Including Li-Ion Batteries)</b> | <p>Hazardous and other waste generated during manufacturing operations is managed through controlled handling and storage practices, with efforts made to maximize resource recovery and minimize landfill disposal.</p> <p>Warranty-failed lithium-ion batteries collected through the service network are retrieved and transferred to authorized battery recyclers for environmentally sound treatment.</p> <p>End-of-life traction batteries are managed in accordance with the Battery Waste Management Rules, 2022, ensuring responsible collection, recycling, and recovery.</p> <p>All transportation, storage, handling, and disposal activities are undertaken in compliance with relevant environmental regulations, including the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.</p> <p><b>Overall Waste Management Framework</b></p> |
| Other waste     |                                                         | <p>OEM ensures that all waste streams are managed in full compliance with applicable environmental laws and regulatory requirements, including directives issued by authorities such as the Central Pollution Control Board (CPCB) and the relevant State Pollution Control Boards.</p> <p>The organization regularly reviews and enhances its waste management practices in collaboration with authorized vendor partners to improve operational efficiency, reduce environmental impacts, and support circular economy objectives.</p> <p>Through continuous improvement initiatives, OEM remains focused on strengthening sustainable waste management practices and advancing its commitment to a more resource-efficient and environmentally responsible future.</p>                                                                                                          |

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.

OLA Future Factory has obtained:

- 1. Registration Certificate for Producers under Rule 4 of Battery Waste Management Rules, 2012 vide certificate number - 72318815663397482841 (dated: 11.05.2023) valid for the period till 10.05.2028.
- 2. Registration Certificate of Producer under Rules 4 and 6 of E-Waste (Management) Rules, 2022 vide EPR Registration of Certificate Number - B-29016(3853)(EPR)/23/WM-III (dated: 10.09.2023) and valid for the period till 09.09.2028

OLA Cell Technologies has obtained:

1. Registration Certificate for Producers under Rule 4 of Battery Waste Management Rules, 2012 vide certificate number C.No - 74526046 Dt - 23/12/2025 valid for the period till 22.12.2030

**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:**

| % Of employees covered by      |           |                  |         |                    |         |                    |         |                    |         |                     |         |
|--------------------------------|-----------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| Category                       | Total (A) | Health insurance |         | Accident insurance |         | Maternity Benefits |         | Paternity benefits |         | Day care facilities |         |
|                                |           | No.(B)           | % (B/A) | No.(C)             | % (C/A) | No.(D)             | % (D/A) | No.(E)             | % (E/A) | No.(F)              | % (F/A) |
| PERMANENT EMPLOYEES*           |           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male                           | 2464      | 2464             | 100%    | 2464               | 100%    | 0                  | 0       | 106                | 4.30%   | 2464                | 1       |
| Female                         | 1007      | 1007             | 100%    | 1007               | 100%    | 12                 | 1.19%   | 0                  | 0.00%   | 1007                | 100%    |
| Total                          | 3471      | 3471             | 100%    | 3471               | 100%    | 12                 | 0.35%   | 106                | 3.05%   | 3471                | 100%    |
| OTHER THAN PERMANENT EMPLOYEES |           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male                           | 0         | -                | -       | -                  | -       | -                  | -       | -                  | -       | -                   | -       |
| Female                         | 0         | -                | -       | -                  | -       | -                  | -       | -                  | -       | -                   | -       |
| Total                          | 0         | 0                | -       | 0                  | -       | 0                  | -       | 0                  | -       | 0                   | -       |

\*Note: OEM offers health, accident, parental benefits, and day care only to Permanent Employees.

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

| % Of employees covered by       |           |                  |         |                    |        |                    |        |                    |         |                     |         |
|---------------------------------|-----------|------------------|---------|--------------------|--------|--------------------|--------|--------------------|---------|---------------------|---------|
| Category                        | Total (A) | Health insurance |         | Accident insurance |        | Maternity Benefits |        | Paternity benefits |         | Day care facilities |         |
|                                 |           | No.(B)           | % (B/A) | No.(C)             | %(C/A) | No.(D)             | %(D/A) | No.(E)             | % (E/A) | No. (F)             | % (F/A) |
| PERMANENT EMPLOYEES             |           |                  |         |                    |        |                    |        |                    |         |                     |         |
| Male                            | 0         | 0                | -       | 0                  | -      | 0                  | -      | 0                  | -       | 0                   | -       |
| Female                          | 0         | 0                | -       | 0                  | -      | 0                  | -      | 0                  | -       | 0                   | -       |
| Total                           | 0         | 0                | -       | 0                  | -      | 0                  | -      | 0                  | -       | 0                   | -       |
| OTHER THAN PERMANENT EMPLOYEES* |           |                  |         |                    |        |                    |        |                    |         |                     |         |
| Male                            | 0         | 0                | -       | 0                  | -      | 0                  | -      | 0                  | -       | 0                   | -       |
| Female                          | 0         | 0                | -       | 0                  | -      | 0                  | -      | 0                  | -       | 0                   | -       |
| Total                           | 0         | 0                | -       | 0                  | -      | 0                  | -      | 0                  | -       | 0                   | -       |

\*Note: All our workers are contractual workers hired by third party vendors and well-being of these workers is ensured by said third party vendors. However, OEM makes sure that such third-party vendors adhere to OEM's standards of well-being.

