

RAIL:SEC:2026

August 11, 2026

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai - 400001 Scrip Code - 520008	National Stock Exchange of India Limited Exchange Plaza, 5 th Floor, Plot No.C/1, G Block Bandra-Kurla Complex Bandra (E), Mumbai - 400 051 Scrip Code - RICOAUTO
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Sub : **Business Responsibility and Sustainability Report for the Financial Year 2025-26**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements, 2015 ("Listing Regulations"), please find enclosed Business Responsibility and Sustainability Report for the Financial Year 2025-26, which also forms part of the Annual Report for the Financial Year 2025-26.

This is for your information and records.

Thanking you,

Yours faithfully,
for **Rico Auto Industries Limited**

**RUCHIKA
GUPTA**

Digitally signed by
RUCHIKA GUPTA
Date: 2026.08.11
13:13:48 +05'30'

**Ruchika Gupta
Company Secretary
FCS : 6456**

Encl : As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

[Under Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L34300HR1983PLC023187
2.	Name of the Listed Entity	Rico Auto Industries Limited (The "Company", "The Rico Group")
3.	Year of Incorporation	1983
4.	Registered office address	38 KM Stone, Delhi-Jaipur Highway, Gurugram - 122001, Haryana
5.	Corporate office address	38 KM Stone, Delhi-Jaipur Highway, Gurugram - 122001, Haryana
6.	E-mail id	cs@ricoauto.in
7.	Telephone	0124-2824000
8.	Website	www.ricoauto.in
9.	Financial Year for which reporting is being done	FY 2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and The National Stock Exchange of India Limited
11.	Paid-up Capital	₹13.53 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report:	Ms. Ruchika Gupta, Company Secretary, Phone: 0124-2824117, Email: ruchikaguptacs@ricoauto.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	The disclosure under this report of the Company with its group entities (together with known as 'The Rico Group') have been made on Consolidated basis (includes only Indian subsidiaries, refer to disclosure number 23.a. below).
14.	Name of assessment or assurance provider	Since, the Company does not fall within the top 500 listed companies based on market capitalization; therefore, obtaining assurance for the BRSR is not required. Accordingly, this requirement is not applicable to the Company.
15.	Type of assessment or assurance obtained	Not Applicable

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of automotive components and systems.	The Rico Group is engaged in the design, development, manufacturing, and supply of high-precision, engineering grade components for the automotive industry. The Rico Group produces a wide range of products including engine and transmission parts, braking systems, and other critical components for two-wheelers, passenger vehicles, and commercial vehicles.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Casting of Non-Ferrous Metals	24320	88%
2.	Casting of Iron	24319	12%

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	16	1	17
International	0	2*	2

*These offices pertain to international subsidiaries which are not considered within reporting boundary as per Section A-13.

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	8
International (No. of Countries)	8

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

Exports constituted 15.98% of the Rico Group's total turnover for the reporting period.

c. A brief on types of customers

The Rico Group is a leading engineering company engaged in the design, development, manufacturing and supply of high-precision aluminium and ferrous components and assemblies for the global automotive industry. With integrated capabilities spanning product design, tooling, casting, precision machining, and assembly, the Group serves leading automotive OEMs across both aluminium and ferrous segments. Backed by advanced manufacturing facilities and strong technical expertise, the Rico Group has established long-standing relationships with renowned customers, including BMW, Hero, Maruti Suzuki, Toyota, Renault, Nissan, Tata Motors, Cummins, Honda, Mahindra, Volvo and Bajaj.

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)
EMPLOYEES						
1.	Permanent (D)*	718	703	97.91%	15	2.09%
2.	Other than permanent (E)	16	15	93.75%	1	6.25%
3.	Total employees (D + E)	734	718	97.82%	16	2.18%
WORKERS						
4.	Permanent (F)	1806	1749	96.84%	57	3.16%
5.	Other than Permanent (G)	4174	4006	95.98%	168	4.02%
6.	Total workers (F + G)	5980	5755	96.24%	225	3.76%

*Includes Directors and KMPs as well.

b. Differently abled Employees and Workers:

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20.00%
Key Management Personnel*	6	1	16.67%

* Includes 1 Managing Director and 3 Executive Directors who are considered in Board of Directors as well.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in previous FY)			FY 2023-2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25.07%	17.65%	42.72%	40.69%	43.24%	40.75%	29.91%	24.39%	29.77%
Permanent Workers	58.60%	0%	58.60%	17.98%	42.55%	18.69%	25.97%	14.12%	25.66%

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

23. (a) Name 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.	AAN Engineering Industries Limited	Subsidiary	100	Yes
2.	Rico Jinfei Wheels Limited	Subsidiary and JV	97.75**	Yes
3.	Rico Friction Technologies Limited	Subsidiary	70	Yes
4.	Rico Care Foundation	Subsidiary	59.80	No
5.	Roop Ram Industries Private Limited [#]	Associate	26	No
6.	Boond Renewable Energy Private Limited [#]	Associate	26	No
7.	Rico Auto Industries Inc., USA	Subsidiary	100	No
8.	Rico Auto Industries (UK) Limited, U.K.	Subsidiary	100	No

* For the purpose of BRSR disclosure, only the Indian Subsidiaries have been taken into consideration.

** Held by the Company directly or indirectly to its subsidiary.

The Company had bought the Companies' shares as strategic investment to procure solar power at subsidized rates through a Power Purchase Agreement (PPA). Therefore, this Company is not an associate in normal parlance from ESG perspective. Therefore, it is not considered for consolidation in BRSR of the Company with other group companies.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): **Yes**(ii) Turnover (in ₹): **₹1,836.44 Crores**(iii) Net worth (in ₹) : **₹688.69 Crores**

Note: Figures taken from Standalone financial statements as required.

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)*	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	–	0	0	–
Investors (other than shareholders)	Not Applicable	0	0	–	0	0	–
Shareholders	Yes	1	0	–	0	0	–
Employees and workers	Yes	0	0	–	0	0	–
Customers	Yes	160	–	–	229	0	–
Value Chain Partners (Direct Suppliers)	No	0	0	–	0	0	–
Other (please specify)	No	–	–	–	–	–	–

