



# Olectra Greentech Limited

29<sup>th</sup> August, 2025

To BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400 001 <b>Scrp Code: 532439</b>	To National Stock Exchange of India Ltd Exchange Plaza, 5 <sup>th</sup> Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (E) Mumbai-400 051 <b>Symbol: OLECTRA</b>
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Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for FY 2024-25;**

Pursuant to the Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for FY 2024-25:

This is for your information and records.

Thanking You.

Yours Sincerely,

**For Olectra Greentech Limited**



**P Hanuman Prasad  
Company Secretary & Head Legal**

**Encl:** As above

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR) FY 2024-25

### BRSR Overview

**Section A: General Disclosures**

**Section B: Management and Process Disclosures**

**Section C: Principle-wise Performance Disclosure**

<b>Principle 1</b>	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
<b>Principle 2</b>	Businesses should provide goods and services in a manner that is sustainable and safe
<b>Principle 3</b>	Businesses should respect and promote the well-being of ALL employees, including those in their value chains
<b>Principle 4</b>	Businesses should respect the interests of and be responsive to ALL their stakeholders
<b>Principle 5</b>	Businesses should respect and promote human rights
<b>Principle 6</b>	Businesses should respect and make efforts to protect and restore the environment
<b>Principle 7</b>	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
<b>Principle 8</b>	Businesses should promote inclusive growth and equitable development
<b>Principle 9</b>	Businesses should engage with and provide value to their consumers in a responsible manner

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

<b>1</b>	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L34100TG2000PLC035451
<b>2</b>	<b>Name of the Listed Entity</b>	Olectra Greentech Limited (Olectra or the Company)
<b>3</b>	<b>Year of incorporation</b>	11 October 2000
<b>4</b>	<b>Registered office address</b>	S-22, 3rd Floor, Technocrat Industrial Estate, Balanagar, Hyderabad-500 037, Telangana, India
<b>5</b>	<b>Corporate address</b>	S-22, 3rd Floor, Technocrat Industrial Estate, Balanagar, Hyderabad-500 037, Telangana, India
<b>6</b>	<b>E-mail</b>	info@olectra.com
<b>7</b>	<b>Telephone</b>	+91 40 46989999
<b>8</b>	<b>Website</b>	www.olectra.com
<b>9</b>	<b>Financial year for which reporting is being done</b>	2024-2025
<b>10</b>	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited National Stock Exchange of India Limited
<b>11</b>	<b>Paid-up Capital</b>	3,283.23 Rs. Lakhs
<b>12</b>	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. P. Rajesh Reddy, Whole Time Director Telephone Number 040-46989999 E-mail- ID info@olectra.com

<b>13</b>	<b>Reporting boundary: Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).</b>	The disclosures under this report are made on a Standalone basis.
<b>14</b>	<b>Name of assurance provider</b>	NA
<b>15</b>	<b>Type of assurance obtained</b>	NA

## II. Products / Services

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

S. No.	Description of main activity	Description of business activity	% Of turnover of the entity (FY24-25)
1	Electric Vehicles	Manufacturing, Operations & annual maintenance of Electric Buses and Trucks	88.84%
2	Power Insulators	Manufacturing of Polymer Insulators	11.16%

### 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	Electric Vehicles	2910	88.84%
2	Power Insulators	2610	11.16%

## III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	1	4
International	-	-	-

### 19. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	E Vehicles – 11 Insulators – PAN India
International (No. of Countries)	E-Vehicles – 1 Insulators – 7

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

Location	Amount (INR Cr)	Percentage
United States of America, Malawi and Mozambique	65.18	3.70%

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

Olectra Greentech Limited (Olectra) serves a broad range of customers across the E Vehicles and Composite Insulator segments.

Customers in the E-Vehicles segment, comprises of State and Central Government bodies spread across Indian cities such as Pune, Hyderabad, Mumbai, Ahmedabad, Silvassa, Nagpur, Surat, Tirupati, Kochi, Kullu, Panjim and Dehradun.

Customers in the Composite Insulator segment, comprise of various State and Central Power generation and distribution corporations, private power generation companies and multinational infrastructure companies, located in India, the United States, Nepal, Mozambique, Malawi, Niger, Tanzania & Tunisia.

**IV. Employees**

**20. Details as 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	724	715	98.76%	9	1.24
2.	Other than Permanent (E)	210	208	99.05%	2	0.95
3.	Total employees (D + E)	934	923	98.82%	11	1.18
<b>WORKERS</b>						
4.	Permanent (F)	77	77	100%	0	0.00
5.	Other than Permanent (G)	612	588	96.08%	24	3.92
6.	Total workers (F + G)	689	665	96.51%	24	3.48

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

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

**21. Participation/Inclusion/Representation of women**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel <sup>^</sup>	3	0	0

<sup>^</sup>Chairman & Managing Director is covered under both Board of Directors and Key Management Personnel

**22. Turnover rate for permanent employees and workers**

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	37.9%	75%	37.9%	35%	0%	35%	35%	0%	35%
Permanent Workers	30.8%	100%	30.8%	5.1%	0%	5.1%	93.1%	0%	93.1%

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	MEIL Holdings Limited	Holding	50.02	No. Olectra keeps all its subsidiaries informed about the initiatives undertaken and the processes implemented to become a responsible and sustainable organization. It also encourages its subsidiaries to participate in these initiatives.
2	Evey Trans (GTC) Private Limited	Subsidiary	51.00	
3	Evey Trans (SIL) Private Limited	Associate	26.00	
4	Evey Trans (UJJ) Private Limited	Associate	34.00	
5	Evey Trans (JAB) Private Limited	Associate	26.00	
6	Evey Trans (BLR) Private Limited	Associate	26.00	
7	Evey Trans (MHS) Private Limited	Associate	26.00	
8	Evey Trans (SMC) Private Limited	Associate	26.00	
9	Evey Trans (TEL) Private Limited	Associate	26.00	
10	SSISPL OGL BYD Consortium	Joint Venture (JV)	100.00	

**VI. CSR Details**

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

**(ii) Turnover (in INR)** – 17,63,05,86,092

**(iii) Net worth (in INR)** – 10,55,62,94,897

**VII. Transparency and Disclosure Compliances**
**25. Complaints / Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks
Investors (other than shareholders)	Yes. The Company has a separate mechanism for investors to report mechanism through <a href="https://olectra.com/investor-grievances/">https://olectra.com/investor-grievances/</a>	0	0	Nil	0	0	Nil
Shareholders		2	0	Nil	1	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks
Communities	Yes. The Whistle Blower Policy of Olectra serves as a grievance redressal platform where employees, directors of the Company, and external stakeholders—such as suppliers or any other individuals associated with the Company—can report concerns or complaints. <a href="https://olectra.com/wp-content/uploads/Whistle-Blower-Polix.pdf">https://olectra.com/wp-content/uploads/Whistle-Blower-Polix.pdf</a>	0	0	Nil	0	0	Nil
Employees and workers		0	0	Nil	0	0	Nil
Customers		0	0	Nil	0	0	Nil
Value Chain Partners		0	0	Nil	0	0	Nil

As a listed entity, the Company has established a Stakeholders Relationship Committee in accordance with Regulation 20 of the SEBI (LODR) Regulations, 2015. This Committee convenes quarterly to address stakeholder concerns.

