



SATIA
INDUSTRIES
LIMITED

An ISO 9001, 14001 & 45001 company
CIN : L21012PB1980PLC004329

Manufacturer of Quality Writing,
Printing & Speciality Paper
www.satiagroup.com

IS 1848



SILCS

Dated 07/09/2026

The Manager, Listing Department, BSE Limited, Phiroze Jeejeebhoy Towers Dalal Street, Mumbai-400001	The Manager Listing Department National Stock Exchange of India Ltd Exchange Plaza, Plot no. C/1, G Block, Bandra-Kurla Complex, Bandra (E)
Scrip Code: 539201	Symbol: SATIA

Dear Sir/ Madam,

Sub: Business Responsibility and Sustainability Report for the financial year ended March 31, 2026

Dear Sir/ Madam,

In terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report of the Company for the financial year ended March 31, 2026, which also forms part of the Annual Report of the Company for the financial year 2025-26.

This is for your reference and records.

Yours faithfully,
For Satia Industries Limited


(Rakesh Kumar Dhuria)
Company Secretary

ANNEXURE-III**Business Responsibility and Sustainability Reporting (BRSR)****SECTION A: GENERAL DISCLOSURES****Part I – Details of the Listed Entity**

S. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L21012PB1980PLC004329
2.	Name of the Listed Entity	Satia Industries Limited
3.	Year of Incorporation	Date of Incorporation – 26/11/1980
4.	Registered Office Address	Village Rupana, Malout-Muktsar Road, Muktsar, Punjab - 152032
5.	Corporate Office Address	Village Rupana, Malout-Muktsar Road, Muktsar, Punjab - 152032
6.	E-mail	satiapaper@satiagroup.com
7.	Telephone	01633-262001,262215, 263585
8.	Website	www.satiagroup.com
9.	Financial year for which reporting is being done	1 April 2025 to 31 March 2026
10.	Name of the Stock Exchange(s) where shares are listed	1). BSE Limited 2). National Stock Exchange of India Limited
11.	Paid-up Capital	10 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	Name - Mr. Rakesh Kumar Dhuria (Company Secretary) <u>Contact Details:</u> Telephone - 01633-262001,262215, 263585 Email ID- satia.secretarial@satiagroup.com
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).	Satia Industries Limited is reporting on standalone basis.
14.	Name of assessment or assurance provider	No assessment or assurance taken for the reporting year
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	% of Turnover of the Entity
1.	Paper division	Manufacturing of writing and printing paper	99.58%

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

S. No.	Product/Service	NIC Code	% Of Total Turnover Contributed
1.	Manufacturing of writing and printing paper	1701	99.58%

Satia Industries Limited ("SIL") is an integrated wood and agro-based paper manufacturer engaged in the production of writing and printing paper products using agricultural residues and wood-based raw materials.

The Company also manufactures copier paper, maplitho paper, cup stock paper, and other writing and printing paper. Backed by its integrated manufacturing facilities and the sustainable use of agricultural residues and wood-based raw materials, Satia Industries delivers high-quality paper products while promoting resource-efficient and environmentally responsible manufacturing.

II. 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	1	4	5
International	0	0	0

19. Market served by the entity:**a. No. of Locations**

Locations	Number
National (States and Union Territories)	20
International (No. of Countries)	5

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

Exports contributed 6.38% of the total turnover of the Company during FY 2025–26. Satia Industries Limited caters to both domestic and international markets through its portfolio of writing and printing paper, reinforcing its market presence and supporting sustainable business growth.

c. A brief on types of customers

Satia Industries Limited serves a diversified customer base across domestic and international markets, including:

- **Educational Institutions** – Supplying paper products for books, notebooks, educational materials and stationery applications.
- **Publishers and Printing Houses** – Catering to commercial printing, books, calendars, directories, annual reports and other printing requirements.
- **Corporate Organizations** – Serving office stationery, copier paper and documentation needs.
- **Government Agencies and Institutions** – Supplying paper products for administrative and official usage.
- **Export Customers** – Serving international markets through quality writing, printing and sustainable paper products.
- **Food Service Industry** – Catering through cup stock paper and virgin fibre-based paper cups.

III. 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)	672	657	97.77%	15	2.23%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Employees (D+E)	672	657	97.77%	15	2.23%
WORKERS						
4	Permanent (F)	1,952	1,949	99.85%	3	0.15%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total Workers (F+ G)	1,952	1,949	99.85%	3	0.15%

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)	2	2	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Differently abled Employees (D+E)	2	2	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	4	4	100%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total differently abled Workers (F+ G)	4	4	100%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	1	9.09%
Key Management Personnel (other than BOD)	2	0	0%

22. Turnover rate for permanent employees and workers (Disclose trend for the past 3 years)

	FY 2025-2026 (Turnover rate in Current FY)			FY 2024-2025 (Turnover rate in previous FY)			FY2023-2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.50%	27.59%	15.75%	15.07%	52.94%	16.06%	14.68%	0%	14.67%
Permanent Workers	9.24%	0%	9.23%	12.41%	0%	12.39%	11.05%	0%	11.03%

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

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

Not applicable since the Company doesn't have any holding/subsidiary/associate companies/joint ventures.

V. CSR Details

24. Whether CSR is applicable as per section 135 of Companies Act,2013: (Yes/No)- Yes

Particulars	Amount in Lakhs
Turnover	1,45,191.13
Net worth	1,08,801.92

VI. 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 2025-2026			FY 2024-2025		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Company has established stakeholder engagement and grievance redressal mechanisms supported through its policies and management processes for addressing community concerns and feedback. Relevant policies are available on the Company website.	0	0	-	0	0	-

Investors (Others than Shareholders)	Yes, investor concerns are addressed through established communication channels and compliance mechanisms under applicable regulatory requirements and internal governance practices.	0	0	0	0	0	-
Shareholders	Yes, the Company has constituted a Stakeholder Relationship Committee for redressal of shareholder grievances in accordance	2	0	0	0	0	-
	with SEBI (Listing Obligations and Disclosure Requirements) Regulations, supported by dedicated investor communication mechanisms.						