*The Rico Group has a strong Grievance Redressal Mechanism in place through numerous policies and procedures that extends to all of the Rico Group's operations and stakeholders. For instance, the Rico Group has a robust Vigil Mechanism/Whistle-Blower Policy, Human Rights Policy, Forced Labor and Modern Slavery Policy, Anti-Bribery and Anti-Corruption Policy and Policy on POSH for all of its women employees, which can be accessed at <https://www.ricoauto.in/key-policies.html>. Furthermore, while each department is responsible for managing and addressing the respective grievances for their respective stakeholders, the Rico Group's Legal and Secretarial Department assists in handling and resolving certain complaints, in consultation with the management.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	Risk and Opportunity	Climate change presents both material risks and strategic opportunities for the Rico Group. High energy consumption and associated emissions from manufacturing operations contribute to environmental degradation and expose the Group to rising energy costs and regulatory pressures. Simultaneously, the transition to sustainable practices, particularly through adoption of an integrated energy management framework offers an opportunity to reduce costs, lower the Group's carbon footprint, and strengthen long-term operational resilience.	The Company is developing systems to monitor and minimise energy consumption and emission generation across its plants while implementing energy efficiency measures, cleaner technologies, renewable energy procurement, fuel transition and process electrification to reduce emissions and enhance climate resilience.	Negative/ Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Stakeholder engagement	Opportunity	Proactive and structured stakeholder engagement represents a significant opportunity for the Rico Group to build enduring trust, foster transparency, and remain responsive to the evolving expectations of its diverse stakeholder community. Maintaining consistent, multi-channel communication allows the Group to identify emerging concerns early and align its strategies with stakeholder priorities ultimately strengthening its social licence to operate and supporting long-term value creation.	—	Positive
3.	Waste management	Risk & Opportunity	Inadequate waste management exposes the Rico Group to a range of environmental, operational, and regulatory risks including soil and water contamination, non-compliance penalties, and increased disposal costs. At the same time, transitioning to circular economy principles presents a tangible opportunity to improve resource efficiency, reduce waste-related expenditure, and reinforce the Group's environmental credentials with customers, investors, and regulators.	Established waste segregation at source and ensures the responsible disposal of waste through authorized recyclers in compliance with applicable waste management regulations. Employee awareness programmes and waste minimisation initiatives further support responsible waste management practices.	Negative/ Positive
4.	Water management	Opportunity	Efficient water stewardship presents a meaningful opportunity for the Rico Group to strengthen operational resilience, reduce resource costs, and demonstrate environmental responsibility particularly in water-stressed geographies. Sound water management supports business continuity, contributes to local community welfare, and enhances the Group's standing among environmentally conscious customers, investors, and regulators.	—	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Employee Health and Safety	Risk	Unsafe or inadequately controlled working conditions can result in workplace incidents, regulatory penalties, diminished employee morale, and reputational harm. These impacts affect a broad stakeholder base, including employees, contract workers, trade unions, regulatory bodies, and OEM customers who apply rigorous responsible supply chain standards. Poor safety performance can disrupt operations, increase absenteeism, and adversely affect overall productivity and business continuity.	Maintains ISO 45001-aligned occupational health and safety management system, supported by regular safety trainings, risk assessments, mock drills, audits, and strict PPE compliance. Preventive health measures, incident reporting, and employee awareness programmes drive continuous improvement in workplace health and safety.	Positive
6.	Women Empowerment & Employee Engagement	Opportunity	Advancing gender diversity and cultivating a high-engagement organisational culture represents a strategic opportunity to build a more inclusive, motivated, and high-performing workforce. These efforts positively influence employees and management while aligning with the expectations of customers, institutional investors, and business partners committed to responsible and equitable practices. A strong culture of inclusion can improve talent retention, spur innovation, and enhance operational efficiency across the Group's value chain.	—	Positive
7.	Products and Innovation	Opportunity	Innovation in products and manufacturing processes is a key strategic lever for the Rico Group to sustain competitiveness, meet evolving OEM customer requirements, and support the automotive sector's transition towards sustainable mobility. Such innovation creates shared value for customers, R&D partners, suppliers, and end-users by delivering improved performance, enhanced energy efficiency, and reduced environmental impact across the value chain.	—	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Emissions Management	Risk	Escalating GHG emissions expose the Rico Group to interconnected regulatory, operational, and reputational risks. Increasingly stringent emissions norms, evolving carbon pricing mechanisms, and heightened stakeholder expectations can materially increase compliance costs and constrain market access particularly with global OEM customers advancing decarbonisation commitments. This risk has direct implications for investors, customers, regulatory authorities, and the communities in which the Group operates.	Completed its Scope 1, Scope 2 and Scope 3 GHG inventory and developed a decarbonization roadmap for Scope 1 and Scope 2 emissions. Key mitigation measures include the replacement of high-carbon fuels (eliminating Furnace Oil and substituting LSHS with biodiesel), conversion of PNG-fired furnaces to electric furnaces, phased replacement of R-22 refrigerants with R-32, adoption of biodiesel and compressed biogas (CBG) blending, electrification of the corporate fleet, and increased procurement of renewable electricity.	Negative
9.	Community engagement	Opportunity	The Rico Group's Corporate Social Responsibility (CSR) framework reflects a long-term commitment to inclusive and sustainable socio-economic development. By channelling meaningful resources and expertise towards community-facing programmes, the Group supports local well-being, strengthens its social licence to operate, and contributes to the broader goal of equitable national development. CSR engagement also enhances stakeholder trust and reinforces the Group's reputation as a responsible corporate citizen.	—	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Responsible supply chain Management	Risk and Opportunity	Insufficient oversight of ESG practices within the supply chain exposes the Rico Group to reputational damage, regulatory non-compliance, and operational disruptions with direct implications for OEM customers, suppliers, investors, and regulatory bodies. Conversely, embedding robust supply chain governance and responsible sourcing practices can significantly enhance operational resilience, strengthen stakeholder confidence, and support long-term competitive positioning.	Mitigates supply chain risks related to quality, timely delivery, GHG emissions and ESG compliance by promoting adherence to its Supplier Code of Conduct and developing an ESG-based supplier evaluation framework to strengthen responsible sourcing and supply chain governance.	Negative/Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/ No)	The policies as per the SEBI Regulations are approved by the Board of Directors and rest of the policies are approved by the respective Committees as designated by the Board of Directors.								
c. Web Link of the Policies, if available	The policies stipulated under SEBI Regulations and the Companies Act, 2013 are posted on the Rico Group's website, which can be accessed using the below-mentioned link: https://www.ricoauto.in/key-policies.html Additionally, internal stakeholders have access to additional internal policies via Rico Group's intranet.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. Some of the policies of the Rico Group also extend to certain value chain partners.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	• ISO-9001 • International Automotive Task Force (IATF)-16949 • ISO-14001 • ISO-45001 • ISO-27001								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Rico Group will continue to strengthen its ESG performance by progressively implementing initiatives across key focus areas, including: • Enhancing climate action and decarbonization initiatives; • Increasing renewable energy adoption and improving energy efficiency; • Strengthening water conservation, recycling, and reuse practices; • Strengthening the learning and development environment for employees; • Advancing circular economy and sustainable waste management; • Promoting responsible sourcing and sustainable supply chain practices; • Maintaining diversity, equity, inclusion, and employee well-being; • Enhancing employee learning, capability development, and leadership; • Maintaining high standards of occupational health and safety; • Driving sustainable product and process innovation; • Strengthening stakeholder engagement and transparent ESG reporting; and • Creating long-term value through community development initiatives.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The Rico Group remains committed to integrating ESG considerations across its business operations. To support this commitment, the Group has initiated the process of reorganizing and strengthening key initiatives to align them with its defined ESG priorities. As part of this process, the Rico Group has undertaken a comprehensive due diligence exercise across its operations and corporate functions to evaluate existing practices. Based on the identified gaps, a time-bound roadmap has been developed with clearly defined targets to drive meaningful progress over the next three to five years. Some of the key achievements during the reporting year include the following: • Increased renewable energy consumption by 41.31%, raising its share in the overall energy mix to 12.26% compared to previous year's 8.47% in FY 2024-25. • Improved energy efficiency of operations resulting in decrease in energy intensity from 4.23 to 3.69 GJ per Lakh of turnover. • Reduced Scope 1 GHG emissions to 16.92% compared to previous year's 23.14% in FY 2024-25 owing to electrification of furnaces, forklifts, etc. • Improved water efficiency of operations resulting in decrease in water intensity from 1.00 to 0.98 KL per Lakh of turnover. • Reduced wastewater discharge by 42.48% through recycling and reuse of wastewater. • Reduced hazardous waste generation by 10.81% through waste management practices. • Increase in female representation in the workforce. • Turnover rate reduced for permanent male employees from 40.69% to 25.07%. • Turnover rate reduced for permanent female employees from 43.24% to 17.65%. • Procurement from MSMEs and small producers increased from 31.91% to 38.45%.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Governance, leadership, and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Rico Group, we view sustainability as a strategic enabler of long-term value creation, operational resilience, and business continuity. As the global automotive industry advances toward a low-carbon and resource-efficient future, we continue to strengthen our Environmental, Social, and Governance (ESG) approach by embedding responsible practices into our core operations and decision-making. To guide this journey, we are developing a comprehensive ESG roadmap backed by clearly defined commitments, measurable targets, and robust governance mechanisms aligned with our overarching business strategy and key priorities, including climate action, energy transition, water stewardship, circular resource management, and responsible supply chains. During FY 2025-26, we further accelerated our sustainability agenda through targeted initiatives in decarbonization, resource efficiency, and human capital development. We expanded the adoption of cleaner energy sources, improved operational energy efficiency, and strengthened water conservation and waste management practices across our manufacturing facilities. Parallel to our environmental stewardship, we remained deeply committed to building an inclusive, safe, and engaging workplace by investing in continuous employee development, championing diversity, and elevating safety standards. These accomplishments reflect the shared vision and dedication of our employees, customers, suppliers, and business partners. As we move forward, Rico Group remains steadfast in its commitment to advancing our ESG performance, building operational resilience, and driving long-term value creation for our stakeholders while contributing positively to society and the environment.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Rico Executive Committee (REC) is responsible for implementation of the Business Responsibility Policy(ies). Shri. Arvind Kapur (DIN 00096308), Chairman, CEO and Managing Director (CMD) is responsible for oversight of the Business Responsibility policy(ies).								
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 REC is responsible for decision-making on sustainability-related matters and comprises the following members:								
	Name					Designation			
	Shri Rajiv Kumar Miglani					Executive Director			
	Shri Kaushalendra Verma					Executive Director			
	Shri Samarth Kapur					Executive Director			
	Shri Naveen Sorot					Chief Financial Officer			
	Shri Abhishek Kulshrestha					Executive Vice President			
	Shri Sachinder Kaul					Senior Vice President			
	Shri Shalinder Rathi					Senior Vice President			
	Shri B.K. Jain					Vice President			
Shri Sanjay Bhat					Associate Vice President				