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

|                                                                             | FY 2025-26 | FY 2024-25 |
|-----------------------------------------------------------------------------|------------|------------|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.21%      | 0.82%      |

2. Details of retirement benefits for the current and previous financial year

|                        | FY 2025-26                                          |                                                  |                                                      | FY 2024-25                                           |                                                  |                                                          |
|------------------------|-----------------------------------------------------|--------------------------------------------------|------------------------------------------------------|------------------------------------------------------|--------------------------------------------------|----------------------------------------------------------|
| Benefits               | No. of employees covered (as a % of total employee) | No. of workers covered (as a % of total workers) | Deducted & deposited with the authority (Yes/No/N.A) | No. of employees covered (as a % of total employees) | No. of workers covered (as a % of total workers) | Deducted and deposited with the authority (Yes/No/ N.A.) |
| PF                     | 81.00%                                              | 0.00%*                                           | Y                                                    | 95.2%                                                | 0.00%*                                           | Y                                                        |
| Gratuity               | 0.78%                                               | 0.00%*                                           | Y                                                    | 1.5%                                                 | 0.00%*                                           | NA                                                       |
| ESI                    | 14.00%                                              | 0.00%*                                           | Y                                                    | 19.1%                                                | 0.00%*                                           | Y                                                        |
| Others- Please Specify | NA                                                  | NA                                               | NA                                                   | NA                                                   | NA                                               | NA                                                       |

Note: The PF, ESI, etc for the contractual workers are reimbursed by the company.

3. Accessibility of workplaces

**Are the premises/offices accessible to differently abled employees 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.**

OEM ensures its premises are accessible as per the Rights of Persons with Disabilities Act, 2016. Our Ola Campus and factories are designed to be accessible to all employees, including those with disabilities, ensuring they can navigate the workplace and perform their duties comfortably.

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.**

OEM is committed to ensuring equal remuneration and fair compensation for all employees in line with applicable laws and principles of workplace equality. The policy is available to all internal stakeholders on Website.

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

|        | Permanent employees |                | Permanent Workers   |                |
|--------|---------------------|----------------|---------------------|----------------|
| Gender | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male   | 100.0%              | 80.00%         | 100.00%             | 100.00%        |
| Female | 100.0%              | 0.00%          | 100.00%             | 100.00%        |
| Total  | 100.0%              | 80.00%         | 100.00%             | 100.00%        |

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

|                                | Yes/No<br><br>(If Yes, then give details of the mechanism in brief)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent Employees            | <p>Yes, OEM has established a structured grievance redressal mechanism for employees. Employees across all entities can report concerns by submitting their complaints to the designated email address, safework@olaelectric.com. Upon receipt, the relevant committee reviews the complaint to assess its validity and initiates the resolution process accordingly.</p> <p>To ensure impartiality and comprehensive investigation of grievances, OEM also collaborates with an independent external partner that works closely with the internal committee throughout the complaint-handling process</p> |
| Other than Permanent Employees | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Permanent Workers              | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Other than Permanent Workers   | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

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

| Category                  | FY 2025-26                                          |                                                                                              |         | FY 2024-25                                          |                                                                                               |         |
|---------------------------|-----------------------------------------------------|----------------------------------------------------------------------------------------------|---------|-----------------------------------------------------|-----------------------------------------------------------------------------------------------|---------|
|                           | Total employees/ workers in respective category (A) | No. of employees/ workers in respective category, who are part of association(s) or Union(B) | % (B/A) | Total employees/ workers in respective category (C) | No. of employees/ workers in respective category, who are part of association(s) or Union (D) | % (D/C) |
| Total Permanent Employees |                                                     |                                                                                              |         |                                                     |                                                                                               |         |
| Male                      |                                                     |                                                                                              |         |                                                     |                                                                                               |         |
| Female                    |                                                     | NA                                                                                           |         |                                                     | NA                                                                                            |         |
| Total Permanent Workers   |                                                     |                                                                                              |         |                                                     |                                                                                               |         |
| Male                      |                                                     |                                                                                              |         |                                                     |                                                                                               |         |
| Female                    |                                                     | NA                                                                                           |         |                                                     | NA                                                                                            |         |

8. Details of training given to employees and workers

|           | FY 2025-26 |                             |        |                      |         | FY 2024-25 |                             |        |                      |        |
|-----------|------------|-----------------------------|--------|----------------------|---------|------------|-----------------------------|--------|----------------------|--------|
| Category  | Total (A)  | On Health & Safety Measures |        | On Skill Upgradation |         | Total (D)  | On Health & Safety Measures |        | On Skill Upgradation |        |
|           |            | No.(B)                      | %(B/A) | No. (C)              | % (C/A) |            | No. (E)                     | %(E/A) | No. (F)              | %(F/A) |
| EMPLOYEES |            |                             |        |                      |         |            |                             |        |                      |        |
| Male      | 3744       | 0                           | 0%     | 0                    | 0%      | 165        | 110                         | 67%    | 55                   | 33%    |
| Female    | 1863       | 0                           | 0%     | 0                    | 0%      | 120        | 55                          | 46%    | 65                   | 54%    |
| Total     | 5607       | 0                           | 0%     | 0                    | 0%      | 285        | 165                         | 58%    | 120                  | 42%    |
| WORKERS   |            |                             |        |                      |         |            |                             |        |                      |        |
| Male      | 237        | 237                         | 100%   | 0                    | 0%      | 970        | 750                         | 77%    | 220                  | 23%    |
| Female    | 295        | 295                         | 100%   | 0                    | 0%      | 3220       | 1545                        | 48%    | 1675                 | 52%    |
| Total     | 532        | 532                         | 100%   | 0                    | 0%      | 4190       | 2295                        | 55%    | 1895                 | 45%    |

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

| Category  | FY 2025-26 |        |         | FY 2024-25 |        |         |
|-----------|------------|--------|---------|------------|--------|---------|
|           | Total (A)  | No.(B) | % (B/A) | Total (C)  | No.(D) | % (D/C) |
| Employees |            |        |         |            |        |         |
| Male      | 3744       | 0      | 0       | 3682       | 0      | 0       |
| Female    | 1863       | 0      | 0       | 1254       | 0      | 0       |
| Total     | 5607       | 0      | 0       | 4936       | 0      | 0       |
| Workers*  |            |        |         |            |        |         |
| Male      | 237        | 0      | 0       | NA         | NA     | -       |
| Female    | 295        | 0      | 0       | NA         | NA     | -       |
| Total     | 532        | 0      | 0       | -          | -      | -       |

\*Note: All OEM personnel classified as 'workers' are contractual staff engaged through third-party vendors. These vendors are responsible for the performance management and career development of the workers. OEM ensures that all such third-party vendors adhere to our established standards for performance and career development reviews.