Employees and Workers	Yes, the Company has employee grievance mechanisms supported through HR processes, Code of Conduct, Whistle Blower framework and workplace policies for addressing employee and worker concerns.	0	0	-	0	0	-
Customers	Yes, customer complaints and feedback are managed through defined customer support and complaint handling processes to ensure timely resolution and continuous service improvement.	12	0	All Complaints Resolved	32	0	All Complaints Resolved
Value Chain Partners	Yes, the Company maintains communication and grievance channels for suppliers, contractors and other value chain partners for addressing operational	0	0	-	0	0	-

	and business-related concerns.						
Other (anonymous email/letters)	Yes, the Company has mechanisms including whistle blower and reporting channels to address concerns received through anonymous communications, wherever applicable.	0	0	-	0	0	-

Relevant policies are available on the Company website at: <https://www.satiagroup.com/companys-policy/>

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

S. No.	Material Issue Identified	Risk / Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	Approach to Adapt / Mitigate	Financial Implications (Positive / Negative)
1	Energy Management and Renewable Energy Usage	Opportunity	Energy consumption forms an important component of paper manufacturing operations. Improving energy efficiency and use of alternate energy sources may support operational performance.	The Company focuses on energy efficiency initiatives and utilization of biomass and other energy sources, wherever applicable.	Positive: Potential improvement in energy efficiency and optimization of operating costs.
2	Raw Material Availability and Fibre Sourcing	Risk	Availability of wood and agro-based raw materials is important for uninterrupted manufacturing operations and may be influenced by supply conditions and market factors.	The Company sources wood and agricultural residues and maintains relationships with suppliers and farming communities for raw material availability.	Positive: Improved supply stability and operational support. Negative: Variations in sourcing costs and availability.
3	Climate and Energy Related Considerations	Risk / Opportunity	Changes in environmental expectations and energy management requirements may influence operational practices and reporting requirements.	The Company continues monitoring energy usage and implementing resource efficiency initiatives across operations.	Positive: Improvement in operational efficiency. Negative: Additional monitoring and implementation costs, where applicable.
4	Resource Efficiency and Use of Agricultural Residues	Opportunity	Utilization of agricultural residues supports efficient use of resources and contributes towards circular utilization practices.	The Company utilizes agricultural residues such as wheat straw and sarkanda in manufacturing operations.	Positive: Better utilization of raw materials and operational efficiency.

5	Sustainable Product Development	Opportunity	Growing preference for paper-based products may create opportunities for product diversification and sustainable alternatives.	The Company manufactures cup stock paper and virgin fibre-based paper cups, strengthening its portfolio of value-added paper products.	Positive: Potential business diversification and market opportunities.
6	Waste Management	Risk / Opportunity	Manufacturing activities generate waste streams requiring appropriate handling, utilization and disposal practices.	The Company follows waste management practices including segregation, utilization and disposal through authorized channels, wherever applicable.	Positive: Improved resource utilization. Negative: Waste handling and disposal costs.
7	Occupational Health and Safety	Risk	Paper manufacturing operations involve machinery, utilities and process activities requiring safety management measures.	The Company implements workplace safety measures, employee awareness programmes and monitoring practices.	Positive: Improved employee safety and operational stability.
8	Supply Chain and Vendor Management	Risk	Dependence on suppliers and logistics networks may impact continuity of raw material procurement and operations.	The Company maintains supplier relationships and procurement mechanisms to support business operations.	Positive: Better supply coordination. Negative: Potential impact from supply disruptions.
9	Regulatory Compliance and Governance	Risk	Manufacturing entities operate under multiple regulatory requirements relating to environment, labour and governance matters.	The Company maintains compliance monitoring processes and governance mechanisms to support regulatory adherence.	Positive: Reduced compliance risk and strengthened governance practices.

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.satiagroup.com/companys-policy/								
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)	The Company promotes responsible business practices across its value chain and encourages suppliers, distributors and other business partners to align with applicable ethical, environmental and governance expectations, wherever relevant. Satia Industries Limited continues to strengthen stakeholder engagement and sustainable business practices across its value chain ecosystem.								
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Satia Industries Limited's manufacturing operations are supported by established Environment, Health & Safety (EHS), quality and environmental management systems aligned with internationally recognized standards. The Company has adopted certifications including ISO 9001: Quality Management System, ISO 14001: Environmental Management System and ISO 45001: Occupational Health & Safety Management System, supporting operational efficiency, product quality, environmental management and workplace safety practices across its operations.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Satia Industries Limited ("SIL") remains committed to integrating Environmental, Social and Governance (ESG) principles into its business strategy and operations, recognising sustainability as a key driver of long-term value creation and responsible growth. The Company continues to enhance resource efficiency through the use of agricultural residues, cleaner fuels, energy-efficient technologies, and water conservation initiatives, while fostering employee well-being, occupational health and safety, community development, and responsible sourcing practices. Backed by a strong governance framework founded on ethical business conduct, transparency, regulatory compliance, and stakeholder engagement, SIL continues to strengthen its commitment to sustainable and responsible business practices.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company continued to make progress towards its ESG commitments during FY 2025–26 through ongoing implementation of resource efficiency initiatives, utilization of agricultural residues, energy management measures, water conservation practices, sustainable product development and strengthening of governance mechanisms. Progress was also supported through continued focus on employee well-being, occupational health & safety and stakeholder engagement initiatives. The Company periodically reviews its ESG priorities and implementation approach through internal monitoring processes to support achievement of its long-term sustainability objectives, including alignment with climate-related ambitions and responsible business practices. No material deviations from the ongoing commitments were identified during the reporting period.								