10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Rico Group’s policies undergo periodic review by the designated Committee, the Board of Directors, or whenever considered necessary in response to emerging requirements. The review involves evaluating the relevance, effectiveness, and implementation of each policy. Necessary revisions or updates are undertaken, where applicable, to maintain alignment with regulatory changes, industry best practices, and the Rico Group’s evolving strategic priorities.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Rico Group remains compliant with all applicable laws and regulations.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										The Rico Group is currently undertaking an internal assessment to evaluate the effectiveness of its policies. However, in the future, it may consider appointing an external agency to review these policies to further strengthen their efficiency and effectiveness.								
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:																		
Questions										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)										Not Applicable								
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 categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicator

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	- Regulatory Updates - Familiarization of changes in policies, applicable laws - Prevention of Sexual Harassment (POSH) Awareness Training - Digital tools	100%
Key Managerial Personnel	8	- Leadership Workshop - Digital Tools - Regulatory Updates	100%

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Employees other than BoDs and KMPs	903	1. Health, Safety & Environment (HSE) • Fire Fighting • Aspect Impact & Hazardous Waste Management • First Aid Training • Safety Awareness 2. Quality & Manufacturing • Cost Re-engineering Workshop • VDA 6.3 Certification (Internal Audit) • Learning Management System • Advanced Product Quality Planning (APQP) • Process Failure Mode Effects Analysis (Quality Training) • IATF 16949 Basics of Applicability (Quality Training) • Statistical Process Control, Seven Quality Control (7-QC) Tools, Control Charts (Quality Training) • Measurement Statistical Analysis (MSA) Overview (Quality Training) • Production Part Approval Process (PPAP) (Quality Training) • Design Failure Mode Effect Analysis (DFMEA) and Process Failure Mode Effect Analysis (PFMEA) and Control Plan (Quality Training) • Problem Solving Techniques (Why Analysis, Eight Disciplines Methodology (8D) & Rejection Analysis and Handling Customer Complaints, Control Charts) • Machining Process Control • Die Maintenance System and Techniques • Die Assembly and Matching Technique • Basics of Casting Process Control • Measuring & Gauging Techniques 3. Technical & Digital Skills • Hydraulics and Fittings • S/4 HANA SAP Module Training • Production Planning Module • Materials Management Module • Plant Maintenance Module • Human Capital Management Module • Financial Accounting Module • Quality Management Module • Employee Self Service (ESS) Portal 4. Leadership & Managerial Skills • Interpersonal Skills • Performance Management • Growth Cascade down with Goal Setting exercise 5. Compliance & Sustainability • Prevention of Sexual Harassment (POSH) • Policy Awareness Sessions (Human Rights, Anti Bribery, Modern Slavery) • ESG Awareness Sessions	100%

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Workers	1156	1. Health, Safety & Environment (HSE) Fire Fighting - Aspect Impact & Hazardous Waste Management - First Aid Training - Safety Awareness - Safe Forklift Driving (Basic Functioning of Fork Lifters) 2. Quality & Manufacturing - APQP, PFD, CP (Quality Training) - Process Failure Mode Effects Analysis (Quality Training) - Statistical Process Control, 7-QC Tools, Control Charts (Quality Training) - Quality Management Basics - PPAP (Quality Training) - Problem Solving Techniques (Why, 8D Methodology), Rejection Analysis and Handling Customer Complaints, Control Charts (Quality Training) - Computer Numerical Control (CNC) Programming/Basics of CNC - Machining Process Control - Hydraulics and Fittings - Die Maintenance System and Techniques - Die Assembly and Matching Technique - Basics of Casting Process Control - Root Cause Analysis - Rejection Analysis 3. Behavioural & Professional Skills - Time Management - Supervisory Skills - Interpersonal Skills 4. Digital & Employee Systems - Training on Employee Self Service (ESS) Portal 5. Compliance - POSH - Policy Awareness Sessions	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	No material fines/ penalties/ punishments/ compounding fees/ settlement amounts/ awards were imposed on or paid by the Rico Group or its Directors and KMPs during the reporting period.				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable	Not Applicable		Not Applicable	Not Applicable
Punishment	Not Applicable	Not Applicable		Not Applicable	Not Applicable

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. Does the entity have 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 Rico Group has a formal Anti-Bribery and Anti-Corruption Policy. The policy reflects the Rico Group's commitment to maintaining the highest standards of ethics and integrity across its business operations. It maintains a zero-tolerance stance toward any form of bribery involving its employees or any person or company acting on its behalf. The primary objective of the policy is to establish robust measures to prevent the Group from becoming involved in activities related to bribery, corruption or facilitation payments. The policy is applicable to all employees and business partners who work for or on behalf of the Rico Group.

The policy is available and accessible on the Rico Group's website under the Investor Relations section: <https://www.ricoauto.in/key-policies.html>

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	—	Nil	—
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	—	Nil	—

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

Not applicable, as the Company did not record any instances of corruption or conflicts of interest during the year.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	92.12	92.37

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	—	—
	b. Number of trading houses where purchases are made from	—	—
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	—	—
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	0.91%	1.02%
	b. Number of dealers / distributors to whom sales are made	136	122
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	47.44%	48.65%

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.16%	1.78%
	b. Sales (Sales to related parties / Total Sales)	0.001%	0.105%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	–	–
	d. Investments (Investments in related parties / Total Investments made)	0.84%	1.15%*

*The previous year's values have been revised and regrouped wherever required.

Leadership Indicator

1. Awareness programmes conducted for value chain partners on any of the principles during the financial Year:

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
23	- Environment, Health & Safety (EHS) - Safe handling of chemical substances - Safe transportation of materials and forklift safety - Legal compliance and labour practices (including Child Labour and POSH) - Supplier Code of Conduct and Human Rights - Social security awareness (ESIC & PF) - Product quality, cleanliness and safe handling standards	10.51%

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

Yes, the Rico Group has established robust processes to identify, prevent, and manage conflicts of interest involving its Board members. The Group has implemented a comprehensive Code of Conduct for Directors and Senior Management, which outlines clear principles and reporting procedures for the disclosure and management of potential conflicts of interest. The Code of Conduct and related policies are accessible on the Rico Group's website: <https://www.ricoauto.in/code-conduct.html>.

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

Essential Indicators

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and social impacts
R&D	26.27%	22.28%	The Rico Group continues to invest in research and development to enhance product innovation, manufacturing capabilities, and process efficiency. During the reporting year, investments were made in advanced manufacturing technologies, tooling, testing and validation equipment, automation and product design. These initiatives support the development of high-quality, precision-engineered products while improving operational efficiency and meeting evolving customer requirements.

	Current Financial Year 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and social impacts
Capex	0.64%	4.11%	During the reporting period, the Rico Group made targeted capital investments to strengthen its environmental performance and workplace safety. Key initiatives included the installation of wet scrubbers to control air emissions, ETP and STP systems with RO and ultrafiltration (UF) technologies to enhance wastewater treatment and water reuse and natural gas detection systems to improve operational safety and emergency preparedness.