## **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. Occupational Health and Safety Management System is in place.

1. Dissemination of Occupational Health & Safety policy
2. EHS Guidelines on Hazard Identification & Risk Assessment is in place to assess the Risk and put controls in place to reduce the Risk as low as reasonably practicable
3. EHS Guidelines in place for incident reporting & investigation
4. EHS Guidelines on Factory Layout
5. SOP on Work Permits System

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

Our workplaces are equipped with Hazard Identification and Risk Assessment (HIRA) systems, We regularly conduct health and safety audits and carry out periodic occupational health surveillance to ensure a safe working environment.

Additionally, the workplace hazards are identified through routine and non-routine activities.

1. HIRA conducted for all the routine activities.
2. The Work Permit System and Job Safety Analysis is in place to mitigate the hazards and Risk for Nonroutine activities.
3. Work instructions /SOP have been prepared for all the routine activities
4. Schedule has been prepared for workplace inspection; Fire & Safety Audit is in place to assess the Non-conformities and initiate action accordingly.
5. Safety trainings are conducted on different topics.
6. Health campaigns are conducted.

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

Yes, employees are encouraged to report any unsafe or unhealthy working conditions to their immediate supervisor or directly to the safety department. The safety team will promptly investigate the situation, take appropriate corrective actions, and review the Hazard Identification and Risk Assessment (HIRA). An incident report will be generated, and a safety representative will be dispatched to the location to conduct an investigation.

Additionally, OEM has the template for all the ground workers to report all the work-related hazards & risk without any barriers:

1. Incident reporting template has been created and displayed across the location to report all the identified hazards & risks.
2. The Safety committee meeting has been formed across all level of employees and taking feedback about work place hazards.

### **d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?**

Yes, all employees, including contractor workers, have round-the-clock access to the clinics located in our factories for non-work-related medical services.

Additionally:

1. OEM has a fully pledged Occupational Health Centre operating 24/7 inside the premises with all the facilities to provide first aid to any medical emergency (including both occupational or any personal illness)
2. OHC is accessible for all employees, including contract workers, for receiving first aid to any Occupational related Injury and treatment for Personal Illness.

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

| Safety Incident/Number                                                        | Category  | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | Nil        | Nil        |
|                                                                               | Workers   | Nil        | 0.1        |
| Total recordable work-related injuries                                        | Employees | Nil        | 1          |
|                                                                               | Workers   | Nil        | 3          |
| No. of fatalities                                                             | Employees | Nil        | Nil        |
|                                                                               | Workers   | Nil        | Nil        |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees | Nil        | Nil        |
|                                                                               | Workers   | Nil        | Nil        |

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

OEM adopts a proactive approach to health and safety by implementing comprehensive measures aimed at preventing workplace incidents, injuries, occupational illnesses, and lost workdays. Regular safety audits are conducted by qualified internal teams, and employees receive ongoing training on key topics such as chemical safety, fire safety, and process safety. The Company utilizes Hazard Identification and Risk Assessment (HIRA) methodologies to systematically identify workplace hazards, evaluate associated risks, and implement appropriate controls. OEM is committed to maintaining high standards of occupational health and safety and ensuring compliance with applicable regulatory requirements, including ISO 45001.

To strengthen its safety culture, OEM has integrated multiple preventive measures across its operations. Infrastructure and equipment are designed with built-in safety features, including automated shutdown mechanisms, detection systems, containment measures, and suppression systems. A Permit-to-Work system is in place to manage contractor activities and non-routine tasks, while periodic safety inspections and workplace assessments help identify and address unsafe conditions and behaviors. HIRA studies are regularly conducted for routine operations to ensure effective risk controls are maintained. In addition, the Company implements an annual EHS training program for employees, conducts scheduled workplace inspections, and undertakes periodic medical examinations for employees and contract workers. Health and wellness camps are also organized to promote employee wellbeing and support a safe and healthy working environment.

13. Number of complaints on working conditions and health and safety made by employees and workers:

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

14. Assessments for the year

|  | % Of your plants and offices that were assessed<br>(by entity or statutory authorities or third parties) |
|--|----------------------------------------------------------------------------------------------------------|
|--|----------------------------------------------------------------------------------------------------------|

Health and safety practices

100\*

Working Conditions

\*Note: Assessments of all manufacturing facilities, the corporate office, and the BIC R&D facility have been conducted internally according to a defined schedule

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 and safety practices and working conditions.

No actions.

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

**Essential Indicators**

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

The Company is committed to maintaining continuous and meaningful engagement with its stakeholders, recognizing their importance in creating long-term value and building strong partnerships. To strengthen this approach, the Company seeks to institutionalize stakeholder engagement through a structured and formalized process. This process facilitates regular interaction with stakeholder groups to understand their expectations, identify potential risks and concerns, address key challenges, and gain insights into future opportunities and priorities, enabling informed and sustainable decision-making