Governance, Leadership and Oversight

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

Please refer “Chairman cum Managing director” Message on Page 06 of the Annual Report FY 2025-26

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy.

Particulars	Details
Name	Mr. Rajinder Kumar Bhandari
Designation	Joint Managing Director (DIN:00732588)
Email ID	Rkb@satiagroup.com

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

The CSR Committee oversees the implementation of CSR initiatives and monitors activities to ensure alignment with the Company’s sustainability objectives and social commitments. The composition of the Committee is as follows:

S.No.	Name	Designation
1	Sh. Ashok Kumar Gupta	Chairman (Independent Director)
2	Sh. R.K. Bhandari	Joint Managing Director
3	Sh. Chirag Satia	Executive Director

Further, the Company has designated teams and functional representatives to oversee sustainability-related matters and support management of environmental, social and governance responsibilities across operations, reinforcing its commitment towards responsible business practices and sustainable growth.

10. Details of Review of NGRBCs by The Company:

Subjects 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 performance of policies and related actions is reviewed through internal monitoring and management review processes.									Quarterly review and ongoing monitoring, wherever applicable								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Compliance with applicable statutory requirements is monitored through internal control and compliance mechanisms. Corrective actions are taken, wherever required, and policies are updated as necessary.									Compliance review conducted on a quarterly basis and policies reviewed / updated as and when required								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	No. The Company has not carried out any independent assessment or evaluation of the working of its policies by an external agency during FY 2025–26. However, periodic reviews are undertaken through internal control and monitoring mechanisms to assess compliance with policies and applicable regulatory requirements.								

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)	N/A								
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

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

Overview / Objective - This principle reflects the Company's commitment to upholding strong ethical values, transparency, and accountability across all its operations and stakeholder interactions. By fostering a culture of integrity and implementing robust governance mechanisms, the Company demonstrates a good faith effort to prevent unethical or unlawful conduct, thereby mitigating potential financial and reputational risks associated with regulatory non-compliance. This approach is aligned with SDG 16 – Peace, Justice and Strong Institutions, reinforcing the Company's commitment to responsible and ethical business practices.

ESSENTIAL INDICATORS- IMPORTANCE TO INVESTORS:



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

Segment	Total Number of training and awareness programs held	Topics / principles covered under the training and its impact	% of person in respective category covered by the awareness programs
Board of Directors	4	1. ESG and sustainability developments 2. Corporate Governance practices 3. Business Responsibility & Sustainability Reporting (BRSR) requirements 4. Climate-related developments and environmental responsibilities 5. Companies Act, 2013 and applicable rules 6. SEBI Regulations and compliance updates 7. Risk management and ethical business practices	100%
Key Managerial Personnel			
Employees other than BOD and KMPs	54	1. Occupational Health & Safety (OHS) 2. Energy efficiency and resource conservation 3. Waste management and segregation practices 4. Environmental awareness and pollution prevention measures 5. Water conservation initiatives 6. Anti-corruption and anti-bribery practices 7. Prevention of Sexual Harassment (POSH) 8. Code of Conduct and ethical workplace practices	>95%

Workers	67	1. Workplace health and safety practices 2. Energy conservation and efficient use of resources 3. Waste handling, segregation and disposal practices 4. Environmental awareness and pollution control measures 5. Emergency preparedness and response measures 6. Anti-corruption and ethical conduct awareness 7. Prevention of Sexual Harassment (POSH) 8. Safe operating practices and responsible workplace behavior	>95%
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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):

No monetary penalties, fines, settlements or compounding fees were imposed on the Company or its Directors/KMPs by any regulatory, law enforcement or judicial authority during FY 2025-26. No non-monetary actions (imprisonment/punishment) were levied.

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	-	-	-	-	-
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	-	-	-		-
Punishment	-	-	-		-

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

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

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.

The Company follows a zero-tolerance approach towards corruption, bribery and unethical business practices and is committed to conducting its operations with integrity, transparency and accountability. The policy provides guidance to directors, senior management, employees and associated persons to ensure compliance with applicable anti-bribery laws and ethical business standards. It applies across all levels of the organization including Board members, employees, consultants, contractors, interns, agency staff and other individuals acting on behalf of the Company. Through this framework, Satia Industries Limited aims to promote responsible business conduct, strengthen stakeholder trust and support fair and ethical practices across its business ecosystem.

Refer the Code of Conduct available on the Company website for details relating to anti-bribery and ethical business practices - <https://www.satiagroup.com/companys-policy/>

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

No cases of disciplinary action relating to bribery or corruption were reported against any Director, Key Managerial Personnel (KMP), employee or worker by any law enforcement agency during FY 2025–26. The Company continues to promote ethical business conduct and compliance with its anti-corruption and anti-bribery framework.

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

No complaints relating to conflict-of-interest involving Directors, Key Managerial Personnel (KMPs) or employees were reported or pending during FY 2025–26. The Company continues to follow its governance framework, Code of Conduct and ethical business practices to manage and mitigate potential conflict of interest situations.

	FY 2025-2026 (Current Financial Year)		FY 2024-2025 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints related to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints related to issues of Conflict of Interest of the KMPs	-	-	-	-

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

Not applicable, as the Company has not undergone any such instances.

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

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Number of days of accounts payables	15	20

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 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	34.11%	37.28%
	b. Number of trading houses where purchases are made from	362	232
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	38.05%	48.63%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	41.44%	43.92%
	b. Number of dealers / distributors to whom sales are made	105	99
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	48.32%	53.26%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.10%	0.23%
	b. Sales (Sales to related parties / Total Sales)	1.50%	1.03%
	c. Investments (Investments in related parties / Total Investments made)	-	-
	d. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

Total number of awareness program held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness program
No formal awareness programmes were conducted for value chain partners during FY 2025–26. However, the Company communicates applicable business requirements and expects suppliers, contractors and other value chain partners to adhere to relevant legal, ethical and operational requirements, wherever applicable.		