2. a. Does the entity have procedures in place for sustainable sourcing? **(Yes/No)**
Yes, the Rico Group has established a structured sustainable sourcing framework that integrates environmental, social, and ethical considerations into its supplier selection and evaluation processes. Suppliers undergo initial assessments, periodic risk evaluations, and regular audits to ensure alignment with the Group's sustainability expectations and responsible procurement practices.
- b. If yes, what percentage of inputs were sourced sustainably?
Approximately 30% of the Rico Group's input materials were procured through sustainable sources. Reinforcing its commitment to responsible sourcing, the Group integrates environmental, social and ethical considerations into its supplier selection and procurement processes. Suppliers undergo a structured evaluation process, including initial due diligence, risk assessments, periodic audits and regular performance reviews to assess their sustainability performance.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
As a manufacturer of automotive components, the Rico Group supplies its products directly to OEMs based on customer specifications, limiting its ability to reclaim products at the end of their life cycle. Accordingly, the Group does not undertake the reuse, recycling, or disposal of end-of-life products, including e-waste or hazardous waste. However, plastic packaging materials are recovered, where feasible, for reuse or responsible disposal.
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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
No, EPR is not applicable to the entity's existing business operations, as the Rico Group does not fall under the category of a producer, importer or brand owner under the applicable EPR regulations.

Leadership Indicator

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Rico Group has not yet undertaken Life Cycle Perspective (LCP) or Life Cycle Assessment (LCA) for its products. However, recognizing the value of life cycle thinking in improving product sustainability and resource efficiency, the Group is evaluating the integration of LCP/LCA into its sustainability framework. This will support informed decision-making across product design, material selection, and environmental performance as the Company's ESG journey continues to evolve.					

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

Name of Product/Service	Description of the risk/concern	Action Taken
Not applicable, as the Rico Group has not conducted Life Cycle Perspective (LCP) or Life Cycle Assessment (LCA) for any of its products.		

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

Indicate input material	Recycled or re-used input material to total material (by weight of the input material)	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Aluminium and Iron	The Rico Group utilizes a high proportion of recycled and secondary raw materials in its manufacturing processes. Approximately 90 to 95% of the aluminium and iron input materials are sourced from recycled or secondary material streams through approved suppliers, supporting resource efficiency and circular economy practices.	Recycled or reused raw materials account for approximately 95% to 97% of the total input materials used in the Rico Group's production processes.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)*	–	–	14.27	–	–	12.75
E-waste	–	–	–	–	–	–
Battery waste	–	–	–	–	–	–
Hazardous waste	–	–	–	–	–	–
Other waste	–	–	–	–	–	–

* Only the quantity of end-of-life plastic bins disposed of has been reported, as reusable bins continue to be used within operations.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Packaging material	0.03%

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

Essential Indicators

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

	% of employees covered by										
Category	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B)/(A)	Number (C)	% (C)/(A)	Number (D)	% (D)/(A)	Number (E)	% (E)/(A)	Number (F)	% (F)/(A)
Permanent Employees											
Male	703	703	100%	703	100%	–	–	–	–	–	–
Female	15	15	100%	15	100%	15	100%	–	–	–	–
Total	718	718	100%	718	100%	15	2.09%	–	–	–	–
Other than Permanent Employees											
Male	15	15	100%	15	100%	–	–	–	–	–	–
Female	1	1	100%	1	100%	1	100%	–	–	–	–
Total	16	16	100%	16	100%	1	6.25%	–	–	–	–

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B)/(A)	Number (C)	% (C)/(A)	Number (D)	% (D)/(A)	Number (E)	% (E)/(A)	Number (F)	% (F)/(A)
Permanent workers											
Male	1749	1749	100%	1749	100%	–	–	–	–	–	–
Female	57	57	100%	57	100%	57	100%	–	–	–	–
Total	1806	1806	100%	1806	100%	57	3.16%	–	–	–	–
Other than Permanent workers											
Male	4006	4006	100%	4006	100%	–	–	–	–	–	–
Female	168	168	100%	168	100%	168	100%	–	–	–	–
Total	4174	4174	100%	4174	100%	168	4.02%	–	–	–	–

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

Name of Product/Service	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the Company	0.09%	0.06%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF*	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	No	100%	100%	No
ESI	0.54%	100%#	Yes	8.10%	100%#	Yes
Others-please specify	Nil	Nil	–	Nil	Nil	–

*Applicable to all employees and workers, excluding advisors and retainers engaged on continued employment terms after retirement.

Applicable to 100% workers as per the threshold limit prescribed under the Employees State Insurance (ESI) Act, 1948.

3. Accessibility of workplaces

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

Yes, the Rico Group's offices and premises are presently accessible to differently-abled employees and workers. However, full accessibility is not available at some manufacturing locations due to safety requirements and site design constraints.

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

Yes, the Rico Group has an Equal Opportunity Policy aligned with the provisions of the Rights of Persons with Disabilities Act, 2016. The policy is available to all employees through the Rico Group's intranet.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	–	100%	–	100%
Female	–	–	–	–
Total	–	100%	–	100%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Rico Group is committed to providing a safe, respectful, and inclusive workplace supported by accessible grievance redressal mechanisms. Employees and workers can raise concerns through the following channels: • Grievance boxes placed at key locations across the premises. • An online grievance register for confidential and convenient submissions. • Trade union representatives and internal committees. • A dedicated grievance email ID (ethicsline@ricoauto.in) for direct reporting. These mechanisms are designed to ensure the fair, confidential, and timely resolution of grievances. The Rico Group periodically reviews and strengthens its grievance redressal processes to improve their effectiveness and responsiveness.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
Category	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 I	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	718	0	0%	704	0	0%
Male	703	0	0%	685	0	0%
Female	15	0	0%	19	0	0%
Total Permanent Workers	1806	575	31.84%	1581	592	37.44%
Male	1749	539	30.82%	1531	554	36.19%
Female	57	36	63.16%	50	38	76.00%

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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)	% (F/D)	
Employees*										
Male	703	703	100%	610	87%	697	697	100%	697	100%
Female	15	15	100%	15	100%	19	19	100%	19	100%
Total	718	718	100%	625	87%	716	716	100%	716	100%
Workers*										
Male	1749	1749	100%	1629	93%	1531	1531	100%	1531	100%
Female	57	57	100%	51	89%	50	50	100%	50	100%
Total	1806	1806	100%	1680	93%	1581	1581	100%	1581	100%

*The scope of consideration is limited to permanent employees and permanent workers.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B)/(A)	Total (C)	No. (D)	%(D)/(C)
Employees*						
Male	703	703	100%	697	697	100%
Female	15	15	100%	19	19	100%
Total	718	718	100%	716	716	100%
Workers*						
Male	1749	1749	100%	1531	1531	100%
Female	57	57	100%	50	50	100%
Total	1806	1806	100%	1581	1581	100%

*The scope of consideration is limited to permanent employees and permanent workers.

10. Health and safety management system:

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

Yes, the Rico Group is certified to ISO 45001:2018 across its business operations, reflecting its commitment to maintaining a safe and healthy workplace. Guided by its EHS Policy, the Group implements a structured Occupational Health and Safety (OHS) Management System that focuses on identifying workplace hazards, assessing risks, and implementing effective control measures to prevent incidents and occupational injuries. Regular health and safety training is provided to employees, contractors, associates, and suppliers to promote safe working practices and strengthen awareness. The Group also conducts periodic audits and inspections to monitor compliance and drive continual improvement. Any incidents are promptly reported, thoroughly investigated to identify root causes, and addressed through corrective and preventive actions. Lessons learned are shared across the Group to enhance safety performance and reinforce a culture of accountability, continuous learning, and operational excellence.

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

The Rico Group has established a comprehensive Occupational Health and Safety (OHS) framework to proactively identify workplace hazards, assess risks, and implement appropriate control measures in line with its ISO 45001:2018-certified OHS Management System. Both routine and non-routine activities are subject to structured hazard identification and risk assessment processes to ensure a safe working environment across all operations.

The Group's safety management approach includes:

- Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) for identifying and mitigating workplace risks.
- A Work Permit System for managing high-risk activities.
- Regular internal and external audits to evaluate compliance and drive continual improvement.
- A Safety Observation System to encourage proactive reporting of unsafe conditions and behaviours.
- Leadership involvement through OHS objective setting, operational planning, and performance monitoring.
- Incident reporting, investigation, corrective actions, and sharing of lessons learned across locations.
- Continuous measurement and monitoring of health and safety performance.
- Comprehensive management of fire detection and fire protection systems.

Safety performance is reviewed regularly through monthly and quarterly Steering Committee meetings, ensuring effective oversight, accountability, and continuous enhancement of health and safety practices across all Group locations.