Stakeholders – including investors, employees, customers, and others – can contact the Company’s management via email at [info@olectra.com](mailto:info@olectra.com). If they do not receive a satisfactory response, they may escalate their concerns through SEBI’s SCORES platform or contact the Company’s Registrar and Transfer Agents (RTA).

Additionally, following the announcement of quarterly financial results, the Company provides stakeholders with an opportunity to raise questions or concerns related to its operations, business conduct, future plans, or ongoing projects. Stakeholders are informed about scheduled calls and are given access to audio recordings, transcripts, and presentations, all made publicly available within the timelines prescribed under SEBI (LODR) Regulations, 2015.

The Company typically responds to stakeholder queries within 24 hours and aims to resolve complaints promptly and in the best interest of all parties involved. At each Stakeholders Relationship Committee meeting, the status of complaints—received, resolved, or pending—via both the RTA and SCORES platforms is reviewed by the Committee.

During the reporting period, there were no outstanding complaints from any stakeholder group.

## 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, rational for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

Olectra adopts a collaborative and structured approach to identifying ESG issues that are pertinent to our operations and stakeholders. Our materiality assessment is guided by meaningful engagement with the relevant stakeholders, alongside sectoral benchmarking, peer analysis, and alignment with both Indian and global ESG frameworks. The following overview of present a detailed account of the process, methodologies adopted, and key insights derived.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Governance	Opportunity	Strong corporate governance ensure that a Company operates with accountability and transparency, aligning business decisions with shareholder interests and supporting long-term, sustainable growth.	The Company has undertaken the following initiatives to ensure robust governance: <ul style="list-style-type: none"> <li>• Formulated Company Code of Conduct</li> <li>• Conducts familiarization programs for Board of Directors and Key Managerial Personnel</li> <li>• Conducts Board effectiveness reviews</li> </ul>	Positive
2	GHG Emissions	Opportunity	Transitioning to renewable sources of energy and adopting energy-efficient measures enables the Company to reduce operational costs while minimizing its environmental footprint.	The company has undertaken the following initiatives to minimize emissions: <ul style="list-style-type: none"> <li>• Annual GHG Inventorisation</li> <li>• Invests in energy-efficient technologies</li> <li>• Plans to transition to renewable energy sources</li> <li>• Monitors power consumption of the Electric vehicle fleet</li> </ul>	Positive
3	Employee Retention & Wellbeing	Opportunity	Employees are a vital driver of organizational success, and fostering strong, positive relationships with them is essential for achieving sustainable business performance.	The company has undertaken the following initiatives to ensure employee retention and well-being: <ul style="list-style-type: none"> <li>• Formulated internal policies for employee well-being related to participation, freedom, gender equality, a good environment and a harassment free workplace</li> </ul>	Positive

(Contd.)

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<ul style="list-style-type: none"> <li>• Formulated a Remuneration Policy</li> <li>• Building a diverse and inclusive work culture</li> </ul>	
4	Business Conduct & Ethics	Opportunity	Ethical business conduct sets clear standards for all stakeholders, ensuring integrity in operations and building lasting trust with stakeholders and the public.	<p>The company has undertaken the following initiatives to ensure ethical business conduct:</p> <ul style="list-style-type: none"> <li>• Formulated Company Code of Conduct</li> <li>• Established Whistle Blower Mechanism</li> <li>• Monitors policy violations</li> </ul>	Positive
5	Occupational Health & Safety	Opportunity	Health and wellbeing initiatives boost employee morale and enhance productivity.	<p>The company has undertaken the following initiatives to provide a safe, secure and healthy workplace:</p> <ul style="list-style-type: none"> <li>• Established safety committee</li> <li>• Internationally accredited Occupational Health and Safety Management system (OHSMS)</li> <li>• Robust Hazard Identification, Risk Assessment and Incident Investigation</li> <li>• Provision of comprehensive health and accident insurance</li> </ul>	Positive

(Contd.)

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Waste Management	Opportunity	Implementing waste management initiatives based on the principle of Reduce, Reuse and Recycle enhances efficiency, minimizes environmental impact, and supports a safe, healthy workplace.	The company has undertaken the following initiatives to ensure resource efficiency: <ul style="list-style-type: none"> <li>• Adopting 3R's principles</li> <li>• Segregates waste for reuse or recycling</li> <li>• Ensures safe sorting, storage, and disposal of hazardous waste</li> <li>• Disposes waste through authorized recyclers</li> </ul>	Positive
7	Training & Development	Opportunity	Training and Development enhance employee skills, support career growth, and strengthen engagement and workplace relationships.	The company has undertaken the following initiatives to ensure skill upgradation: <ul style="list-style-type: none"> <li>• Addresses skill upgradation through regular training programs and assessments</li> <li>• Conducts periodic performance reviews</li> </ul>	Positive
8	Opportunity in Clean Technology	Opportunity	Investing in R&D to innovate environment friendly products provides Olectra with a competitive edge and drives positive product demand.	The company has undertaken the following initiatives to transition to clean technology: <ul style="list-style-type: none"> <li>• Acquiring technical know-how for localized manufacturing of chassis</li> <li>• Focusing on state-of-the-art green product development</li> </ul>	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>									
1. a. Whether your entity's policy / policies cover each principle and its core element of the NGBRCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the Policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<ul style="list-style-type: none"> <li>• Whistle Blower Policy: <a href="https://olectra.com/wp-content/uploads/Whistle-Blower-Policy.pdf">https://olectra.com/wp-content/uploads/Whistle-Blower-Policy.pdf</a></li> <li>• Code of Ethics: <a href="https://olectra.com/code-of-ethics/">https://olectra.com/code-of-ethics/</a></li> <li>• CSR Policy: <a href="https://olectra.com/wp-content/uploads/Olectra-CSR-policy-1.pdf">https://olectra.com/wp-content/uploads/Olectra-CSR-policy-1.pdf</a></li> <li>• Determination of Materiality Policy: <a href="https://olectra.com/wp-content/uploads/determination-of-materiality-for-disclosures.pdf">https://olectra.com/wp-content/uploads/determination-of-materiality-for-disclosures.pdf</a></li> <li>• Nomination &amp; Remuneration Policy: <a href="https://olectra.com/wp-content/uploads/Nominatino-and-Remuneration-Policy.pdf">https://olectra.com/wp-content/uploads/Nominatino-and-Remuneration-Policy.pdf</a></li> <li>• Code of Internal Procedure: <a href="https://olectra.com/wp-content/uploads/code-in-internal-procedure-policy-09.01.2021-3.pdf">https://olectra.com/wp-content/uploads/code-in-internal-procedure-policy-09.01.2021-3.pdf</a></li> <li>• Material Subsidiary Policy: <a href="https://olectra.com/wp-content/uploads/Policy-on-Material-Subsidiary.pdf">https://olectra.com/wp-content/uploads/Policy-on-Material-Subsidiary.pdf</a></li> <li>• Code of Independent Directors: <a href="https://olectra.com/wp-content/uploads/code-of-independent-directors-OGL.pdf">https://olectra.com/wp-content/uploads/code-of-independent-directors-OGL.pdf</a></li> <li>• Related Party Transaction Policy: <a href="https://olectra.com/wp-content/uploads/Policy-on-Related-Party-TRansactions.pdf">https://olectra.com/wp-content/uploads/Policy-on-Related-Party-TRansactions.pdf</a></li> <li>• Human Rights Policy: <a href="https://olectra.com/wp-content/uploads/Human-Rights-Policy.pdf">https://olectra.com/wp-content/uploads/Human-Rights-Policy.pdf</a></li> <li>• Anti-Corruption and Anti-Bribery Policy: <a href="https://olectra.com/wp-content/uploads/Anti-Corruption-and-Anti-Bribery-Policy.pdf">https://olectra.com/wp-content/uploads/Anti-Corruption-and-Anti-Bribery-Policy.pdf</a></li> <li>• Others: <a href="https://olectra.com/other-disclosures/">https://olectra.com/other-disclosures/</a></li> </ul>								
2. (Yes/No) Whether the entity has translated the Policy into procedures (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners?	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards adopted by your entity and mapped to each principle	<ul style="list-style-type: none"> <li>• IATF 16949:2016 - Quality Management System</li> <li>• ISO 9001:2015 - Quality Management System</li> <li>• ISO 45001 - Health &amp; Safety Management System</li> <li>• ISO 14001 - Environmental Management System</li> </ul>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitment, goals, and targets set by the entity with defined timelines, if any	During the previous reporting period, the Company began developing its Environment Social & Governance (ESG) strategy. It has completed the materiality assessment and identified priority ESG focus areas. The Company has sets is aspirations and developed a clear pathway to achieve these goals.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	The Company also embarked on a baseline study the previous reporting year to understand its current performance on ESG focus areas. Hence performance will be disclosed in the subsequent years.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements:  Our commitment to sustainability highlights our focus on improving societal, economic and environmental health. To tackle ESG issues, we are vigorously addressing climate change through green innovations, such as our E Vehicles and related offerings. We endeavour to create an inclusive and nurturing work environment to draw and keep skilled individuals, alongside developing strong governance frameworks that ensure a transparent and principles corporate ethos.									
8. Details of the highest authority responsible for the implementation and oversight of the Business Responsibility policy / policies	Mr. P. Rajesh Reddy Whole Time Director Telephone Number: +91 40-46989999 E-mail id: info@olectra.com								
9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.	Yes, the Board of Directors (Board) is accountable for overseeing sustainability, integrating related risks and opportunities into strategic governance decisions. The Risk Management Committee is responsible for formulating the risk management policy that includes a framework for the identification of internal and external risks, that inter alia includes sustainability and ESG concerns, and information. Additionally, the Board of Directors also guides and monitors the Company's sustainability initiatives to ensure alignment with the ESG pillars.								

#### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Company's policies are regularly reviewed by the Directors or the Risk Committee, as frequently as necessary. During these reviews, the effectiveness of each policy is evaluated, and any required modifications to the policies or processes are implemented.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.	The Company complies with all applicable laws and regulations. Senior Management provides the Board with detailed compliance reports and other statutory compliance certificates related to these laws.  The Board regularly reviews these reports to ensure adherence to all relevant legislation. In cases of non-compliance, the Company takes prompt corrective action. Additionally, the Company's Annual Report includes a certificate confirming compliance with corporate governance requirements.								

Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Regularly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Regularly								

\*The Company's policies are regularly reviewed by the Directors or Risk Committee often or as needed. Policies are also evaluated on their effectiveness during the review, and modifications required to the policies and processes are implemented.

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency?</b>	No, the Company does not conduct an independent evaluation of its policies through an external agency. However, the Board of Directors periodically reviews and assesses these policies internally.								

**12. If the 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)	Not Applicable								
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)									

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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

Olectra is deeply committed to ethical corporate behaviour and nurturing a positive organizational culture. The Company upholds the highest standards of governance to safeguard stakeholder interests and promote sustainable growth. It maintains a zero-tolerance approach toward unethical, corrupt, or anti-competitive conduct. Olectra conducts its business with integrity, ensuring ethical engagement with employees, customers, suppliers, government bodies, and the broader community.

To reinforce this commitment, the Company provides regular training to its employees on governance and ethical conduct. A comprehensive Whistleblower Policy is in place to detect and prevent any form of misconduct. This policy empowers individuals to report concerns responsibly and confidentially at an early stage. Crucially, it also ensures that employees are protected from any retaliation for raising such concerns.

### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	4	All members of the Board of Directors received comprehensive induction and orientation sessions covering the Company's vision, strategic objectives, and foundational values such as ethics and corporate governance. These sessions also included guidance on the Code applicable to Independent Directors and Board Members, as well as key policies related to Corporate Social Responsibility, Remuneration Framework, Vigil Mechanism, Related Party Transactions, and Risk Management. Additionally, they were updated on major changes in corporate and other relevant laws, along with their implications for the Company.  In 2024-25, the Board of Directors and Key Managerial Personnel (KMPs) engaged in familiarization programmes that addressed policy development and implementation, business operations, regulatory updates, economic trends, and Environmental, Social, and Governance (ESG) considerations.	87.50
Key Managerial Personnel	4		100
Employees other than BoD and KMPs	88	Human Rights Employee Wellness Employee upskilling Product Sustainability	100
Workers	86	Employee Safety	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 based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>					
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
<b>Non-Monetary</b>					

Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

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

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

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

Yes, the Company upholds a policy of "Zero Tolerance" towards bribery, corruption, and any form of unethical conduct. The Board has established clear directives to address such issues through the "Code of Ethics & Business Conduct" and the "Anti-Bribery and Anti-Corruption Policy."

The Code of Ethics & Business Conduct is available on the Company's website at:  
<https://olectra.com/code-of-ethics/>

The Anti-Bribery and Anti-Corruption Policy can be found here:  
<https://olectra.com/wp-content/uploads/Anti-Corruption-and-Anti-Bribery-Policy.pdf>

This policy is designed to safeguard and promote legitimate business practices across the organization, while preventing and prohibiting corruption, bribery, and related misconduct. All employees, Key Managerial Personnel (KMP), Directors, and third parties engaged with the Company are required to comply with this policy. It should be read in conjunction with the Code of Ethics & Business Conduct.

Olectra is committed to conducting all its transactions professionally, fairly, and with integrity. The Company has implemented a vigil mechanism that enables Directors, employees, and other stakeholders to report genuine concerns or grievances related to unethical behavior, actual or suspected fraud, or violations of the Company's Code of Conduct. As part of this mechanism, the Whistle Blower Policy empowers both internal and external stakeholders to identify and report any improper activities within the Company.

The Company obtains an annual declaration from its Directors, Key Managerial Personnel, and Senior Management confirming compliance with the Code of Ethics and Business Conduct.