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

Yes. The Company has established processes and governance mechanisms to identify and manage conflict of interest involving members of the Board. Directors provide disclosures of interests in accordance with applicable regulatory requirements and the Company's Code of Conduct, including periodic updates, wherever required. In case of any potential conflict of interest, the concerned Director refrains from participating in the relevant discussions and decision-making process, as applicable. The Company also obtains necessary declarations and confirmations from senior management personnel to support ethical business conduct and transparent governance practices.

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

Overview / Objective: This principle focuses on promoting the provision of goods and services in a manner that is both sustainable and safe. It emphasizes the importance of supporting local suppliers, particularly those from vulnerable or marginalized groups, and critically evaluating procurement practices. This includes assessing aspects such as supplier lead times and negotiated purchasing prices, which could potentially lead to negative environmental or supply chain impacts. By aligning with various Sustainable Development Goals (SDGs), it highlights the organization's role in contributing to global sustainability objectives, such as ensuring access to clean energy, promoting decent work, reducing inequalities, and taking action on climate change, among others.



ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)	Details of Improvements in Environmental and social impacts
R&D	-	-	-
Capex	3.8%	15.44%	The Company enhanced its environmental performance by upgrading its wastewater treatment system with a high-capacity aeration tank, clarifier, and turbo blower, resulting in improved treatment efficiency. The Company also implemented sludge drying technology to enable the reuse of secondary sludge as an alternative fuel, thereby reducing biomass consumption, minimizing waste generation, and promoting circular resource utilization.

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

Yes. Satia Industries Limited considers environmental, social and operational aspects while sourcing key raw materials and engages with suppliers and farming communities for procurement of wood and agricultural residues. The Company promotes responsible sourcing practices and encourages suppliers to adhere to applicable legal, environmental and safety requirements, wherever relevant.

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

The Company continues to utilize agricultural residues and responsibly sourced raw materials as part of its manufacturing process. Most of the raw materials used in operations are procured from suppliers that comply with applicable environmental and labour requirements. To further reduce its environmental footprint, particularly emissions arising from transportation, the Company sources a majority of its raw materials from suppliers located close to its manufacturing facilities.

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.

Satia Industries Limited follows responsible waste management and resource efficiency practices across its operations in line with applicable environmental requirements. Considering the nature of its products and manufacturing processes, the Company emphasizes proper handling, recycling and environmentally responsible disposal mechanisms for different waste streams, wherever applicable.

(a) Plastics (including packaging)

- The Company primarily manufactures writing & printing paper, and sustainable paper-based products, which generally do not require specific end-of-life product reclamation mechanisms.
- Plastic waste generation from products remains limited considering the nature of operations and product portfolio.

(b) E-waste

- E-waste generated from operational activities is disposed of through authorized vendors in accordance with applicable regulatory requirements.

(c) Hazardous Waste

- Hazardous waste generated, wherever applicable, is managed through approved handling, storage and disposal practices.
- Such waste is handed over to authorized recyclers/agencies for further utilization or disposal.

(d) Other Waste

- The Company follows waste segregation, handling and disposal practices through appropriate channels, wherever applicable.
- Resource efficiency and waste utilization continue to remain important focus areas across operations.

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

No. Extended Producer Responsibility (EPR) requirements are presently not applicable to the Company's core activities considering the nature of products and operations. However, the Company continues to follow responsible waste management practices and ensures disposal of applicable waste streams through authorized channels in accordance with environmental requirements.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent External agency (Yes/No)	Results communicated In public domain (Yes/No) If yes, provide the web-link.
No formal Life Cycle Assessment (LCA) has been conducted for products in FY 2025-26.					

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
Nil		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
NA		

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 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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
Considering the nature of products manufactured by Satia Industries Limited, the Company does not presently have a formal product take-back or reclamation mechanism for products sold and related packaging materials. Accordingly, the same is currently not applicable.	

PRINCIPLE 3 Business should respect and promote the well-being of all employees, including those in their values chains.

Objective - This principle emphasizes the importance of creating a work environment that prioritizes the well-being of all employees and value chain partners, fostering an inclusive and non-discriminatory culture. It recognizes that employee well-being extends to their families, highlighting the importance of a positive work environment, fair treatment, and equitable opportunities for all. By promoting policies and practices that support health, safety, education, and economic growth, businesses contribute to the overall well-being of their workforce. This principle aligns with several SDGs: Goal 1 (No Poverty), Goal 2 (Zero Hunger), Goal 3 (Good Health and Well-being), Goal 4 (Quality Education), Goal 5 (Gender Equality), Goal 8 (Decent Work and Economic Growth), Goal 10 (Reduced Inequality), Goal 11 (Sustainable Cities and Communities), and Goal 16 (Peace, Justice, and Strong Institutions). These goals underscore the business's role in fostering inclusive and sustainable development within its workforce and beyond.



ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	657	657	100%	657	100%	0	100%	0	0%	657	100%
Female	15	15	100%	15	100%	15	100%	0	0%	15	100%
Total	672	672	100%	672	100%	15	100%	0	0%	672	100%
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	1,949	1,949	100%	1,949	100%	0	0%	0	0%	1,949	100%
Female	3	3	100%	3	100%	3	100%	0	0%	3	100%
Total	1,952	1,952	100%	1,952	100%	3	100%	0	0%	1,952	100%
Other than Permanent Workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the Company*	0.19%	0.19%

*The percentage mentioned above has been calculated from calculations that specifically encompass expenditures on Insurance Policies and Premium Paid. Salary expenses have been excluded from these calculations.

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

Benefits	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (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	91%	97%	Yes	91%	98%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	26%	63%	Yes	28%	70%	Yes
Labour welfare fund	42%	99%	Yes	72%	30%	Yes

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. Satia Industries Limited is committed to fostering an inclusive, equitable and accessible workplace environment and strives to provide equal opportunities for all employees and workers. The Company endeavours to ensure that its premises and facilities remain accessible and supportive for differently abled persons, in line with the applicable requirements of the Rights of Persons with Disabilities Act, 2016, wherever applicable. SIL continues to promote a workplace culture based on diversity, inclusion, dignity and equal participation for all.