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

| <b>Key Stakeholders</b> | <b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b> | <b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others</b> | <b>Frequency of engagement</b> | <b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Customers (D2C Model)   | No                                                                         | Email, SMS, Newspapers, Advertisements, Showroom enquiries, Customer satisfaction surveys, after-sale services                        | Continuous                     | Regular engagement with customers, satisfaction assessments, and various market studies helps identify principal concerns. These concerns encompass product and service excellence, prompt delivery, competitive pricing, and the fuel economy of vehicles.                                                                                                                                                                                                                                                                            |
| Suppliers               | No                                                                         | Email, Meetings                                                                                                                       | Continuous                     | The Company is actively engaging with suppliers through regular meetings and communication channels to support the scale-up of motorcycle production. These supplier development initiatives focus on strengthening collaboration, aligning production schedules, optimizing order planning, and facilitating participation in new product launches. Through continuous engagement, the Company aims to enhance supply chain resilience and proactively mitigate potential risks arising from geopolitical and other external factors. |
| Regulatory bodies       | No                                                                         | Email, In-person Meetings                                                                                                             | Need basis                     | The Company engages with regulatory authorities as required through formal communication channels, including official correspondence, submissions, and meetings. These interactions are focused on ensuring compliance with applicable laws and regulations, maintaining transparency, and supporting the accuracy and completeness of regulatory filings and disclosures.                                                                                                                                                             |

| Key Stakeholders         | Whether identified as Vulnerable & Marginalized Group (Yes/ No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others | Frequency of engagement                         | Purpose and scope of engagement including key topics and concerns raised during such engagement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|--------------------------|-----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Shareholders / Investors | No                                                              | Email, Website, Meetings, AGMs, Analyst Calls, etc.                                                                            | Quarterly and Annually                          | The Company maintains regular engagement with shareholders and investors through established communication channels, including emails, the corporate website, Annual General Meetings (AGMs), investor presentations, and analyst interactions. These engagements are conducted on a periodic basis to provide updates on the Company's strategic priorities, financial performance, sustainability initiatives, growth plans, and value-creation objectives, while also addressing stakeholder queries and expectations in a transparent manner.                                                       |
| Employees                | No                                                              | Email, Notice Board, Policies, Codes, and Procedures                                                                           | Monthly, Quarterly, and Annually, as applicable | The Company engages with employees through various communication channels, including emails, noticeboards, policy communications, and organizational meetings. These interactions are conducted regularly to strengthen employee engagement, facilitate performance management, address grievances and concerns, communicate organizational policies and procedures, and support employees' professional growth and career development. Through continuous engagement, the Company seeks to foster a transparent, inclusive, and collaborative workplace culture.                                       |
| Workers                  | No                                                              | Notice Board, Forums, Committee Meetings, etc.                                                                                 | Monthly                                         | The Company engages regularly with its workforce through multiple communication channels, including noticeboards, internal forums, committee meetings, and dedicated interactions with plant leadership. These engagements are aimed at fostering open communication, addressing employee grievances, promoting occupational health and safety, and discussing employee welfare initiatives and benefits. Through continuous dialogue, the Company seeks to create a safe, supportive, and inclusive working environment for all workers.                                                               |
| Communities              | No                                                              | Community meetings                                                                                                             | Continuous                                      | The Company engages with local communities through regular interactions, participation in village-level events, Gram Sabha meetings, and implementation of community development initiatives. These engagements help assess community needs and priorities, with a focus on areas such as public health and sanitation, infrastructure development, livelihood generation, employment opportunities, and educational advancement. Through ongoing dialogue and collaboration, the Company aims to contribute positively to the social and economic development of the communities in which it operates. |

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

### Essential Indicator

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

| Category             | FY 2025-26 |                                        |         | FY 2024-25 |                                        |         |
|----------------------|------------|----------------------------------------|---------|------------|----------------------------------------|---------|
|                      | Total (A)  | No. of Employees / Workers Covered (B) | % (B/A) | Total (C)  | No. of Employees / Workers Covered (D) | % (D/C) |
| <b>EMPLOYEES</b>     |            |                                        |         |            |                                        |         |
| Permanent            | 5607       | 0                                      | 0%      | 0          | 0                                      | 0       |
| Other than Permanent | 0          | 0                                      | 0%      | 0          | 0                                      | 0       |
| Total employees      | 5607       | 0                                      | 0%      | 0          | 0                                      | 0       |
| <b>WORKERS</b>       |            |                                        |         |            |                                        |         |
| Permanent            | 532        | 0                                      | 0%      | 0          | 0                                      | 0       |
| Other than Permanent | 0          | 0                                      | 0%      | 0          | 0                                      | 0       |
| Total employees      | 532        | 0                                      | 0%      | 0          | 0                                      | 0       |

2. Details of minimum wages paid to employees and workers:

|                      | FY 2025-26 |                       |        |                        |        | FY 2024-25 |                       |        |                        |        |
|----------------------|------------|-----------------------|--------|------------------------|--------|------------|-----------------------|--------|------------------------|--------|
| Category             | 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/A) | No. (F)                | %(F/A) |
| EMPLOYEES            |            |                       |        |                        |        |            |                       |        |                        |        |
| Permanent            |            |                       |        |                        |        |            |                       |        |                        |        |
| Male                 | 3744       | 115                   | 3%     | 3629                   | 97%    | 3024       | 108                   | 4      | 2916                   | 96     |
| Female               | 1863       | 567                   | 30%    | 1296                   | 70%    | 469        | 283                   | 60     | 186                    | 40     |
| Other permanent      |            |                       |        |                        |        |            |                       |        |                        |        |
| Male                 | 3670       | 1180                  | 32%    | 2490                   | 68%    | 7851       | 801                   | 10     | 7050                   | 90     |
| Female               | 154        | 46                    | 30%    | 108                    | 70%    | 246        | 83                    | 34     | 163                    | 66     |
| WORKERS*             |            |                       |        |                        |        |            |                       |        |                        |        |
| Permanent            |            |                       |        |                        |        |            |                       |        |                        |        |
| Male                 | 237        | 0                     | 0%     | 237                    | 100%   | 0          | 0                     | 0      | 0                      | 0      |
| Female               | 295        | 0                     | 0%     | 295                    | 100%   | 806        | 0                     | 0      | 806                    | 100    |
| Other then permanent |            |                       |        |                        |        |            |                       |        |                        |        |
| Male                 | 0          | 0                     | 0%     | 0                      | 0%     | 314        | 314                   | 100    | 0                      | 0      |
| Female               | 0          | 0                     | 0%     | 0                      | 0%     | 1279       | 1279                  | 100    | 0                      | 0      |

\*Note: OEM has no minimum wage obligations for third-party contractual workers. Hence, no individuals are engaged under this classification.