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

Yes, the Group has established a structured incident management and reporting system that empowers workers to report work-related hazards and withdraw from situations they believe pose a risk to their health and safety. All employees and contract workers are actively encouraged to report accidents, near-miss incidents, and potential hazards through dedicated reporting mechanisms. Furthermore, OHS Committees at each plant, which include equal representation from the workforce, provide a platform for employees to voice safety concerns and propose solutions.

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

Yes, all employees and workers have access to non-occupational medical and healthcare services through coverage under Employee State Insurance (ESI), the Group's health insurance, and a personal accident policy. The Rico Group also prioritizes employee wellness by organizing annual medical check-up camps, providing health awareness talks on nutrition and exercise, and offering free outpatient services and medicines through the RICO Rural Medi-Care Clinic initiative. Additionally, the corporate campus features a well-equipped sports complex to encourage physical activity among the workforce.

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.09	0.09
Total recordable work-related injuries	Employees	0	0
	Workers	1	1
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*The previous year's values have been revised and regrouped wherever required.

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

All units and locations of the Rico Group are certified under the ISO 45001 Occupational Health and Safety (OHS) Management System, reflecting its commitment to maintaining high standards of safety. The Rico Group has also established internal safety protocols that exceed applicable legislative requirements.

To strengthen health and safety performance, the Rico Group implements a range of proactive measures, including periodic safety audits conducted by internal teams and external experts. Employees receive comprehensive training across critical areas such as behavior-based safety, fire safety and process safety.

Key measures undertaken to prevent and mitigate significant OHS risks include:

- Installation and maintenance of advanced fire detection, alarm and suppression systems
- Regular site inspections, reviews, and audits to assess safety preparedness
- Periodic emergency preparedness drills, including fire and medical emergency simulations
- Free medical camps to promote employee health awareness
- Digital monitoring of indoor and outdoor air quality, noise level assessments and periodic medical examinations
- Continuous OHS training to enhance employee awareness and reinforce a culture of safety
- Employee engagement initiatives on critical health and safety topics, including fire safety, road safety, emergency evacuation and workplace ergonomics.

These initiatives collectively contribute to maintaining a safe, healthy and compliant workplace environment across all Rico Group operations.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	Nil	Nil	–	Nil	Nil	–
Health & Safety	Nil	Nil	–	Nil	Nil	–

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety practices	100% of the plants and offices were assessed internally
Working Conditions	100% of the plants and offices were assessed internally

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:

Workplace safety is a key priority for the Rico Group, supported by a strong culture of safety and accountability. Established EHS procedures include safety SOPs, work permit systems, Lockout/Tagout (LOTO) procedures, employee training, safety inspections, periodic audits, statutory inspections, compliance monitoring and periodic assessments. Identified gaps or deviations are addressed through tracked corrective actions.

The Rico Group maintains a structured incident management system for reporting, investigation, and implementation of corrective and preventive actions, with dedicated mechanisms for reporting accidents, near misses and hazards.

Emergency preparedness and business continuity are supported through annually reviewed disaster recovery plans, emergency response measures, fire protection systems, backup utilities and defined recovery timelines. In addition, preventive and predictive maintenance programs, including scheduled maintenance and routine inspection of critical machinery, support operational reliability.

OHS Committees at each plant, comprising representatives from management, employees and cross-functional teams, oversee incident investigations, risk mitigation, safety best practices and employee engagement on occupational health and safety matters.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).
Yes, compensatory benefits are extended by the Rico Group in cases involving the death of employees and workers at most of its plant locations.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
The Rico Group ensures that service providers comply with applicable statutory obligations related to their employees through periodic monitoring and audits. Additional control mechanisms are implemented to verify the timely and complete deposit of statutory dues, reinforcing compliance across the supply chain.
- Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	1	0	0

- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? **(Yes/ No)**
Yes, the Rico Group provides transition assistance programs to facilitate continued employability and support smooth career transitions in cases of retirement or termination. In most cases, employees are engaged on annual contracts, which may be renewed based on performance and the availability of appropriate opportunities within the Rico Group.
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	100% of all direct suppliers
Working conditions	100% of all direct suppliers

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.
Not applicable, as assessments of the Rico Group's value chain partners did not identify any significant risks or concerns related to health and safety practices and working conditions.

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

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
Stakeholders play a vital role in the Rico Group's sustainable growth, strategic progress, and long-term value creation. The Group recognizes that its stakeholders including employees, customers, suppliers, investors, communities, regulators, and other key partners both influence and are influenced by its business activities, decisions, and performance. Their perspectives are integral to shaping the Group's strategy, governance, and responsible business practices.
- List of stakeholders groups identified as key for our Company 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 Workers	No	Email, Phone calls, SMS, Meetings, Notice Board	Regularly	Employee engagement activities, Company policies, Organisational structure, Trainings programmes, Other important developments
Shareholders	No	Email, Meetings, Newspaper, Company website, Stock exchanges, other Statutory Authority	Quarterly and need based	Compliance, Governance practices, Financial and Operational performance related
Board of Directors	No	Board meetings, one-to-one meetings	Quarterly and need based	Compliance of law, major decisions, day-to-day functioning
Customers	No	Email, Meetings, Websites, Phone calls, social media	Need based	Business/Project related, Feedback on product
Suppliers and Service Providers	No	Email, Meetings, Phone calls, Websites, Plant audits, Inspection	Need based	Product related, Price negotiations etc.
Institutions/Industry Associations	No	Joint research, studies, working groups, conferences, events, assistance, Emails and meetings	Need based	Industrial development related
Regulatory Bodies	No	Official communication channels, Regulatory audits/ inspections Compliances	Need based	Applicable laws and regulations
Communities	Yes	Community meetings with local people, NGOs, Government Departments, etc, CSR activities	Need based	CSR Initiatives

Leadership Indicators

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

The Rico Group maintains a structured and ongoing stakeholder engagement framework to effectively communicate its strategic priorities and business performance while understanding stakeholder expectations. Regular interactions are conducted by business leaders and functional heads to discuss key economic, environmental, and social matters. Feedback received through these engagements is shared with senior management and the Board of Directors, where it is reviewed and considered during strategic discussions. This process enables the Group to incorporate stakeholder perspectives into its decision-making, strengthen transparency, and support sustainable long-term value creation.

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

Yes, the Rico Group has identified its key environmental and social priorities through a structured stakeholder engagement and materiality assessment process. The assessment helps identify and prioritize the sustainability topics that are most significant to the Group and its stakeholders. The insights and feedback received are incorporated into the development and enhancement of the Group's policies, business strategies, and operational practices, ensuring that stakeholder expectations are integrated into decision-making while strengthening transparency, accountability, and long-term sustainability.

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

The Rico Group is committed to creating a positive and lasting impact on underserved communities through its CSR initiatives. Its programmes are aligned with community needs and focus on areas such as education, healthcare, livelihood enhancement, and community development to promote inclusive and sustainable growth. Further details on the Group's CSR initiatives, implementation, and impact are provided in the CSR section of the Annual Report for FY 2025-26.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

	FY 2025-2026 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	718	718	100%	704	704	100%
Other than permanent	16	16	100%	12	12	100%
Total Employees	734	734	100%	716	716	100%
Workers						
Permanent	1806	1806	100%	1581	1581	100%
Other than permanent	4174	4174	100%	4014	4014	100%
Total Workers	5980	5980	100%	5595	5595	100%

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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/D)	No. (F)	% (F/D)
Employees										
Permanent	718	0	0%	718	100%	704	0	0%	704	100%
Male	703	0	0%	703	100%	685	0	0%	685	100%
Female	15	0	0%	15	100%	19	0	0%	19	100%
Other than permanent	16	0	0%	16	100%	12	0	0%	12	100%
Male	15	0	0%	15	100%	12	0	0%	12	100%
Female	1	0	0%	1	100%	0	0	0%	0	100%
Workers										
Permanent	1806	0	0%	1806	100%	1581	0	0%	1581	100%
Male	1749	0	0%	1749	100%	1531	0	0%	1531	100%
Female	57	0	0%	57	100%	50	0	0%	50	100%
Other than permanent	4174	882	21.13%	3292	78.87%	4014	910	22.67%	3104	77.33%
Male	4006	850	21.22%	3156	78.78%	3923	910	23.20%	3013	76.80%
Female	168	32	19.05%	136	80.95%	91	0	0%	91	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	8	9,56,408	2	5,25,000
Key Managerial Personnel**	5	6,29,032	1	4,22,338
Employees other than BoD and KMP	715	51,774	13	48,677
Workers	5755	49,972	225	41,226

* For the purpose of this disclosure, only Executive Directors have been considered, as Non-Executive Directors receive only sitting fees and commission and do not draw a salary.