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. Satia Industries Limited has an Equal Opportunity Policy in line with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company is committed to providing fair and equal opportunities to employees and prospective candidates and promotes an inclusive workplace free from discrimination. The Company follows a zero-tolerance approach towards discrimination and supports equal participation irrespective of disability, while fostering diversity, inclusion and equal access across the workplace.

The policy can be accessed through the following link: <https://www.satiagroup.com/companys-policy/>

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

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

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Satia Industries Limited is committed to maintaining a workplace environment founded on fairness, respect, transparency and employee well-being. The Company has established grievance redressal mechanisms for employees and workers to provide a safe, confidential and accessible platform for raising workplace concerns and seeking timely resolution. Employees and workers are encouraged to communicate concerns through designated reporting channels and escalation mechanisms, wherever required.

Further, the Company has implemented a Whistleblower Policy to facilitate reporting of unethical practices, misconduct, regulatory concerns or violations, while ensuring confidentiality and protection against retaliation. Through these mechanisms, the Company continues to promote employee welfare, ethical conduct, equal treatment and a positive workplace culture.

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or union. (B)	% (B/A)	Total employees/Workers in respective category (C)	No. of employees /Workers in respective category, who are part of association(s) or Union (D)	% (D/C)

Total Permanent Employees	672	0	0%	648	0	0%
Male	657	0	0%	634	0	0%
Female	15	0	0%	14	0	0%
Total Permanent Workers	1,952	0	0%	1,991	0	0%
Male	1,949	0	0%	1,988	0	0%
Female	3	0	0%	3	0	0%

8. Details of training given to employees and workers:

Category	FY 2025-2026 (Current Financial Year)					FY 2024-2025 (Previous Financial Year)				
	Total (A)	On Health and Safety		On Skill Upgradation		Total (D)	On Health and Safety		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	657	657	100%	0	0%	634	634	100%	6	0.95%
Female	15	15	100%	0	0%	14	14	100%	0	0%
Total	672	672	100%	0	0%	648	648	100%	6	0.95%
Workers										
Male	1,949	1,949	100%	0	0%	1,988	1,988	100%	21	1.06%
Female	3	3	100%	0	0%	3	3	100%	0	0%
Total	1,952	1,952	100%	0	0%	1,991	1,991	100%	21	1.06%

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Total (A)	No. (B)	% (B /A)	Total(C)	No.(D)	% (D/C)
Employees						
Male	657	657	100%	634	634	100%
Female	15	15	100%	14	14	100%
Total	672	672	100%	648	648	100%
Workers (Permanent Workers only)						
Male	1,949	1,949	100%	1,988	1,988	100%
Female	3	3	100%	3	3	100%
Total	1,952	1,952	100%	1,991	1,991	100%

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 a system?

Yes. Satia Industries Limited has implemented an Occupational Health and Safety Management System certified under ISO 45001:2018, covering employees as well as contractual workers across operations. The Company remains committed to providing a safe and healthy workplace through structured safety management practices, dedicated safety committees, emergency preparedness measures and continuous monitoring mechanisms. On-site and Off-site Emergency Response Plans are established to strengthen preparedness and ensure timely

response during emergency situations. Through regular training, awareness programmes and safety interventions, the Company promotes a proactive safety culture and shared responsibility towards workplace well-being.

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

The Company follows a structured approach for identification and assessment of workplace hazards and operational risks through periodic inspections, safety audits, risk assessments and monitoring processes across manufacturing operations. Dedicated safety personnel and committees oversee implementation of safety practices, while process-specific assessments are undertaken for areas involving machinery, utilities, chemicals and higher-risk activities. The framework includes identification of hazards, evaluation of risks, implementation of mitigation measures and periodic review to strengthen workplace safety and operational continuity. Awareness programmes and competency development initiatives further support safe working practices across operations.

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

Yes. The Company encourages employees and workers to actively participate in maintaining a safe workplace by reporting unsafe conditions, near-miss incidents, hazards and work-related concerns through established reporting mechanisms. Reported matters are reviewed by designated safety teams and corrective actions are undertaken, wherever required. Safety briefings, training programmes and awareness initiatives are regularly conducted to improve risk identification and promote safe behaviour. The Company remains committed to fostering a workplace culture where safety concerns can be raised openly and addressed in a timely manner.

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

Yes. Satia Industries Limited is committed to supporting the health and well-being of its employees and workers beyond occupational requirements. The Company provides access to medical and healthcare support services, health awareness initiatives and wellness-related assistance, wherever applicable, to promote employee welfare and overall well-being. Through these efforts, the Company continues to strengthen a people-centric workplace environment focused on health, care and long-term employee welfare.

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

Safety Incident / Number	Category	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.6
	Workers	0.9	0.2
Total recordable work-related injuries	Employees	0	1
	Workers	5	1
No. of Fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Regular safety training sessions are conducted by the Safety Supervisors and Safety Officers across various departments to promote awareness and ensure adherence to safe working practices. In the event of any accident or incident within the factory premises, a detailed investigation is carried out to determine the cause and identify preventive measures. The observations and learnings from such investigations are subsequently reviewed in Safety Committee meetings to facilitate continuous improvement and minimise the likelihood of similar occurrences in the future.

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

	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Condition	100%

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

The Company follows a proactive approach towards health and safety management through periodic internal reviews, safety inspections and audits at both operational and corporate levels to monitor compliance with established safety practices and workplace conditions. During FY 2025–26, no significant safety-related incidents or material concerns requiring major corrective actions were reported. However, continuous monitoring, preventive measures, awareness programmes and improvement initiatives remain integral to the Company's approach towards maintaining a safe and healthy workplace environment.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

1. 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).