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

a. Median remuneration/ wages:

|                                | Male   |                                                           | Female |                                                           |
|--------------------------------|--------|-----------------------------------------------------------|--------|-----------------------------------------------------------|
|                                | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD)       | 5      | 724864                                                    | 0      | 0                                                         |
| KMP (other than BoD)           | 5*     | 276606                                                    | -      | -                                                         |
| Employees other than BOD & KMP | 3739   | 54412                                                     | 1863   | 20715                                                     |
| Workers                        | 237    | 19863                                                     | 295    | 18121                                                     |

\*Includes 2 KMPs who resigned during the year

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

|                                                 | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------|------------|------------|
| Gross wages paid to females as % of total wages | 13%        | 11%        |

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)

No.

While OEM has not designated a specific focal point exclusively for addressing human rights impacts, a robust mechanism is in place. All such issues that may arise from our operations are directed to and addressed by the Whistleblower Committee.

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

The details of grievance redressal mechanism related to human rights issues are provided in Principle 3, point no. 6. The company also has an email ID for grievance- disclosure@olaelectric.com.

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

| Category                          | FY 2025-26            |                                       |         | FY 2024-25            |                                       |                |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|----------------|
|                                   | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks        |
| Sexual Harassment                 | 0                     | 0                                     | NA      | 3                     | 0                                     | Closed in FY25 |
| Discrimination at workplace       | 0                     | 0                                     | NA      | 0                     | 0                                     | NA             |
| Child Labour                      | 0                     | 0                                     | NA      | 0                     | 0                                     | NA             |
| Forced / Involuntary Labour       | 0                     | 0                                     | NA      | 0                     | 0                                     | NA             |
| Wages                             | 0                     | 0                                     | NA      | 0                     | 0                                     | NA             |
| Other human rights related issues | 0                     | 0                                     | NA      | 0                     | 0                                     | NA             |

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

|                                                                                                                                     | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0          | 3          |
| Complaints on POSH as a % of female employees / workers                                                                             | 0          | 0.002      |
| Complaints on POSH upheld                                                                                                           | 0          | 3          |

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

To safeguard complainants from any adverse consequences, we maintain strict confidentiality throughout the grievance process. Any form of intimidation or retaliation against a complainant is considered a serious breach of our Code of Conduct. Additionally, all grievances are addressed within a defined timeline to ensure prompt and effective resolution.

9. Do human rights requirements form part of your business agreements and contracts?

Yes

10. Assessments for the year:

|                             | % of offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---------------------------------------------------------------------------------------|
| Child labour                | 0                                                                                     |
| Forced/ involuntary labour  | 0                                                                                     |
| Sexual harassment           | 0                                                                                     |
| Discrimination at workplace | 0                                                                                     |
| Wages                       | 0                                                                                     |
| Others – please specify     | 0                                                                                     |

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

No corrective actions are needed based on the risk and concern assessments referenced in Question 9 above.

## PRINCIPLE 6- BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

### Essential Indicators

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

| Parameter                                                                                                                                                                 | FY 2025-26      | FY 2024-25     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|----------------|
| From renewable sources (in GJ)                                                                                                                                            |                 |                |
| Total electricity consumption (A)                                                                                                                                         | 78,698.48       | 0.00           |
| Total fuel consumption (B)                                                                                                                                                | 0.00            | 0.00           |
| Energy consumption through other sources (C)                                                                                                                              | 0.00            | 0.00           |
| <b>Total energy consumed from renewable sources (A+B+C)</b>                                                                                                               | <b>78698.48</b> | <b>0.00</b>    |
| <b>From non-renewable sources (in GJ) *</b>                                                                                                                               |                 |                |
| Total electricity consumption (D)                                                                                                                                         | 78,017.25       | 126,397.92     |
| Total fuel consumption (E)                                                                                                                                                | 16,468.19       | 20,559.89      |
| Energy consumption through other sources (F)                                                                                                                              | 0               | 0              |
| <b>Total energy consumed from non-renewable sources in GJ (D+E+F)</b>                                                                                                     | <b>94,485</b>   | <b>146,958</b> |
| <b>Total energy consumed (A+B+C+D+E+F)</b>                                                                                                                                | <b>173,184</b>  | <b>146,958</b> |
| Energy intensity per rupee of turnover<br>(Total energy consumed / Revenue from operations)<br>(GJ/ INR)                                                                  | 0.0000070       | 0.0000030      |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity<br>(PPP)**<br>(Total energy consumed / Revenue from operations adjusted for PPP)<br>(GJ/ INR) | 0.000143        | 0.000062       |
| Energy intensity in terms of physical output<br>(GJ/ Vehicle)                                                                                                             | 1.113           | 0.387          |
| Energy intensity (optional) –<br>the relevant metric may be selected by the entity                                                                                        |                 | -              |

Note:

The OLA Campus has been excluded from the reporting of electricity and fuel consumption for both FY 2024-25 and FY 2025-26.

The revenue from operations has been adjusted on the PPP conversion factor published in 2026 by IMF for India which is 20.34

The revenue from operations has been adjusted on the PPP conversion factor published in 2025 by IMF for India which is 20.66.

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

No.