** Includes 4 Executive Directors who are considered for the purpose of median calculation of the Board of Directors as well.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	3.23%	3.45%

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

Yes, the Rico Group's Human Resources (HR) Department is responsible for addressing human rights issues and impacts affecting employees and workers. Additionally, Department Heads are accountable for identifying, managing, and addressing human rights concerns arising from their respective operations and business relationships, ensuring that human rights considerations are integrated across the Group's activities.

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

Respect for human rights is a fundamental principle of the Company and is embedded across its business operations and employment practices. The Company has established multiple grievance and engagement mechanisms to ensure that employees and workers have access to safe, confidential, and effective channels for raising concerns.

Key mechanisms include:

- Grievance Redressal Policy to address employee and workplace-related concerns.
- Prevention of Sexual Harassment (POSH) Policy to promote a safe, respectful and inclusive workplace.
- Vigil Mechanism/Whistleblower Policy enabling confidential and anonymous reporting of unethical practices.
- Grievance boxes and an online grievance register to provide accessible and confidential reporting channels.
- Employee representation through recognized unions to facilitate communication with management.
- Regular shop floor meetings to encourage direct dialogue and timely resolution of concerns.
- Open-door communication channels enabling employees and workers to approach their Reporting Managers, senior management or the Human Resources Department directly.

These mechanisms reinforce the Company's commitment to protecting human rights by fostering a culture of transparency, trust, and mutual respect across the organization.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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
Sexual Harassment	Nil	Nil	—	Nil	Nil	—
Discrimination at workplace	Nil	Nil	—	Nil	Nil	—
Child Labour	Nil	Nil	—	Nil	Nil	—
Forced Labour/ Involuntary Labour	Nil	Nil	—	Nil	Nil	—
Wages	Nil	Nil	—	Nil	Nil	—
Other human rights related issues	Nil	Nil	—	Nil	Nil	—

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

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

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

The Rico Group is committed to protecting individuals who report genuine concerns related to discrimination, harassment, or other workplace misconduct from any form of retaliation, victimisation or adverse action. This commitment fosters a safe, respectful and transparent work environment where employees are encouraged to raise concerns without fear.

The Group's Grievance Redressal Policy, Whistle Blower Policy and Prevention of Sexual Harassment (POSH) Policy include robust provisions to safeguard the confidentiality of complainants. All complaints, related records and information disclosed during investigations are treated with the highest level of confidentiality and are accessible only to authorised personnel designated by the management, ensuring a fair, secure and impartial grievance resolution process.

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

The Rico Group is committed to respecting and promoting fundamental human rights across its business operations and value chain. Human rights principles are incorporated into the majority of its business agreements and contractual arrangements to reinforce responsible business practices. As part of its commitment to continuous improvement, the Group is reviewing and enhancing these agreements to establish a more structured framework for periodic review and updates. This initiative aims to further strengthen the integration of human rights considerations, align with evolving legal and ethical requirements, and support the Group's commitment to sustainable and responsible business conduct.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of the plants and offices were assessed internally.
Forced/ Involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others- please specify	

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

Not applicable.

Leadership Indicators

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

No significant human rights grievances were reported during the reporting year. The Rico Group embeds respect for human rights across its business operations through its Code of Conduct and supporting policies and procedures. To reinforce these commitments, the Group provides regular training to employees and workers and periodically reviews and updates its Code of Conduct and related policies based on emerging risks, evolving concerns, and stakeholder feedback, ensuring their continued relevance and effectiveness.

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

The Rico Group's Human Rights Statement establishes a comprehensive framework to promote respect, dignity, and fair treatment for all employees, contract workers, suppliers, customers, and local communities. It defines clear expectations for preventing and prohibiting all forms of human rights violations across the Group's operations. These principles are embedded in the Group's policies and business practices, guiding its interactions with employees, business partners, communities, and other stakeholders across all locations where it operates.

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

Most of the Rico Group's offices and facilities are accessible to differently abled visitors. However, accessibility may be limited at certain manufacturing facilities due to operational safety requirements and site-specific structural or design constraints. The Group remains committed to improving accessibility wherever feasible while ensuring a safe working environment.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	Assessments of the value chain partners are undertaken during supplier onboarding. Suppliers are required to comply with the Rico Group's Supplier Code of Conduct, which sets expectations on ethical business practices, labour and human rights, environmental responsibility and regulatory compliance.
Discrimination at workplace	
Child labour	
Forced/ Involuntary labour	
Wages	
Others-please specify	

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

Not applicable, as no such assessments were conducted during the reporting period.

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

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
From Renewable sources		
Total electricity consumption (A) (In GJ)	1,12,178.22	79,384.82
Total fuel consumption (B) (In GJ)	—	—
Energy consumption through other sources (C) (In GJ)	—	—

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Total energy consumption from renewable sources (A+B+C) (In GJ)	1,12,178.22	79,384.82
From Non-Renewable sources		
Total electricity consumption (D) (In GJ)	4,93,170.53	4,32,141.09
Total fuel consumption (E) (In GJ)	3,09,882.56	4,25,274.38
Energy consumption through other sources (F) (In GJ)	–	–
Total energy consumption from non-renewable sources (D+E+F) (In GJ)	8,03,053.09	8,57,415.46
Total energy consumed (A+B+C+D+E+F) (In GJ)	9,15,231.31	9,36,800.28
Energy intensity per rupee of turnover (GJ/ ₹ Lakh) (Total energy consumed/ Revenue from operations)	3.69	4.23
Energy intensity per rupee of turnover adjusted for Purchasing power Parity (PPP) * (Total energy consumed/Revenue from operations adjusted for PPP)	75.13	87.48
Energy intensity in terms of physical output (GJ/ MT)	17.06	20.29
Energy intensity (optional) – the relevant metric may be selected by the entity	–	–

* The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 20.34 as per the 2026 update.

** The previous year's values have been revised and regrouped wherever required.

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 such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

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.

Not applicable, as the Rico Group's manufacturing facilities are not designated as Designated Consumers (DCs) under the Government of India's Perform, Achieve and Trade (PAT) Scheme.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Water withdrawal by source (in kiloliters)		
(i) Surface water	–	–
(ii) Groundwater	1,82,212.55	1,57,371.00
(iii) Third party water	72,551.14	84,543.93
(iv) Seawater/Desalinated water	–	–
(v) Others	–	–
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,54,763.69	2,41,914.93
Total volume of water consumption (in kilolitres)	2,42,537.69	2,20,658.91
Water intensity per rupee of turnover (KL/ ₹ Lakh) (Water consumed / turnover)	0.98	1.00
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)*	19.91	20.61
Water intensity in terms of physical output (KL/ MT)	4.52	4.78
Water intensity (optional) – the relevant metric may be selected by the entity	–	–

* The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 20.34 as per the 2026 update.

** The previous year's values have been revised and regrouped wherever required.

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 such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Water discharge by destination and level of treatment (in KL)		
(i) To surface Water	–	–
- No treatment	–	–
- With treatment (please specify level of treatment)	–	–
(ii) To Ground Water	–	–
- No treatment	–	–
- With treatment (please specify level of treatment)	–	–
(iii) To Seawater	–	–
- No treatment	–	–
- With treatment (please specify level of treatment)	–	–
(iv) Sent to third parties	12,226.00	21,256.02
- No treatment	–	–
- With treatment (please specify level of treatment)	12,226.00	21,256.02
(v) Others	–	–
- No treatment	–	–
- With treatment (please specify level of treatment)	–	–
Total water discharge (in KL)	12,226.00	21,256.02

* The previous year's values have been revised and regrouped wherever required.