Employees – Yes

Workers – Yes

Satia Industries Limited remains committed to the welfare and well-being of its workforce and ensures compliance with applicable statutory requirements and employee benefit obligations. In the unfortunate event of death of an employee or worker, the Company extends support through applicable statutory benefits and compensation mechanisms, wherever eligible, and may provide additional assistance based on circumstances, reflecting its people-centric approach and commitment towards employee welfare.

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

The Company has established compliance mechanisms to monitor adherence to applicable statutory requirements by contractors and value chain partners. Agreements and engagement terms include compliance expectations relating to statutory dues such as PF, ESI, GST, TDS and other applicable obligations. Compliance is monitored through periodic reviews, document verification processes and internal monitoring mechanisms, wherever applicable, to support responsible business practices and regulatory compliance across the value chain.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities:

	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 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

The Company provides support mechanisms to employees approaching retirement or separation, wherever applicable, to facilitate smooth transition and continued employability. These initiatives are aimed at supporting employee well-being, responsible workforce management and maintaining a respectful and inclusive approach towards career transitions and employment lifecycle management.

5. Details on assessment of value chain partners (Supply chain partners):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices Working Conditions	The Company expects value chain partners to comply with applicable health & safety requirements, maintain appropriate working conditions and adhere to relevant labour and regulatory requirements, wherever applicable.

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

Overview / Objective: This principle emphasizes the importance of engaging with a diverse range of stakeholders, ensuring their interests are respected and responded to. By proactively engaging with stakeholders, an organization can identify both positive and negative impacts it may have, allowing for better-informed decision-making and fostering stronger relationships. These engagements help the organization align its business practices with societal expectations, ultimately contributing to sustainable growth. This principle is closely aligned with several Sustainable Development Goals (SDGs), including Goal 1: No Poverty, Goal 5: Gender Equality, Goal 11: Sustainable Cities and Communities, and Goal 16: Peace, Justice, and Strong Institutions, promoting a more inclusive and equitable business approach.



ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

The Company identifies its key stakeholders based on the nature of engagement, degree of influence on business operations, contribution towards value creation and potential impact arising from the Company's activities. Stakeholders are broadly classified into internal and external categories to enable focused engagement and effective response mechanisms.

Internal Stakeholders

- Employees and Workers
- Board of Directors and Key Managerial Personnel (KMPs)
- Senior Management Personnel
- Shareholders and Investors

External Stakeholders

- Customers
- Suppliers, Contractors and Value Chain Partners
- Lenders and Financial Institutions
- Government Bodies and Regulatory Authorities
- Local Communities and CSR Beneficiaries
- Industry Bodies and Trade Associations
- Media and Other Business Associates

The Company engages with these stakeholder groups through structured communication channels, operational interactions, consultations, reviews and feedback mechanisms to understand expectations, support informed decision-making and strengthen responsible business practices.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement including Key Topics and Concerns Raised
Shareholders and Investors	No	Annual Reports, Quarterly Results, Investor Presentations, AGM, Stock Exchange Filings, Corporate Website, Investor Meetings, Emails and Press Releases	As and when required	Engagement on financial and operational performance, business strategy, governance practices, sustainability initiatives, risk management and long-term value creation.
Media	No	Press Releases, Corporate Announcements, Annual Reports, Media Interactions and Public Communications	As and when required	Communication of business performance, sustainability initiatives, achievements, awards, corporate developments and responsible business practices.

Customers	No	Business Meetings, Customer Interactions, Feedback Mechanisms, Emails and Operational Discussions	As and when required	Product quality, customer satisfaction, delivery schedules, product innovation, sustainable products, service expectations and market requirements.
Government and Regulatory Authorities	No	Written Communications, Regulatory Filings, Meetings and Official Correspondence	As and when required	Regulatory compliance, statutory approvals, environmental permissions, policy updates and adherence to applicable legal requirements.
Employees and Workers	No	Internal Circulars, Meetings, Training Programmes, Welfare Initiatives, Employee Engagement Platforms and Awareness Sessions	As and when required	Employee welfare, workplace safety, skill development, career progression, training, engagement, diversity and well-being.
Suppliers, Contractors and Value Chain Partners	No	Supplier Meetings, Business Interactions, Operational Reviews and Communication Platforms	As and when required	Raw material availability, supply continuity, quality expectations, responsible sourcing practices, operational coordination and compliance requirements.
Local Communities and CSR Beneficiaries	No	CSR Programmes, Community Meetings, Awareness Initiatives and Stakeholder Interactions	As and when required	Community development, health and well-being, education support, environmental initiatives and social welfare activities.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

The Company follows a structured stakeholder engagement approach wherein inputs received from employees, investors, customers, suppliers, regulators, communities and other stakeholders are captured through meetings, reviews, feedback mechanisms and operational interactions. Matters relating to economic, environmental and social topics are reviewed by management and relevant functional teams and are communicated to Senior Management and appropriate Board Committees, including CSR and sustainability-related oversight mechanisms,

wherever applicable. This process supports informed decision-making and integration of stakeholder expectations into business operations and sustainability initiatives.

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. Stakeholder consultations support identification and management of environmental and social topics relevant to the Company's operations. Inputs received from stakeholders are considered while undertaking initiatives relating to resource efficiency, workplace health & safety, employee welfare, community development, responsible sourcing, environmental management and sustainability practices. Feedback obtained through regular interactions assists the Company in strengthening operational practices and supporting continuous improvement initiatives.

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

The Company has not identified any specific vulnerable or marginalized stakeholder groups requiring separate engagement during FY 2025–26. However, community development and CSR initiatives continue to support social welfare, community well-being and inclusive development activities in the areas surrounding its operations, wherever applicable.

PRINCIPLE 5 - Businesses should respect and promote human rights.