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? If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

NA

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

| Parameter                                                                          | FY 2025-26 | FY 2024-25 |
|------------------------------------------------------------------------------------|------------|------------|
| Water withdrawal by source (in kilolitres)                                         |            |            |
| (i) Surface water                                                                  | 5,264.47   | 5,251.94   |
| (ii) Ground Water                                                                  | 35,559.73  | 12,404.14  |
| (iii) Third Party Water                                                            | 114,318.00 | 104,733.00 |
| (iv) Seawater/Desalinated Water                                                    | 0.00       | 0.00       |
| (v) Others                                                                         | 0.00       | 0.00       |
| Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)                   | 155,142    | 122,389    |
| Total volume of water consumption (in kilolitres)                                  | 155,142    | 122,389    |
| Water intensity per rupee of turnover                                              |            |            |
| (Total water consumption/ Revenue from operations)                                 | 0.0000063  | 0.0000025  |
| (KL/ INR)                                                                          |            |            |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** |            |            |
| (Total water consumption / Revenue from operations adjusted for PPP)               | 0.0001283  | 0.0000513  |
| (KL/ INR)                                                                          |            |            |
| Water intensity in terms of physical output                                        |            |            |
| (KL/ Vehicle)                                                                      | 0.409      | 0.323      |
| Water intensity (optional) –<br>the relevant metric may be selected by the entity  |            |            |

Note:

The OLA Campus has been excluded from the reporting of water consumption for both FY 2024-25 and FY 2025-26.

The revenue from operations has been adjusted on the PPP conversion factor published in 2026 by IMF for India which is 20.34

The revenue from operations has been adjusted on the PPP conversion factor published in 2025 by IMF for India which is 20.66.

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

No.

4. Provide the following details related to water discharged.

| Parameter                                                             | FY 2025-26 | FY 2024-25 |
|-----------------------------------------------------------------------|------------|------------|
| Water discharge by destination and level of treatment (in kilolitres) |            |            |
| (i)To Surface water                                                   | -          | -          |
| -No treatment                                                         |            |            |
| -With treatment, please specify level of treatment                    |            |            |
| (ii)To Groundwater                                                    | -          | -          |
| -No treatment                                                         |            |            |
| -With treatment, please specify level of treatment                    |            |            |
| (iii)To Seawater                                                      | -          | -          |
| -No treatment                                                         |            |            |
| -With treatment, please specify level of treatment                    |            |            |
| (iv)Sent to third parties                                             | -          | -          |
| -No treatment                                                         |            |            |
| -With treatment, please specify level of treatment                    |            |            |
| (v)Others                                                             | -          | -          |
| -No treatment                                                         |            |            |
| -With treatment, please specify level of treatment                    |            |            |
| Total water discharged in kiloliters                                  | -          | -          |

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

No.

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

Yes, The Company has adopted a Zero Liquid Discharge (ZLD) approach across its manufacturing operations to ensure that no water is discharged into the environment. All process water is treated, recycled, and reused within the facility.

The ZLD system incorporates advanced evaporation and drying technologies, including:

- Multiple Effect Evaporator (MEE)
- Agitated Thin Film Dryer (ATFD).

The Company follows a comprehensive water stewardship strategy based on the principles of reduce, reuse, recycle, and recharge, reinforcing its commitment to sustainable and responsible water management.

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

| Parameter                           | Please specify unit | FY 2025-26 | FY 2024-25 |
|-------------------------------------|---------------------|------------|------------|
| NOx                                 | Tonne               | 2.44       | 3.83       |
| Sox                                 | Tonne               | 0.12       | 0.18       |
| Particulate matter (PM)             | Tonne               | 0.05       | 0.08       |
| Persistent organic pollutants (POP) | Tonne               | -          | -          |
| Volatile organic compounds (VOC)    | Tonne               | 0.07       | 0.11       |
| Hazardous air pollutants (HAP)      | Tonne               | 0.0032     | 0.0050     |
| Others- please specify (CO)         | Tonne               | 0.65       | 1.02       |

Note: Air emissions (other than GHG emissions) for FY 2025-26 has been calculated by considering both the Giga Factory and the Future Factory.

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

No.

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

| Parameter                                                                                                                                                             | Unit                                        | FY 2025-26 | FY 2024-25 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|------------|------------|
| Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric Tonnes of CO <sub>2</sub> equivalent | 1,104.45   | 1,332.31   |
| Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric Tonnes of CO <sub>2</sub> equivalent | 30,907.82  | 25,525.36  |
| Total Scope 1 and Scope 2 emissions per rupee of turnover                                                                                                             | Metric Tonnes per INR                       | 0.0000013  | 0.0000005  |
| (Total Scope 1 and Scope 2 emissions/ Revenue from operations)                                                                                                        |                                             |            |            |
| Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)**                                                                | tCO <sub>2</sub> e / INR                    | 0.0000265  | 0.0000113  |
| (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)                                                                                  |                                             |            |            |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output                                                                                              | tCO <sub>2</sub> e / Vehicle                | 0.21       | 0.07       |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity                                                           | --                                          |            | -          |

\*\*Note:

The OLA Campus has been excluded from the reporting of electricity and fuel consumption for both FY 2024-25 and FY 2025-26.

The revenue from operations has been adjusted on the PPP conversion factor published in 2026 by IMF for India which is 20.34

The revenue from operations has been adjusted on the PPP conversion factor published in 2025 by IMF for India which is 20.66.

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

No.

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

As part of our commitment to continual improvement, Energy Conservation (EnCon) initiatives have been systematically planned and implemented at the OLA Future Factory. Key initiatives for FY 2025-26 include

**1. Electricity Conservation:**

Green energy sourcing from **Wind energy** has been implemented, resulting in utilisation of 5,819,896 units of green energy. Wind energy is a **non-fossil, renewable source of energy** that generates electricity without the direct combustion of coal, oil, or other fossil fuels. Its utilisation contributes to reducing dependence on conventional energy sources and supports the transition towards a cleaner and more sustainable energy mix.