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

Segment	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
Key Managerial Personnel (KMP)	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

**6. Details of complaints about conflict of interest:**

Particulars	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

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

Not applicable.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	132	173

9. Open-ness of business:

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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	a. Purchases (Purchases with related parties/ Total Purchases)	8.84%	5.35%
	b. Sales (Sales to related parties / Total Sales)	81%	62.02%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0%	77.36%
	d. Investments (Investments in related parties/Total Investments made)	100%	100%

\* Trading houses refer to entities that facilitate trade or transactions between domestic and international markets, excluding related parties. Accordingly, there were no purchases from trading houses during FY 2024-25.

\* Olectra does not utilize dealers or distributors for its sales operations. Therefore, there were no sales made to dealers or distributors in FY 2024-25.

## PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Olectra is leading the way in bringing electric buses to the Indian market, reflecting its strong commitment to transforming public transportation. By offering a safe, cost-effective, comfortable, and sustainable mobility solution, the Company is helping redefine travel while supporting environmental protection. These electric buses deliver a clean, pollution-free experience and reduce operational expenses, aligning with Olectra's mission to innovate in the electric vehicle space and build a strong industry presence.

Focused on sustainable innovation, Olectra not only promotes environmental responsibility but also delivers high-quality products that redefine customer expectations. Its electric mobility initiatives have significantly contributed

to cleaner air and improved public transit, reconnecting communities through smarter, greener transportation solutions.

### Essential Indicators

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

Particulars	FY 2024–25 Current Financial Year	FY 2023–24 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100%	100%	<p><b>E Vehicle Segment</b> Through its extensive R&amp;D initiatives, Olectra has focused on enhancing the design of its environmentally friendly E-Buses. The development of a new platform for EV buses and EV tippers has expanded the product portfolio, offering customers more options to adopt electric vehicles across various applications and reduce reliance on conventional diesel vehicles.</p> <p><b>Insulator Segment</b> Olectra’s R&amp;D efforts are directed toward improving the design of its eco-friendly insulators. These designs have been optimized for quality and efficiency, resulting in reduced raw material usage and minimized waste during the manufacturing process. These initiatives have ensured optimal energy utilization and improved overall efficiency.</p>
Capex	3.13%	38%	<p><b>E Vehicle Segment</b> Olectra has acquired the technical expertise required for localized chassis manufacturing. This initiative has generated social value by enhancing accessibility, creating employment opportunities, and facilitating skill development among employees. The Company rigorously tests its vehicle designs to assess emissions and other environmental factors. Numerous regulatory and safety evaluations have been conducted to ensure the EVs are road-compatible and compliant with the Central Motor Vehicles Rules, thereby enhancing customer confidence and safety.</p>

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

Yes, Olectra follows a well-defined sourcing policy that incorporates key principles such as anti-bribery protocols, prohibition of child labour, and adherence to worker safety standards. As part of the supplier onboarding process, all vendors are required to acknowledge and accept this policy as a condition of engagement.

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

Approximately 95% of the inputs used by Olectra are sourced through sustainable practices. The Company operates a complex global supply chain that spans multiple regions for procuring raw materials and services. Over the years, Olectra has embedded responsible sourcing principles across every stage of its supply chain, effectively navigating diverse socio-economic and cultural landscapes to ensure long-term sustainability. Olectra has implemented a responsible sourcing policy that applies to all its suppliers. This policy enforces standards such as maintaining hygienic working conditions, ensuring payment of minimum wages, and complying with safety norms for all workers across its global supply chain, in strict alignment with international labour regulations.

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.

Olectra has undertaken significant efforts to integrate recycled materials wherever practical. The Company prioritizes the use of eco-friendly and biodegradable packaging solutions, including corrugated paper boxes, cores, and wooden crates. Across its operations, Olectra ensures that plastic usage is minimized to support its sustainability goals.

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

Yes, Extended Producer Responsibility (EPR) applies to Olectra's operations. The Company is registered with the Central Pollution Control Board (CPCB) for battery waste management, fulfilling its EPR obligations as an Original Equipment Manufacturer (OEM). Olectra is currently in the process of identifying registered and licensed recyclers for battery disposal. As batteries reach the end of their lifecycle, the Company will follow the prescribed recycling procedures in accordance with CPCB guidelines.

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

Olectra considers its human capital a vital asset for driving and sustaining the Company's growth. The organization's Code of Conduct, along with various internal policies, is designed to promote employee well-being by fostering participation, freedom of expression, gender equality, a supportive work culture, and a harassment-free environment. These principles are enforced through a strong grievance redressal mechanism that ensures effective implementation. The Company is committed to providing equal opportunities based solely on merit, both during recruitment and throughout the course of employment, irrespective of caste, creed, gender, race, religion, disability, or other factors. Furthermore, Olectra enforces a responsible sourcing policy across its supplier network, which strictly adheres to both domestic and international labor laws and regulations.

#### **Essential Indicators**

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

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
<b>Permanent Employees</b>											
Male	715	715	100	715	100	-	-	0	100	0	100
Female	9	9	100	9	100	1	11.11	-	-	0	100
<b>Total</b>	<b>724</b>	<b>724</b>	<b>100</b>	<b>724</b>	<b>100</b>	<b>1</b>	<b>0.14</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>100</b>
<b>Other than Permanent Employees</b>											
Male	208	208	100	208	100	-	-	0	100	0	100
Female	2	2	100	2	100	0	100	-	-	0	100
<b>Total</b>	<b>210</b>	<b>210</b>	<b>100</b>	<b>210</b>	<b>100</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>100</b>

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

Category	% Of Workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
<b>Permanent Workers</b>											
Male	77	77	100	77	100	-	-	0	100	0	100
Female	0	0	0	0	0	-	-	-	-	0	0
<b>Total</b>	<b>77</b>	<b>77</b>	<b>100</b>	<b>77</b>	<b>100</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>100</b>
<b>Other than permanent workers</b>											
Male	588	588	100	-	100	-	100	-	100	0	100
Female	24	24	100	-	100	-	100	-	100	0	100
<b>Total</b>	<b>612</b>	<b>612</b>	<b>100</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>100</b>

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.2%	0.09%

**2. Details of retirement benefits.**

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority (Y/N/N.A.)
PF	99.68%	100%	Y	99.53%	100%	Y
Gratuity	99.68%	100%	Y	99.53%	100%	Y
ESI	7.57%	100%	Y	6.52%	100%	Y
Others (please specify)	-	-	-	-	-	-

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

Aligned with Olectra's commitment to being a fair and inclusive employer, the Company strictly avoids discrimination based on race, age, gender, religion, or disability. To support this principle, Olectra has implemented suitable infrastructure across its offices and premises to ensure accessibility for individuals with disabilities.

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

Yes, Olectra is dedicated to being an equal opportunity employer, and its Human Rights Policy ensures fair treatment for individuals with disabilities. The Company upholds values of equity and impartiality for all, regardless of personal attributes. Olectra actively encourages diversity, strictly prohibits discrimination, and

fosters an inclusive work environment. More information is available in the Company's Human Rights Policy at <https://olectra.com/wp-content/uploads/Human-Rights-Policy.pdf>.