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

The Rico Group has established Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) across most of its facilities to ensure effective wastewater treatment. The treated water is subsequently reused for gardening and other non-potable applications, thereby reducing freshwater consumption and minimizing wastewater discharge.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
NOx	MT	16.87	15.63
SOx	MT	4.16	4.12
Particulate matter (PM)	MT	14.90	15.72
Persistent organic pollutants (POP)	–	Nil	Nil
Volatile organic compounds (VOC)	–	Nil	Nil
Hazardous air pollutants (HAP)	–	Nil	Nil
Others-please specify	–	Nil	Nil

* The previous year's values have been revised and regrouped wherever required.

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 such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	19,805.54	26,278.98
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	97,264.19	87,268.49
Total Scope 1 and Scope 2 emissions intensity per rupee of Turnover (MTCO₂e/ ₹ Lakh) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/Rupees	0.47	0.51
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*		9.61	10.60
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MTCO₂e/ MT)		2.18	2.46
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	–	–	–

* The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 20.34 as per the 2026 update.

** The previous year's values have been revised and regrouped wherever required.

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 such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

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

Yes, the Rico Group has undertaken various initiatives to reduce Greenhouse Gas (GHG) emissions across its operations. Key initiatives include:

- Installation of 1,400 KWP solar power system at Bawal.
- Transitioned from PNG-operated to electric melting and holding furnaces by commissioning 8 electric melting furnaces and 8 electric holding furnaces at RJWL Alloy Division, 4 electric furnaces at Chennai plant, and operating 6 electric furnaces at Bawal plant contributing to improved energy efficiency and reduced GHG emissions.
- Deployment of an electric forklift to reduce diesel consumption at Bawal Plant.
- Implementation of energy conservation measures through automatic timers for lights, fans, and coolers during lunch hours.
- Tree plantation initiatives undertaken at Haridwar and Chennai Plants to enhance green cover.
- Fuel switching from LPG to PNG at Haridwar and RJWL Alloy Division, reducing transportation costs, lowering particulate matter (PM) emissions and supporting cleaner, more environmentally sustainable operations.
- Conversion of plant lighting systems to LED fixtures across facilities.

These initiatives contribute to improving energy efficiency and reducing the Group's overall GHG emissions.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Total Waste generated (in metric tonnes)		
Plastic waste (A)	88.62	101.42
E-waste (B)	0.70	0.22
Bio-medical waste (C)	–	–
Construction and demolition waste (D)	–	–
Battery waste (E)	4.60	101.53
Radioactive waste (F)	–	–

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Other Hazardous waste. Please specify, if any. (G) (Discarded Lube waste, mechanical, DG and service oils)	213.60	239.48
Other Non-hazardous waste generated (H). Please specify, if any.	4,343.54	4,715.55
Total (A+B + C + D + E + F + G + H)	4,651.06	5157.98
Waste intensity per rupee of turnover (MT/ ₹ Lakh) (Total waste generated / Revenue from operations)	0.02	0.02
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)	0.38	0.48
Waste intensity in terms of physical output (MT/ MT)	0.09	0.11
Waste intensity (optional)-the relevant metric may be selected by the entity	—	—
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3,836.85	4,771.04
(ii) Re-used	283.92	218.10
(iii) Other recovery operations	355.30	73.11
Total	4,476.06	5,062.25
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	45.26	43.95
(ii) Landfilling	129.74	51.78
(iii) Other disposal operations	—	—
Total	175.00	95.74

* The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 20.34 as per the 2026 update.

** The previous year's values have been revised and regrouped wherever required.

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 such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

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

The Rico Group has established waste management practices to ensure the responsible segregation, handling, reuse, recycling, and disposal of waste generated across its operations in compliance with applicable SPCB/CPCB regulations. The Group promotes source segregation, reuse of packaging materials, and the use of returnable plastic bins and trolleys to reduce packaging waste. Resource efficiency initiatives, including hydraulic oil and coolant filtration systems and reuse of leaked oil, help minimize hazardous waste generation and ETP sludge. The Group also ensures the safe management of hazardous substances through secondary containment systems, responsible material management, appropriate PPE, regular safety training, and engineering controls to prevent spills and ensure safe operations.

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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not applicable, as the Rico Group's plants and office locations are not located within or near ecologically sensitive zones.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Not applicable, as the Rico Group did not undertake any environmental impact assessments for projects during the current financial year.					

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 Rico Group is compliant with all the applicable environmental laws/ regulations/ guidelines in India.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable. The Rico Group did not record any instances of non-compliance with applicable environmental laws, regulations, or guidelines during the reporting period.				

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):
For each facility / plant located in areas of water stress, provide the following information:
- Name of the area: **Gurugram, Bawal, Pathredi and Chennai**
 - Nature of operations: **Manufacturing of Auto components**
 - Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Water withdrawal by source (in kilolitres)		
(i) Surface water	–	–
(ii) Ground water	1,75,484.55	1,51,180.00
(iii) Third party water	67,484.82	84,257.93
(iv) Sea water / desalinated water	–	–
(v) Others	–	–
Total volume of water withdrawal (in kilolitres)	2,42,969.37	2,35,437.93
Total volume of water consumption (in kilolitres)	2,30,743.37	2,14,181.91
Water intensity per rupee of turnover (KL/ ₹ Lakh) (Water consumed / turnover)	0.98	0.97
Water intensity (optional) Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	19.91	20.00
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	–	–
– No treatment	–	–
– With treatment – please specify level of treatment	–	–
(ii) Into Ground water	–	–
– No treatment	–	–
– With treatment – please specify level of treatment	–	–
(iii) Into Sea water	–	–
– No treatment	–	–
– With treatment – please specify level of treatment	–	–
(iv) Sent to third-parties	12,226.00	21,256.02
– No treatment	–	–

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
– With treatment – please specify level of treatment	12,226.00	21,256.02
(v) Others	–	–
– No treatment	–	–
– With treatment – please specify level of treatment	–	–
Total water discharged (in kilolitres)	12,226.00	21,256.02

* The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 20.34 as per the 2026 update.

** The previous year's values have been revised and regrouped wherever required.

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 such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	The Company has assessed its Scope 3 emissions across the majority of the applicable categories and intends to commence reporting these emissions from the next financial year.	Scope 3 emissions are not currently accounted for by the Rico Group; however, a roadmap for their identification and management is being developed and will be implemented in the near future.
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Not Applicable

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

Not applicable, as none of the Rico Group's offices or operational facilities are located within or adjacent to ecologically sensitive areas.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Establishment of ETP and STP at Hosur Plant and RJWL Pump Division	Installed Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) to enhance wastewater treatment capacity, ensure regulatory compliance, and promote water recycling and reuse across operations.	Improved wastewater management, increased water reuse, reduced freshwater consumption, and strengthened compliance with environmental regulations.
2.	Installation of Advanced Water Treatment Systems (UF, UFRO & UV)	Installed Ultra Filtration (UF), UFRO, and UV treatment systems to enhance the quality of treated wastewater from ETP and STP, enabling its safe reuse within operations.	Improved removal of suspended solids, dissolved contaminants, and pathogens, reduced chemical consumption, enhanced water quality and reuse, and strengthened compliance with environmental standards.
3.	Renewable Energy & Energy Efficiency	Installed rooftop solar panels, replaced PNG furnaces with electric furnaces, and implemented LED lighting across manufacturing facilities.	Reduced electricity consumption from conventional sources, lowered PNG consumption, and improved overall energy efficiency.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4.	Strengthening Air Emission Monitoring and Pollution Control	Installed an Online Continuous Monitoring System (OCMS) for continuous monitoring of Suspended Particulate Matter (SPM), along with wet scrubbers, an SPM analyser, and increased chimney height to 30 metres to enhance air emission control.	Improved monitoring and control of air emissions, reduced particulate emissions, enhanced dispersion of stack emissions, and strengthened compliance with applicable environmental regulations.
5.	Tree Plantation	Planted approximately 5,000 trees, including Neem, Peepal, Jamun, Ashok and Amrud, within and around manufacturing facilities.	Enhanced green cover, supported biodiversity, and improved the surrounding environmental conditions.
6.	Cleaner Fuel Utilisation	Introduced Dual Fuel (Diesel + Gas) DG Sets to reduce diesel consumption and associated emissions.	Reduced dependence on diesel and lowered emissions from power generation.
7.	Resource Efficiency in Oil Management	Implemented online hydraulic oil filtration to continuously clean hydraulic oil and reuse collected oil, thereby reducing hazardous waste generation.	Extended oil life, minimized hazardous waste generation, and improved resource efficiency.
8.	Coolant Filtration System	Installed a coolant filtration system to remove oil from coolant before it reaches the ETP.	Reduced ETP sludge generation, increased coolant life, lowered oil consumption, and improved wastewater treatment efficiency.