Overview / Objective: This principle reflects company's commitment to embedding human rights values at the core of everything we do. We are dedicated to ensuring that every individual within our operations and supply chains is treated with dignity and respect. We strive to integrate human rights principles into our everyday practices, ensuring fairness and responsibility across all aspects of our business. By upholding these values, we aim to contribute to a more inclusive and just society. This principle also aligns with several Sustainable Development Goals (SDGs), such as Goal 1: No Poverty, Goal 4: Quality Education, Goal 5: Gender Equality, Goal 8: Decent Work and Economic Growth, Goal 10: Reduced Inequality, and Goal 16: Peace, Justice, and Strong Institutions. Through these goals, we reaffirm our commitment to building a better future for all.



ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Total (A)	No. (B)	% (B /A)	Total (C)	No. (D)	% (D/C)
Employees						
Permanent	672	672	100%	648	648	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	672	672	100%	648	648	100%

Workers						
Permanent	1,952	1,952	100%	1,991	1,991	100%
Other than permanent	0	0	0%	0	0	0%
Total Workers	1,952	1,952	100%	1,991	1,991	100%

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

Category	FY 2025-2026 (Current Financial Year)					FY 2024-2025 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than minimum Wage		Total (D)	Equal to Minimum wages		More than minimum wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	672	71	10.57%	601	89.43%	648	66	10.19%	582	89.81%
Male	657	70	10.65%	587	89.35%	634	65	10.25	569	89.75
Female	15	1	6.67%	14	93.33%	14	1	7.14	13	92.86
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	1,952	645	33.04%	1,307	66.96%	1,991	711	35.71%	1,280	64.29%
Male	1,949	645	33.09%	1,304	66.91%	1,988	711	35.76%	1,277	64.24
Female	3	0	0%	3	100%	3	0	0%	3	100%
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

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

	Male		Female	
	Number	Median remuneration/ Salary/Wages of respective category	Number	Median remuneration / Salary/Wages of respective category
Board of Directors (BOD)- Executive Directors (ED)	4	3,90,00,000	0	0
Key Managerial Personnel	2	29,51,700	0	0
Employees other than BOD and KMP	651	4,61,212	15	6,73,335
Workers	1,949	2,23,320	3	2,66,526

*Only executive directors are included in the median remuneration calculation of directors.

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

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Gross wages paid to females as % of total wages	1.19%	1.37%

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. Human rights related matters are overseen through designated functional teams, including the Human Resource Department and grievance redressal mechanisms, supported by management oversight, wherever applicable.

The Company has established frameworks relating to employee welfare, grievance handling, prevention of discrimination and harassment, workplace safety and ethical conduct. These mechanisms support fair labour practices, protection against child and forced labour, equal opportunity and compliance with applicable labour requirements. Periodic reviews and internal monitoring processes further support the Company's commitment towards maintaining a safe, inclusive and rights-conscious workplace environment.

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

The Company has established internal grievance redressal mechanisms to address concerns relating to human rights, workplace practices and employee welfare in a fair, transparent and confidential manner. Employees and workers may raise concerns through reporting channels, management interactions and grievance handling processes, with escalation mechanisms available, wherever required.

Further, the Company has implemented a Whistleblower Policy to facilitate reporting of unethical conduct, discrimination, harassment, regulatory concerns or violations of applicable laws. Reported matters are reviewed through appropriate mechanisms while maintaining confidentiality and protection against retaliation. These processes support the Company's commitment towards ethical conduct, employee well-being and protection of human rights across its operations.

These measures collectively reinforce the Company's unwavering commitment to integrity, transparency, and responsible business conduct at all levels of its operations.

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

	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (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	-	-	-	-	-	-
Discrimination at workplaces	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

The Company has established mechanisms to ensure that employees and workers can raise concerns relating to discrimination, harassment, unethical conduct or workplace grievances without fear of retaliation. The Whistleblower Policy, grievance redressal mechanisms and applicable workplace policies support confidential reporting and fair investigation of concerns. Further, committees for protection against workplace harassment have been constituted, wherever applicable, to address complaints, undertake necessary actions and promote a safe, respectful and inclusive workplace environment. The Company follows a zero-tolerance approach towards discrimination, harassment and retaliatory actions.

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

The Company does not currently incorporate specific human rights clauses within all business agreements and contracts. However, it promotes responsible business conduct and expects suppliers, contractors and business partners to comply with applicable legal, labour and regulatory requirements and maintain ethical business practices, wherever relevant.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ involuntary labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%

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

During the reporting period, no significant risks or concerns relating to human rights matters were reported in relation to business agreements or value chain interactions. Accordingly, no corrective actions were required. The Company continues to promote responsible business conduct and encourages compliance with applicable legal and labour requirements across its business ecosystem, wherever relevant.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

No human rights related grievances or complaints were reported during FY 2025–26. Accordingly, no business process modifications or corrective actions were required during the reporting period.

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

No specific human rights due diligence exercise was undertaken during FY 2025–26. However, the Company continues to maintain internal mechanisms relating to employee welfare, grievance redressal, workplace practices, prevention of discrimination and compliance with applicable labour requirements to support human rights commitments across operations.

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?

Yes. The Company is committed to promoting an inclusive and accessible environment and endeavours to ensure that its premises and facilities remain accessible for differently abled visitors in line with applicable requirements under the Rights of Persons with Disabilities Act, 2016, wherever applicable. The Company continues to support equal access, inclusion and barrier-free participation across its workplace environment.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	-
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
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. No significant risks or concerns were identified from the assessments referred to above during FY 2025–26. Accordingly, no corrective actions were required during the reporting period.

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

Overview / Objective: This principle highlights the importance of environmental stewardship in promoting long-term economic growth and societal well-being. It acknowledges that environmental issues are interconnected across local, regional, and global levels, and businesses must take responsibility for addressing key challenges such as pollution, biodiversity loss, sustainable resource management, and climate change (through mitigation, adaptation, and resilience efforts).