**5. Return to work and Retention rates of permanent employees (Executives) and workers (non-executives) that took parental leave.**

Gender	Permanent employees (Executives)		Permanent workers (Non- Executives)	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

\*There were no parental leave cases reported during FY 2024–25; therefore, this question is not applicable.

**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.**

Particulars	Yes/No
Permanent Employees (Executives)	Yes, grievances are routed to the appropriate supervisory authority or the Audit Committee, in accordance with the procedures outlined in the Company's Standing Orders. Employees and workers can raise concerns through the redressal mechanisms provided under the Whistleblower Policy, or in cases involving sexual harassment, under the provisions of the Prevention of Sexual Harassment Act. All reported issues are thoroughly investigated, and corrective actions are taken in line with applicable laws. These actions may include disciplinary measures against the accused, up to and including termination of employment.  Link to Whistle Blower Policy: <a href="https://olectra.com/wp-content/uploads/Whistle-Blower-Polij.pdf">https://olectra.com/wp-content/uploads/Whistle-Blower-Polij.pdf</a>
Other than Permanent Employees (Executives)	
Permanent Workers (Non-Executives)	
Other than Permanent Workers (Non-Executives)	

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

Category	FY 2024–25 (Current Financial Year)			FY 2023–24 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	<b>724</b>	<b>0</b>	<b>0</b>	<b>441</b>	<b>0</b>	<b>0</b>
Male	715	0	0	434	0	0
Female	9	0	0	7	0	0
<b>Total Permanent Workers</b>	<b>77</b>	<b>0</b>	<b>0</b>	<b>51</b>	<b>0</b>	<b>0</b>
Male	77	0	0	49	0	0
Female	0	0	0	2	0	0

**8. Details of training given to employees (Executives) and workers (non-executives):**

Cat-egory	FY 2024–25 (Current Financial Year)					FY 2023–24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	923	570	61.76%	675	73.13%	635	117	18.43%	22	3.46%
Female	11	7	63.64%	8	72.73%	9	0	0.00%	0	0.00%
<b>Total</b>	<b>934</b>	<b>577</b>	<b>61.78%</b>	<b>683</b>	<b>73.13%</b>	<b>644</b>	<b>117</b>	<b>18.17%</b>	<b>22</b>	<b>3.42%</b>
<b>Workers</b>										
Male	665	601	90.38%	550	82.71%	858	652	75.99%	402	46.85%
Female	24	21	87.50%	19	79.17%	37	22	59.46%	17	45.95%
<b>Total</b>	<b>689</b>	<b>622</b>	<b>90.28%</b>	<b>569</b>	<b>82.58%</b>	<b>895</b>	<b>674</b>	<b>75.31%</b>	<b>419</b>	<b>46.82%</b>

**9. Details of performance and career development reviews of employees (Executives) and worker:**

Category	FY 2024–25 (Current Financial Year)			FY 2023–24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
<b>Permanent Employees</b>						
Male	923	449	48.65%	635	292	45.98%
Female	11	7	63.64%	9	4	44.44%
<b>Total</b>	<b>934</b>	<b>456</b>	<b>48.82%</b>	<b>644</b>	<b>296</b>	<b>45.96%</b>
<b>Permanent Workers</b>						
Male	665	0	0%	858	19	2.21%
Female	24	0	0%	37	2	5.41%
<b>Total</b>	<b>689</b>	<b>0</b>	<b>0%</b>	<b>895</b>	<b>21</b>	<b>2.35%</b>

\*The Company follows an appraisal cycle that runs from September to August. For FY 2024–25, employee performance and career development evaluations are scheduled to begin in September 2025.

**10. Details of performance and career development reviews of employees (Executives) and worker:**

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

Yes, Olectra’s Occupational Health and Safety Management System (OHSMS) holds international accreditation and is ISO 45001 certified. The Company operates under the Factories Act, 1948 and complies with all relevant national labour laws. The OHSMS framework applies to all employees, workers, operations, and locations, fostering a culture of safety awareness, monitoring, and active participation—either directly or through contractors. Using this system, Olectra systematically assesses potential risks and implements preventive measures to reduce workplace injuries, illnesses, and incidents. The Company has also put in place emergency response protocols to strengthen its ability to manage safety-related challenges. This structured approach based on planning, execution, evaluation, and continuous improvement supports the long-term enhancement of workforce health and safety.

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

Olectra has implemented a structured approach for identifying and reporting work-related hazards, incidents, and observations, aligned with ISO 45001 standards. This includes:

1. Conducting routine workplace inspections to detect risks such as unattended equipment, slippery surfaces, or obstructed emergency exits.
2. Encouraging employees to actively participate and report any hazards encountered during their work.
3. Reviewing past incidents and near-miss reports to identify recurring patterns or issues that need resolution.

Additionally, the Company is in the process of launching an online application to streamline the reporting and tracking of safety-related incidents, enabling quicker identification and resolution.

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

Yes, Olectra acknowledges the vital importance of occupational health services in protecting employee well-being and reducing workplace risks. The Company organizes awareness sessions for employees and workers to educate them on the importance of reporting hazards and their right to withdraw from unsafe conditions. To ensure a clear understanding of workplace risks and safety measures, Olectra has implemented safety systems that include manuals, functional training, and behavioral workshops. The Company is also equipped with fire safety infrastructure and regularly conducts fire drills and training sessions to ensure proper handling of fire equipment.

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

Yes, Olectra provides medical insurance coverage to its employees for both occupational and non-occupational health needs. All workers are additionally covered under the Employee State Insurance (ESI) scheme.

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

Safety Incident/Number	Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Olectra is committed to ensuring the health and safety of its employees and workers across all facilities, including manufacturing units and offices. The Company has implemented the following measures to maintain a safe and healthy work environment:

- **Safety Committee:** A dedicated Safety Committee conducts regular meetings to review working conditions, incident reports, and risk assessments. It ensures policy compliance, addresses grievances, and monitors health and safety performance. A Workers Committee is also in place to enforce safety regulations at plant locations.

- **Health Surveillance:** Occupational health professionals carry out routine health checks and risk assessments to identify workplace hazards. Employees are provided with personal protective equipment (PPE) to perform their duties safely.
- **Emergency Response Planning:** Employees actively participate in developing and testing emergency response plans. Health professionals contribute to these efforts by identifying potential risks and shaping effective strategies to minimize harm.
- **Safety Awareness:** Olectra organizes safety training sessions and observes safety weeks featuring workshops and health camps to promote hygiene and safety awareness. These sessions also include vendors.
- **Access to Health Services:** The Company ensures clear communication about available health services, including preventive care, health check-ups, and counseling support.

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

Particulars	FY 2024–25 (Current Financial Year)			FY 2023–24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

### 14. Assessments for the year

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

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

Employees are actively encouraged to report any incidents, unsafe behaviors, hazardous conditions, or near misses. These reports are reviewed by the Safety and Workers Committee, which implements corrective actions to prevent recurrence. For every safety-related event, the root cause is thoroughly investigated to identify contributing factors. Preventive measures—such as upgrading personal protective equipment or modifying processes—are then put in place. These actions are regularly monitored and assessed to ensure they lead to improvements and remain effective. Feedback from employees and workers is welcomed to evaluate the success of the changes made.