The increased use of wind energy helps in **reducing greenhouse gas emissions and lowering the organisation's overall carbon footprint**. It also supports the efficient utilisation of renewable natural resources while contributing to long-term environmental sustainability.

The utilisation of **5,819,896 units of wind-generated green energy** demonstrates our continued efforts towards adopting cleaner energy solutions, improving environmental performance, and supporting the transition to a **low-carbon and sustainable energy future**.

- Electricity consumption was successfully reduced during FY 2025-26 through the implementation of targeted energy conservation initiatives. Key measures contributing to this reduction include:
- Power reduction in supply and exhaust fans – This helped to reduce power consumption by 13,091 units per month.
- Operating compressors at lower operating pressure for energy saving – This helped to achieve a power saving of 9,660 units per month.
- Operating a single VFD compressor during non-production days/hours – This resulted in significant savings of 920 units/month.
- Optimization of shop floor lightings during Non Production Days/night hours – This resulted in a saving of 1,512 units per month.
- Optimization of peripheral lighting – This resulted in a saving of 1,227 units per month.
- Optimization of testing lab air conditioning systems based on application and usage – This resulted in a saving of 850 units per month.
- Switching off machine conveyors during idle time – This resulted in a saving of 2,160 units per month.
- Paint Jig stripping process technology has been changed to ambient stripping technology instead of hot stripping. This gives an energy saving of 68212 units per month.

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

| Parameter                                                                                                                               | FY 2025-26 | FY 2024-25 |
|-----------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| Total waste generated (in metric tonnes)                                                                                                |            |            |
| Plastic waste (A)                                                                                                                       | 0.00       | 0.00       |
| E-Waste (B)                                                                                                                             | 3.06       | 0.00       |
| Bio-Medical Waste (C)                                                                                                                   | 0.01       | 0.03       |
| Construction and demolition waste (D)                                                                                                   | 0.00       | 0.00       |
| Battery For (E)                                                                                                                         | 770.18     | 1171.08    |
| Radioactive waste (F)                                                                                                                   | 0          | 0.00       |
| Other Hazardous waste. Please specify, if any. Used Oil(G)                                                                              | 460.82     | 647.71     |
| Other Non-hazardous waste generated (H). Please specify, if any. (Paper, Carboard & general waste)                                      | 1097.43    | 1633.84    |
| Total (A+B+C+D+E+F+G+H)                                                                                                                 | 2,331.50   | 3,452.66   |
| Waste intensity per rupee of turnover                                                                                                   | 0.00000009 | 0.00000007 |
| (Total waste generated / Revenue from operations)                                                                                       |            |            |
| (MT/ INR)                                                                                                                               |            |            |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)                                                        | 0.00000193 | 0.00000145 |
| (Total waste generated / Revenue from operations adjusted for PPP)                                                                      |            |            |
| (MT/ INR)                                                                                                                               |            |            |
| Waste intensity in terms of physical output                                                                                             | 0.015      | 0.009      |
| (MT/ Vehicle)                                                                                                                           |            |            |
| Waste intensity (optional) – the relevant metric may be selected by the entity                                                          |            | -          |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) |            |            |
| Category of waste                                                                                                                       |            |            |
| (i)Recycled                                                                                                                             | 2,008.15   | 2,965.22   |
| (ii)Re-used                                                                                                                             | 0.00       | 0.00       |
| (iii)Other recovery operations (safely disposed)                                                                                        | 0          | 0          |
| Total                                                                                                                                   | 2,008.15   | 2,965.22   |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)                              |            |            |
| Category of waste                                                                                                                       |            |            |
| (i) Incineration                                                                                                                        | 0.01       | 0.03       |
| (ii) Landfilling                                                                                                                        | 0.00       | 0.00       |
| (iii) Other disposal operations                                                                                                         | 323.34     | 487.41     |
| Total                                                                                                                                   | 323.35     | 487.44     |

Note:

The OLA Campus has been excluded from the reporting of waste generation for both FY 2024-25 and FY 2025-26.

The revenue from operations has been adjusted on the PPP conversion factor published in 2026 by IMF for India which is 20.34

The revenue from operations has been adjusted on the PPP conversion factor published in 2025 by IMF for India which is 20.66.

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

No.

- 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 established comprehensive Standard Operating Procedures (SOPs) and systems for the effective handling of waste, including its generation, segregation, recycling, and disposal. All waste management activities are carried out in compliance with applicable environmental regulations and standards. To manage hazardous waste, the Company has implemented a dedicated system aligned with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2006. This includes proper storage, labelling, and disposal through authorized vendors to ensure safe and compliant handling. In addition, the Company adheres to the E-Waste (Management) Rules, 2016, ensuring that electronic waste is collected, stored, and disposed of responsibly through certified recyclers. Battery waste is managed in accordance with regulatory guidelines and is sent to authorized vendors for safe recycling and disposal, minimizing environmental impact.

- 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.**

| S. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval/ clearance are being complied with? (Y/N)<br><br>If no, the reasons thereof and corrective action taken, if any. |
|--------|--------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|--------|--------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|

OEM does not have any of its manufacturing facilities in ecologically sensitive areas.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2025-26.

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

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.

Yes, Complied with the applicable environment laws like Air (Prevention and Control of Pollution) Act 1981, Water (Prevention and Control of Pollution) Act 1974, The Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, Battery Waste Management Rules 2022, E-Waste (Management) Rules, 2016, Bio Medical Waste Management Rules 2016.

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

Not Applicable

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

Engaging in public and regulatory policy should be done responsibly and transparently. By advocating for policies that benefit society, businesses can contribute positively to the regulatory landscape and build trust with the public and policymakers. We understand the power of public policy to shape the world around us, and we are committed to advocating for policies that create a positive societal impact.