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

Yes, the Rico Group has established a Business Continuity Policy and an Onsite Emergency Plan to strengthen organizational resilience and preparedness for potential disruptions. These frameworks are designed to ensure the continuity of critical business operations, minimize downtime, and enable timely recovery from unforeseen events. The plans are periodically reviewed and updated to address emerging risks and align with industry best practices.

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

During the reporting period, the Rico Group did not undertake comprehensive ESG assessments of its value chain partners. However, all suppliers are required to acknowledge and comply with the Rico Group's Supplier Code of Conduct, which outlines the Company's expectations on responsible business practices. Certain Company policies also extend to applicable value chain partners. Going forward, the Rico Group is developing a structured ESG evaluation framework comprising environmental, social and governance parameters to strengthen supplier assessments and support its responsible sourcing initiatives.

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

The Rico Group is in the process of establishing a comprehensive ESG-based supplier evaluation framework. Until its implementation, suppliers are required to acknowledge and comply with the Supplier Code of Conduct, which sets out the Group's expectations for responsible business practices.

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

a.	By the listed entity	None
b.	By the top ten (in terms of value of purchases and sales, respectively) value chain partners	This information is currently unavailable, as the Rico Group has not generated or procured any Green Credits.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations:
The Company holds memberships with 5 trade and industry chambers/ associations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to;

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Confederation of Indian Industries (CII)	National
2.	Automotive Components Manufacturers' Association (ACMA)	National
3.	PHD Chamber of Commerce and Industry	National
4.	Gurgaon Chamber of Commerce and Industries (GCCCI)	State
5.	IACC (Indo-American 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 authority	Brief of the case	Corrective action taken
Not Applicable. No instances of anti-competitive conduct or adverse orders from regulatory authorities were reported during the reporting period.		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
The Rico Group contributes to industry discussions and policy recommendations concerning both sector-wide developments and its operational interests, independently and through various trade associations and industry forums.					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable, as no projects during the year required Social Impact Assessment (SIA) under applicable regulations.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable, as the Rico Group did not undertake any projects that required R&R during the reporting period.						

3. Describe the mechanisms to receive and redress grievances of the community.
The Company has established multiple channels to receive and address community grievances, including individual interactions and group meetings with beneficiaries, providing adequate opportunities for them to express their concerns.
Additionally, the Company implements various CSR initiatives focused on addressing the needs of communities surrounding its plant locations. Any complaints or concerns arising in relation to these initiatives are addressed in a timely and appropriate manner.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	38.45%	31.91%
Directly from within India	100%	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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Rural	6.98%	6.30%
Semi-Urban	3.99%	0.06%
Urban	27.02%	31.76%
Metropolitan	62.01%	61.88%

* The previous year's values have been revised and regrouped wherever required.

(Place to be categorized as per RBI classification system – rural / semi – urban / urban / metropolitan)

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable, as no projects undertaken during the reporting period required Social Impact Assessment (SIA) under applicable laws.	

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

S. No.	State	Aspirational District	Amount spent (In INR)
The Rico Group did not undertake any CSR projects in government-designated aspirational districts during the reporting financial year.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? **(Yes/No)**
Currently, the Rico Group does not have a formal preferential procurement policy for engaging suppliers belonging to marginalized or vulnerable groups.
- (b) From which marginalized /vulnerable groups do you procure?
Not Applicable
- (c) What percentage of total procurement (by value) does it constitute?
Not Applicable

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

S. No.	Intellectual property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
The Rico Group continues to invest in research and development to enhance the performance and efficiency of automotive components, including friction materials for braking systems, clutch systems, and tooling for continuous variable transmission (CVT) systems. These initiatives aim to improve product performance and durability while promoting indigenous manufacturing, reducing import dependency, and contributing to lower carbon emissions across the value chain.				

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

Name of authority	Brief of the case	Corrective action taken
Not applicable, as no adverse orders were issued in any intellectual property-related disputes involving the use of traditional knowledge.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Support education of Two children from economically weaker section, through Ramakant Munjal Foundation	2	100%
2.	Support education of one child from institute of Kiki Center for Technology	1	100%
3.	Encouraging rural sports like Wrestling by recognizing and supporting young upcoming sportsmen	Community	100%
4.	5000 Trees plantation and care and maintain to them.	Community	100%

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
5.	Sponsoring female players to participate in National and International Games.	7	100%
6.	Maintenance of School building at Jiwana Village.	Community	100%
7.	Supporting two individuals from an economically weaker section of society for medical treatment of severe disease.	2	100%
8.	Supporting Rotary Delhi Southwest Foundation & Indian Cancer Society	Community	100%
9.	Provide cataract & glaucoma surgery for old age citizens living in remote rural areas. & Develop Mobile medical van; Diagnostic, OPD & IPD Services for remote rural areas.	35	100%
10.	Rico Medi Care Clinic in Pathredi is providing free medical facilities to rural communities and access to preventive healthcare.	Community	100%

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

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
The Rico Group follows a Business-to-Business (B2B) operating model, supplying its products primarily to OEMs, and therefore has limited direct interaction with end consumers for obtaining feedback or responding to their concerns. However, as OEMs represent the Rico Group's direct customers, their feedback and satisfaction remain key indicators of the Rico Group's performance. To understand customer expectations, the Rico Group actively interacts with its clients through various communication channels. A dedicated team is responsible for ensuring a smooth customer (OEMs) experience by addressing and meeting their diverse requirements. In addition, the Rico Group has established a structured process to track complaints and grievances, enabling timely and appropriate resolution in line with internally defined service standards. This approach reflects the Rico Group's focus on continuous improvement and customer-centricity.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable, as the Rico Group follows a B2B operating model and does not directly supply its products to end consumers.
Safe and responsible usage	
Recycling and/or safe disposal	

- Number of consumer complaints in respect of the following:

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	—	Nil	Nil	—
Advertising	Nil	Nil	—	Nil	Nil	—
Cyber-security	Nil	Nil	—	Nil	Nil	—
Delivery of essential services	Nil	Nil	—	Nil	Nil	—
Restrictive Trade Practices	Nil	Nil	—	Nil	Nil	—
Unfair Trade Practices	Nil	Nil	—	Nil	Nil	—
Other (from OEMs)*	Nil	Nil	—	Nil	Nil	—

* The Company supplies its products on a B2B basis to OEMs, hence there are no complaints received directly from consumers.

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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

Yes, the Rico Group has established a framework and policy to address cybersecurity and data privacy risks, which is accessible through the Rico Group's intranet. The entity's ISMS is certified under ISO/IEC 27001:2013, and the transition to ISO/IEC 27001:2022 is currently underway, reflecting its continued focus on strengthening information security management practices.

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

Not applicable. During the reporting period, no complaints were received regarding advertising, the delivery of essential services, cybersecurity or customer data privacy. There were no occurrences of product recalls and no penalties were imposed or actions initiated by regulatory authorities in relation to the safety of the Rico Group's products or services.

7. Provide the following information relating to data breaches:

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

No instances of data breaches were recorded during the reporting period FY 2025-26.

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

No incidents involving data breaches of customers' personally identifiable information were reported during FY 2025-26.

c. Impact, if any, of the data breaches

Not applicable, as there were no reported instances of data breaches during FY 2025-26.

Leadership Indicators

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

Details regarding the Rico Group's products and services can be accessed through the Rico Group's website, www.ricoauto.in.

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

As a B2B organization primarily serving OEMs, the Rico Group has a limited role in directly providing information or awareness to end-users on the responsible and safe use of its products and/or services.

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

Not applicable, as the Rico Group does not operate in the essential services sector.

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

Not applicable, as the Rico Group primarily supplies products to OEMs for use in the production of their final goods. However, customer satisfaction remains a key focus area for the Rico Group. Feedback received through direct and indirect channels is systematically collected to identify concerns and implement corrective actions. In addition, the Rico Group's management periodically reviews and monitors customer satisfaction trends to drive continuous improvement and address customer needs effectively.