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

Olectra acknowledges that the effectiveness of its sustainability initiatives relies on active stakeholder participation and collaboration. The Company is dedicated to engaging stakeholders in a transparent, inclusive, and constructive way to build trust, encourage meaningful dialogue, and drive sustainable progress. Through these engagements, Olectra seeks to understand its business impact, identify key material issues, and enhance overall performance by gaining deeper insights into the industry.

### Essential Indicators

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

Olectra identifies key stakeholders based on their significant influence on the Company or the extent to which the Company's decisions and outcomes affect them. This approach reflects the belief that the Company's actions have direct or indirect impacts on its stakeholders. Accordingly, Olectra has recognized

both internal and external stakeholders and maintains ongoing communication with them. The Company promotes two-way engagement, encourages active listening, and fosters collaboration to effectively address shared challenges and explore mutual opportunities.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Plant Workers	No	Regular interaction, get-together events, workshops on employee welfare	Regularly	To promote unity and a sense of belonging among all employees and workers, and to educate them on the importance of mental health and overall well-being.
Regulators	No	Timely intimation of events, seeking approvals, providing necessary clarifications, etc. by way of mail or personal interaction	Event-based	To ensure compliance with applicable regulations by making timely disclosures and intimations to stock exchanges in accordance with prescribed provisions, while upholding the true letter and spirit of compliance. Additionally, to proactively seek clarification from the relevant regulatory authorities in cases of ambiguity.
Suppliers	No	Frequent vendors meet and constant interaction	Weekly	To strengthen relationships and address any grievances or shortfalls in the supply chain.
Shareholders/Investors	No	Stock Exchange disclosures, newspaper advertisements, investor meetings	Quarterly and Event Based	To address and respond to the queries or clarifications sought on future plans and existing business of the Company
Customers	No	Online Survey	Regularly	To gather feedback on the Company's products to better understand customer needs, enhance product quality, and drive continuous improvement.
Community	No	Personal Interaction	Yearly	To promote and implement the Company's CSR objectives, contributing to sustainable development and creating a positive impact on society and the environment.

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

Olectra is firmly dedicated to upholding human dignity, equality, mutual respect, trust, tolerance, and fairness. The Company actively fosters a supportive and inclusive workplace culture across its operations. Protecting human rights is not only a moral responsibility for Olectra but also a foundational element of its ethical and sustainable business approach. The Company's Human Rights Policy outlines clear principles to safeguard and promote human rights throughout all aspects of its activities and stakeholder interactions.

### Essential Indicators

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	724	724	100%	441	441	100%
Other than Permanent	210	210	100%	203	203	100%
<b>Total Employees</b>	<b>934</b>	<b>934</b>	<b>100%</b>	<b>644</b>	<b>644</b>	<b>100%</b>
<b>Workers</b>						
Permanent	77	77	100%	51	51	100%
Other than Permanent	612	612	100%	844	844	100%
<b>Total Workers</b>	<b>689</b>	<b>689</b>	<b>100%</b>	<b>895</b>	<b>895</b>	<b>100%</b>

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

Cat- egory	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	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)
<b>EMPLOYEES</b>										
<b>Permanent</b>										
Male	715	0	0%	715	100%	434	0	0	434	100%
Female	9	0	0%	9	100%	7	0	0	7	100%
<b>Other than Permanent</b>										
Male	208	0	0%	208	100%	201	0	0	201	100%
Female	2	0	0%	2	100%	4	0	0	4	100%
<b>WORKERS</b>										
<b>Permanent</b>										
Male	77	0	0%	77	100%	49	0	0	49	100%
Female	0	0	0%	0	0%	2	0	0	2	100%
<b>Other than Permanent</b>										
Male	588	583	99.14%	5	0.86%	809	772	95.43%	37	4.57%
Female	24	24	100%	0	0%	35	35	100%	0	0%

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

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in Rs.)	Number	Median remuneration/ salary/wages of respective category (in Rs.)
Board of Directors (BoD)	4	4,12,500	2	5,37,500
(Only non-executive Directors)	4	550000	2	675000
Key Managerial Personnel (KMP) Other than BoD	3	9588000	0	-
Employees other than BoD and KMP	920	424188	11	681752
Workers	665	201552	24	171912

\* The Managing Director (MD) is classified as KMP, and therefore, the MD's remuneration is included in the KMP group for the purpose of calculating the median remuneration.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	1.23	3.1

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

Yes, Olectra's Human Resources (HR) Department holds the responsibility for identifying, addressing, and managing human rights impacts or issues that may arise from or be influenced by the Company's business activities.

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

Olectra's Human Rights Policy provides a clear framework for reporting grievances related to human rights. Employees are encouraged to initially raise concerns with their immediate supervisor. If the issue remains unresolved, they may escalate the matter to the Head of Department, followed by the HR Team, and ultimately to the Chairman & Managing Director.

For more details, please refer to the full policy document available at: <https://olectra.com/wp-content/uploads/Human-Rights-Policy.pdf>

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

Particulars	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labor	0	0	Nil	0	0	Nil

Particulars	FY 2024–25 (Current Financial Year)			FY 2023–24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Forced Labor/Involuntary Labor	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	FY 2024–25 (Current Financial Year)	FY 2023–24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

Olectra’s Whistleblower Policy strictly prohibits any form of retaliation against employees who report violations or participate in related investigations. The policy ensures the confidentiality of the complainant’s identity and protects employees from adverse actions for raising concerns about suspected breaches of laws, Company policies, or the Code of Conduct and Ethics. The Company treats reports of retaliation with utmost seriousness, and any confirmed incidents may lead to disciplinary measures, including termination of employment. Individuals associated with the Company who engage in retaliatory behaviour may also face civil, criminal, or administrative consequences.

Similarly, Olectra’s POSH Policy prohibits any form of victimization or discrimination against complainants. All such matters are handled with strict confidentiality to ensure a safe and respectful workplace.

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

Yes, Olectra integrates compliance with human rights standards—such as working hours, wage rates, employee facilities, and other statutory obligations—into its business agreements and contractual arrangements.

**10. Assessments of the year:**

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

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

Not applicable

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

Olectra is dedicated to protecting and enhancing the environment through its portfolio of electric buses, Electric Heavy Commercial Vehicles (EHCVs), and related green technologies. As part of its core mission, the Company is advancing along a path of innovation in sustainable mobility, with its flagship electric vehicles serving as a key solution to critical global challenges such as climate change, global warming, excessive carbon emissions, and the depletion of fossil fuels. These efforts reflect Olectra's commitment to driving environmentally responsible growth and promoting a cleaner, greener future.