**Essential Indicator**

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

NIL

1. 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.

| S. No. | Name of the trade and industry chambers / associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|--------------------------------------------------------|---------------------------------------------------------------------|
|--------|--------------------------------------------------------|---------------------------------------------------------------------|

NIL

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

| Name of the Authority | Brief of the case | Corrective Action Taken |
|-----------------------|-------------------|-------------------------|
|-----------------------|-------------------|-------------------------|

Not Applicable

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

### Essential Indicators

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

| 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 |
|-----------------------------------|----------------------|----------------------|-----------------------------------------------------------|------------------------------------------------|-------------------|
|-----------------------------------|----------------------|----------------------|-----------------------------------------------------------|------------------------------------------------|-------------------|

None

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

| 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 INR) |
|-------|------------------------------------------|-------|----------|-----------------------------------------|--------------------------|-----------------------------------------|
|-------|------------------------------------------|-------|----------|-----------------------------------------|--------------------------|-----------------------------------------|

Not Applicable

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

OEM is committed to addressing critical community health challenges, including access to quality healthcare, early disease screening, reduction of high-risk pregnancies, prevention of anaemia and non-communicable diseases, and improvement of nutritional outcomes. Through the Ola Foundation, the Company works closely with communities in Krishnagiri district to strengthen healthcare systems, build community awareness, and create sustainable linkages with public health institutions.

- **Strengthening Frontline Healthcare Systems:** Field Associates collaborate closely with frontline health workers, including ASHAs, ANMs, and Anganwadi Workers, to enhance service delivery. Their efforts include supporting health camps, identifying high-risk cases, facilitating timely referrals, and promoting the effective use of health data to improve community health outcomes.
- **Promoting Community Awareness and Healthcare Access:** The Company actively engages communities through awareness programs focused on nutrition, anaemia, maternal health, menstrual hygiene, and non-communicable diseases. These initiatives are conducted through platforms such as Village Health, Sanitation and Nutrition Days, Self-Help Groups (SHGs), patient support groups, and other community forums. Additionally, the MotoAarogyam initiative leverages technology-enabled healthcare solutions integrated with electric mobility to improve access to basic health services in underserved regions.
- **Creating Sustainable Community Impact:** By fostering collaboration between healthcare systems and local communities, the Company aims to build a more inclusive, responsive, and sustainable healthcare ecosystem. Through continuous engagement and support, these initiatives help bridge gaps in healthcare access and contribute to long-term improvements in community wellbeing

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

|                                              | 2026 | 2025 |
|----------------------------------------------|------|------|
| Directly sourced from MSMEs/ small producers | 13%  | 41%  |
| Directly from within India                   | 73%  | 86%  |

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

| Location     | FY 2025-26 | FY 2024-25* |
|--------------|------------|-------------|
| Rural        | 0%         | 0%          |
| Semi-urban   | 13.19%     | 8.22%       |
| Urban        | 16.80%     | 34%         |
| Metropolitan | 70.01%     | 57.78%      |

\* The data of FY24-25 has been updated based on the latest available records.

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

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.

We offer customers several channels to raise complaints and seek assistance.

i. Customer Application (C-App)

- Customers can use the dedicated C-App to log support requests and report issues.
- The application enables efficient tracking and resolution of customer concerns.
- Information submitted through the app, such as order details, issue descriptions, location, and nearest service center, is captured and managed through Salesforce, our customer relationship management (CRM) platform.

ii. Alternative Support Channels In addition to the C-App, customers may contact us through other support channels, including:

- **Customer Service Helpline:** For direct assistance and issue resolution over the phone.
- **Email Support:** A publicly available email address for customer queries, feedback, and complaints.

iii. Benefits

- **Multiple Points of Contact:** Customers can choose from various communication channels based on their preference and convenience.
- **Insight-Driven Service Improvement:** Customer data and feedback captured through Salesforce are analyzed to identify trends and improve service quality.
- **Enhanced Accessibility:** The availability of phone and email support ensures that assistance remains accessible to customers with different communication preferences.

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

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

| 3.                             | FY 2026                  |                                   | Remarks | FY 2025                  |                                   | Remarks |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
|                                | Received during the year | Pending resolution at end of year |         | Received during the year | Pending resolution at end of year |         |
| Data privacy                   | 0                        | 0                                 |         | 0                        | 0                                 |         |
| Advertising                    | 0                        | 0                                 |         | 1                        | 1                                 |         |
| Cyber-security                 | 0                        | 0                                 |         | 0                        | 0                                 |         |
| Delivery of essential services | 0                        | 0                                 |         | 0                        | 0                                 |         |
| Restrictive Trade Practices    | 0                        | 0                                 |         | 0                        | 0                                 |         |
| Unfair Trade Practices         | 0                        | 0                                 |         | 0                        | 0                                 |         |
| Others                         | NA                       | NA                                | NA      | NA                       | NA                                | NA      |

4. Details of instances of product recalls on accounts of safety issues.

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | Nil    | NA                 |
| Forced recalls    | Nil    | NA                 |

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

If available, provide a web-link of the policy.

Yes. Web link: <https://www.olaelectric.com/s1/privacy>

- ISO 27001 Certification: Ola Electric has held ISO 27001 certification, a recognized international standard for information security management systems. This ongoing certification signifies the company's adherence to rigorous information security best practices.
- Regular Audits: In addition to the initial certification process, Ola Electric undergoes annual internal audits to identify and address any potential vulnerabilities in its cybersecurity measures.

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

Not Applicable

7. Provide the following information relating to data breaches:

a.Number of instances of data breaches – Nil

b.Percentage of data breaches involving personally identifiable information of customer) – Nil

c.Impact, if any, of the data breaches – Nil