**Essential Indicators**

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

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>From Renewable Sources</b>			
Total electricity consumption (A)	GJ	0	0
Total fuel consumption (B)	GJ	0	0
Energy consumption sources (C) through other	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	0	0
<b>From Non-renewable Sources</b>			
Total electricity consumption (D)	GJ	17211.3	18309
Total fuel consumption (E)	GJ	6649.7	675
Energy consumption through other sources (F)	GJ	1829.8	169
Total energy consumed from non-renewable sources (D+E+F)	GJ	25690.7	19153
Total energy consumed (A+B+C+D+E+F)	GJ	25690.7	19153
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/INR Lakhs	0.146	0.17
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/Million USD	30.2	38.51
Energy intensity in terms of physical output (For e-vehicles)	GJ/E-Vehicles produced	12.0	8.69
Energy intensity (optional) - in terms of physical output (for insulators)	GJ/Insulators produced	0.0173	0.03

**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, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

- Previous year's energy intensity per rupee of turnover has been converted to GJ/INR Lakhs from GJ/ INR to maintain consistency in data.
- Energy intensity in terms of physical output for e-vehicles has been calculated by dividing the total energy consumed for producing e-vehicles by the total number of e-vehicles produced
- Energy intensity in terms of physical output for insulators has been calculated by dividing the total energy consumed for producing insulators by the total number of insulators produced
- The revenue from operations has been adjusted for PPP based on the PPP conversion factor published by IMF for India which is 20.66 for 2025 and 22.4 for 2024

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

No, Olectra does not operate any sites or facilities that fall under the PAT Scheme designation.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source</b>			
(i) Surface water	KL	0	0
(ii) Groundwater	KL	15010	20645
(iii) Third party water from BWSSB PW (Potable +non-potable)	KL	0	2700
(iv) Seawater / desalinated water	KL	0	0
(v) Others (External Tankers)	KL	0	0
<b>Total volume of water withdrawal (in megalitres) (i + ii + iii + iv + v)</b>	KL	15010	23345
Total volume of water consumption (in megalitres)	KL	15010	23345
Water intensity per rupee of turnover (Water consumed / Revenue from operations)	KL/INR Lakhs	0.085	0.21
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	KL/Million USD	17.625	46.94
Water intensity in terms of physical output (For e-vehicles)	KL/E-Vehicles produced	3.425	28.89
Water intensity (optional) - in terms of physical output (for insulators)	KL/Insulators produced	0.0144	0.02

**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, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

- Previous year's water intensity per rupee of turnover has been converted to KL/INR Lakhs from KL/ INR to maintain consistency in data.

- Water intensity in terms of physical output for e-vehicles has been calculated by dividing the total water consumed for producing e-vehicles by the total number of e-vehicles produced
- Water intensity in terms of physical output for insulators has been calculated by dividing the total water consumed for producing insulators by the total number of insulators produced
- The revenue from operations has been adjusted for PPP based on the PPP conversion factor published by IMF for India which is 20.66 for 2025 and 22.4 for 2024

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)			
<b>(i) To Surface water</b>			
- No treatment	KL	0	0
- With treatment – please specify level of treatment	KL	0	0
<b>(ii) To Groundwater</b>			
- No treatment	KL	0	0
- With treatment – please specify level of treatment	KL	0	0
<b>(iii) To Seawater</b>			
- No treatment	KL	0	0
- With treatment – please specify level of treatment	KL	0	0
<b>(iv) Sent to third parties</b>			
- No treatment	KL	0	0
- With treatment – please specify level of treatment	KL	0	0
<b>(v) Others</b>			
- No treatment	KL	0	0
- With treatment – please specify level of treatment	KL	Nil	Nil
<b>Total water discharged (in kilolitres)</b>	KL	Nil	Nil

**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, Olectra has not been subject to any independent assessment, evaluation, or assurance conducted by an external agency.

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

Olectra is committed to sustainable water management practices at its SRP facility. As part of this initiative, two Sewage Treatment Plants (STPs) with a combined capacity of 80 KLD have been established. One of the STP units is currently operational, while the second is in the final stages of commissioning and will be operational shortly. These efforts support the Company's goal of achieving zero liquid discharge at the site. The final permit water using for gardening and for toilet re-usage.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NO <sub>x</sub>	µg/m <sup>3</sup>	23.1	18.65
SO <sub>x</sub>	µg/m <sup>3</sup>	27.7	20.12
Particulate Matter (PM)	µg/m <sup>3</sup>	58.7	43.35
Persistent Organic Pollutants (POP)	-	Nil	Nil
Volatile organic Compounds (VOC)	-	Nil	Nil
Hazardous air pollutants (HAP)	-	Nil	Nil
Others- please specify	-	Nil	Nil

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency (Y/N) If yes, name of the external agency - Yes, independent assessments have been conducted for both product segments:

- For E-Buses: Assessment carried out by M/s NAVEGA Enviro Engineers & Consultants
- For Insulators: Assessment conducted by IR Class System & Solutions

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (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	17.98	46.98
<b>Total Scope 2 emissions</b> (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	3,595.00	6,659
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/INR Lakhs	0.02	0.06
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO <sub>2</sub> e/Million USD	4.24	13.48
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b> (For e-vehicles)	tCO <sub>2</sub> e /E-Vehicles produced	7.003	7.18
<b>Total Scope 1 and Scope 2 emission intensity (optional)- the relevant matrix may be selected by the entity</b> (For Insulators)	tCO <sub>2</sub> e / Insulators produced	0.004	0.006

**Note:** Indicate if any independent assessment, evaluation or assurance has been carried out by an external agency (Y/N) If yes, name of the external agency – Yes, independent assessment has been carried out by NAVEGA Enviro Engineers & Consultants.

- Previous year's water intensity per rupee of turnover has been converted to CO<sub>2</sub> /INR Lakhs from CO<sub>2</sub> / INR to maintain consistency in data.
- Emissions intensity in terms of physical output for e-vehicles has been calculated by dividing the total scope 1 and 2 emissions that result from producing e-vehicles by the total number of e-vehicles produced.
- Emissions intensity in terms of physical output for insulators has been calculated by dividing the total scope 1 and 2 emissions that result from producing insulators by the total number of insulators produced.
- The revenue from operations has been adjusted for PPP based on the PPP conversion factor published by IMF for India which is 20.66 for 2025 and 22.4 for 2024.

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

Yes, Olectra has undertaken multiple initiatives aimed at reducing greenhouse gas (GHG) emissions. The key projects include:

**1. HVLS Fans Installation**

As part of its energy efficiency efforts, Olectra has installed one High Volume Low Speed (HVLS) fan on the shop floor for trial purposes. Plans are in place to install 10 additional HVLS fans across various departments in the coming months. These fans significantly reduce energy consumption in large spaces by minimizing the need for conventional air conditioning or heating systems, thereby lowering GHG emissions and contributing to a more sustainable operational environment.

**2. Transformer Line Loss Optimization**

Olectra is actively working on minimizing transformer line losses to enhance energy efficiency. By reducing energy waste in power transmission, the Company indirectly lowers its carbon footprint. This initiative helps decrease the demand for electricity generation, which often relies on fossil fuels, thus contributing to reduced GHG emissions.

**3. Air Line Leakage Detection and Repair**

The Company has implemented a program to detect and repair airline leakages. This initiative reduces the energy required to produce compressed air, leading to lower power consumption and reduced emissions. It also improves operational efficiency and minimizes resource waste, aligning with Olectra's sustainability goals.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated</b>			
Plastic waste (A)	MT	2.7	2.7
E-waste (B)	MT	0	0
Bio-medical waste (C)	MT	0	0
Construction and demolition waste (D)	MT	0	0
Battery Waste (E)	MT	0	0
Radioactive waste (F)	MT	0	0
Other Hazardous waste. Please specify, if any. (G)	MT	5.5	5
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	MT	748.57	400.94
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>MT</b>	<b>756.77</b>	<b>408.64</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	MT/INR Lakhs	0.004	0.004

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	MT/Million USD	0.8886	0.82
Waste intensity in terms of physical output (For e-vehicles)	MT/E-Vehicles produced	0.71	0.72
Waste intensity (optional) – the relevant metric may be selected by the entity (For Insulators)	MT/Insulators produced	0.00018	0.0001
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
<b>Category of Waste</b>			
(i) Recycled	MT	599.72	301.5
(ii) Re-used	MT	44.8	23
(iii) Other recovery operations	MT	0	0
<b>Total</b>	<b>MT</b>	<b>644.52</b>	<b>324.5</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
<b>Category of Waste</b>			
(i) Incineration	MT	5.5	0
(ii) Landfilling	MT	0	0
(iii) Other disposal operations	MT	105.8	84.14
<b>Total</b>	<b>MT</b>	<b>111.3</b>	<b>84.14</b>

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency (Y/N) If yes, name of the external agency - Yes, independent assessments/evaluations have been carried out by external agencies as follows:

- Existing Plant: Re Sustainability Limited, a vendor authorized by the Telangana State Pollution Control Board (TSPCB)
- New Plant: Shree Lakshmi Durga Enterprises
- Waste intensity in terms of physical output for e-vehicles has been calculated by dividing the total waste generated from producing e-vehicles by the total number of e-vehicles produced.
- Waste intensity in terms of physical output for insulators has been calculated by dividing the total waste generated from producing insulators by the total number of insulators produced.
- The revenue from operations has been adjusted for PPP based on the PPP conversion factor published by IMF for India which is 20.66 for 2025 and 22.4 for 2024

**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.**

Olectra adopts a comprehensive waste management strategy based on the 5R principles—Reduce, Reuse, Recycle, Redesign, and Regulate—to minimize environmental impact and promote sustainable operations.

- Reduce: The Company optimizes material usage to avoid unnecessary consumption.  
Example- Use of consumables has been reduced by 50%; drill bits and tap sets are now reground and reused.
- Reuse: Items are repurposed internally to extend their lifecycle.

Example- Scrap chassis frame materials are used to fabricate racks, stands, worktables, and visual boards.

- **Recycle:** Select components are returned to suppliers for recycling and reuse.  
Example - AC and battery frames are sent back for recycling and repurposed in packaging.
- **Redesign:** Products are redesigned to reduce waste and environmental impact.  
Example- The front fascia and bumper, previously made of three separate FRP parts, have been redesigned into a single component to reduce material use and improve durability.
- **Regulate:** Olectra ensures strict compliance with environmental regulations and promotes eco-friendly practices.

**Examples:**

- Open paint activities have been controlled through the installation of new paint booths.
- Coolant spillage has been prevented by using containment bins and metal pallets.
- On the shop floor, waste is segregated into hazardous and non-hazardous categories and transported to designated collection areas:
- **Hazardous Waste:** Includes sealant foils, mixed paint, expired sealants, paint filters, and broken glass. These are disposed of through Resistibility Limited, an authorized vendor certified by the Telangana State Pollution Control Board (TSPCB).
- **Non-Hazardous Waste:** Collected and transferred directly to authorized vendors for appropriate handling.

Olectra actively works to reduce the use of hazardous and toxic chemicals in its products and processes by:

- Implementing containment and control measures.
- Transitioning to safer alternatives where feasible.
- Ensuring compliance with all relevant environmental and safety standards.

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

S. No.	Location of operations/of consumers	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
No facility/plant is there in such a zone			

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

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

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

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

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

Olectra places strong emphasis on responsible engagement in government relations and public policy advocacy, ensuring that all actions are thoughtfully considered. These efforts are managed and coordinated by internal teams, with strategic advocacy decisions involving senior leadership and designated representatives. Olectra actively participates in policy dialogues relevant to its business operations and customer interests, as and when appropriate.

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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)
1	Confederation of Indian Industry	National
2	Federation of Indian Export Organization	National
3	Federation of Telengana Chambers of Commerce and Industry	State
4	Engineering Export Promotion Council	National
5	Andhra Chamber of Commerce	State
6	Indian Chamber of Commerce	National

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

Name of the entity	Brief of the case	Corrective action taken
NIL		

**PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

The Company acknowledges that sustainable growth and inclusive development can only be achieved through collaborative efforts within its broader ecosystem. It recognizes the interconnected nature of social, environmental, and economic values, and operates within a network of interdependent stakeholders—including shareholders, customers, partners, employees, government bodies, the environment, and the wider community.

**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 No-tification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web link
Nil					

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

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)
Nil					

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

Olectra’s Whistle Blower Policy provides a formal channel for the community to raise concerns or lodge complaints for redressal.

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

	<b>FY 2024–25 (Current Financial Year)</b>	<b>FY 2023–24 (Previous Financial Year)</b>
Directly sourced from MSMEs/small producers	70%	50%
Sourced directly from within the district and neighbouring districts	61%	100%

**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**

	<b>FY 2024–25 (Current Financial Year)</b>	<b>FY 2023–24 (Previous Financial Year)</b>
Rural	30.6%	0%
Semi-urban	5.5%	4.44%
Urban	17.2%	30.5%
Metropolitan	46.5%	65.06%

(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**

Olectra ensures that its products consistently meet defined quality benchmarks and specifications to maintain customer satisfaction. The Company responds swiftly to inquiries, addresses complaints with fairness, and guarantees compliance with regulatory requirements. Throughout the reporting period, Olectra has actively tracked customer feedback and successfully resolved all reported concerns. As of the current financial year, there are no unresolved complaints or legal consumer cases. The Company has implemented measures to ensure its operations are conducted ethically and responsibly.

**Essential Indicators**

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

Olectra has a structured and responsive mechanism for handling consumer complaints and feedback. Upon receipt of any complaint or feedback, Olectra promptly contacts or visits the customer to understand the issue and its context in detail. Relevant pictures, documents, or other evidence are collected, and if necessary, samples are brought back to the factory for further examination.

A thorough root cause analysis is conducted to identify the underlying issue. Based on the findings, the next steps or corrective actions are communicated clearly to the customer. In cases that require on-site technical support, Olectra also deputes a qualified technical representative to the customer’s location to ensure timely resolution and customer satisfaction.

<b>2 Turnover of products and / services as a percentage of turnover from ALL products/services that carry information about</b>	<b>As a percentage of total turnover</b>
Environmental and social parameters relevant to the product	89.78%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	0	0	Nil	0	0	Nil

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

	Number	Reasons for recall
Voluntary recalls	0	Nil
Forced recalls	0	Nil

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

Yes, the Risk Management Committee is responsible for formulating the risk management policy, which includes a comprehensive framework for identifying both internal and external risks faced by Olectra. This framework specifically addresses cyber security risks and data privacy concerns

**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:**

Nil