For businesses, this means actively assessing the environmental impacts of their products and operations and taking steps to reduce or mitigate these impacts wherever possible. When complete avoidance is not feasible, businesses are encouraged to adopt practices that minimize or eliminate negative effects on their operations and supply chains. These efforts contribute to sustainable growth and support the broader global goals for environmental preservation.

In practical terms, this principle aligns with several Sustainable Development Goals (SDGs), such as Goal 2: Zero Hunger, Goal 3: Good Health and Well-being, Goal 6: Clean Water and Sanitation, Goal 7: Affordable and Clean Energy, and Goal 13: Climate Action, among others. Businesses must work towards improving their environmental footprint by implementing energy-efficient systems, reducing waste, conserving water, and fostering a circular economy. By making these commitments, businesses can play a crucial role in preserving the environment and contributing to a sustainable future for all.



ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
From renewable sources	In TJ	In TJ
Total electricity consumption (A)	1,060.48	1,036.89
Total fuel consumption (B)	5,765.92	6,733.16
Energy Consumption through other sources (C)	0	0
Total Energy Consumed from renewable sources (A+B+C)	6,826.40	7,770.05
From non-renewable sources		
Total electricity consumption (D)	31.32	12.21
Total fuel consumption (E)	41.84	39.52
Energy Consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources(D+E+F)	73.16	51.73
Total energy consumed(A+B+C+D+E+F)	6,899.55	7,821.77
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000000475	0.000000517
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00000967	0.0000107
Energy intensity in terms of physical output (Per MT of output produced)	0.03187	0.03613
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: As per the IMF's purchasing power parity (PPP) conversion rate for India per international dollar for year 2026 is 20.34, we have applied this exchange rate to compute the adjusted turnover.

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 independent assessment/ evaluation/assurance has been carried out by an external agency. However, internal monitoring and review mechanisms are in place to support compliance and operational oversight.

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.

The Company was previously covered under the Performance, Achieve and Trade (PAT) Scheme of the Bureau of Energy Efficiency (BEE). During FY 2025-26, the applicable regulatory framework transitioned to the Carbon Credit Trading Scheme (CCTS), under which the Company is complying with the prescribed GHG emission intensity requirements. The Company continues to implement energy conservation and emission reduction measures to achieve the notified targets.

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

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
Surface Water	57,73,111	53,48,107
Ground Water	-	-
Third Party water	-	-
Seawater/ desalinated water	-	-
Others	-	-
Total Volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	57,73,111	53,48,107
Total Volume of water Consumption (in kiloliters)	57,73,111	53,48,107
Water intensity per rupee of turnover (Water consumed/ Turnover)	0.000398	0.000354
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00809	0.00731
Water intensity in terms of physical output (Per MT of output produced)	26.67	24.79
Water Intensity (Optional) - the relevant metric may be selected by the entity	-	-

Note: As per the IMF's purchasing power parity (PPP) conversion rate for India per international dollar for year 2026 is 20.34, we have applied this exchange rate to compute the adjusted turnover.

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 independent assessment/ evaluation/assurance has been carried out by an external agency. However, internal monitoring and review mechanisms are in place to support operational oversight and compliance management.

4. Provide the following details related to water discharged:

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i)To Surface water	-	-
- No treatment		
- With treatment—please specify level of Treatment		
(ii)To Groundwater	-	-
- No treatment		
- With treatment—please specify level of Treatment		

(iii)To Seawater	-	-
- No treatment		
- With treatment–please specify level of Treatment		
(iv)Sent to third-parties	-	-
- No treatment		
- With treatment–please specify level of Treatment		
(v) Others	-	-
- No treatment		
- With treatment–please specify level of Treatment	41,34,570	42,95,540
Total water discharged (in kiloliters)	41,34,570	42,95,540

**Level of treatment: Effluent Treatment plant with two stage activated sludge process to treat the effluent to prescribed standards set by SPCB before discharge. The treated effluent is discharged onto land for Eucalyptus plantation.*

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

The Company follows responsible effluent management practices and the treated effluent generated from operations is utilized for irrigation purposes, including eucalyptus plantations, supporting water reuse and resource efficiency initiatives. No treated effluent is discharged into surface water bodies. The Company continues to monitor and manage effluent handling in line with applicable environmental requirements.

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

Parameter	Please specify unit	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Nox	mg/Nm3	196.75	75.23
Sox	mg/Nm4	BDL*	BDL*
Particulate matter (PM)	mg/Nm3	40.01	39.75
Persistent organic pollutants (POP)	-		-
Volatile organic compounds (VOC)	-		-
Hazardous air pollutants (HAP)	-		-
Others – (ODS)	-		-

**BDL – Below Detection Level*

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (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	3,15,479.83	3,33,343.12
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	6,327.08	2,465.67
Total Scope 1 and Scope 2 emissions per rupee of Turnover	tonnes of CO ₂ equivalent per rupee	0.00002216	0.00002221
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)	tonnes of CO ₂ equivalent per rupee of adjusted turnover	0.00045082	0.000458854
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tonnes of CO ₂ equivalent per tonne of output produced	1.49	1.55
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	-	-	-

Note: As per the IMF's purchasing power parity (PPP) conversion rate for India per international dollar for year 2026 is 20.34, we have applied this exchange rate to compute the adjusted turnover.

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

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

As part of its greenhouse gas (GHG) emission reduction initiatives, the Company has established a Precipitated Calcium Carbonate (PCC) plant that utilizes carbon dioxide (CO₂). The captured CO₂ is used as a raw material for PCC production, promoting circular resource utilization and reducing direct emissions. The plant utilizes approximately 213.74 million m³ of CO₂ annually, contributing significantly to the Company's decarbonisation and resource efficiency efforts.

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

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total Waste generated (in Metric Tonnes)		
Plastic Waste (A)	77.76	89.12
E-Waste (B)	-	1.08
Bio-Medical Waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery Waste (E)	-	-
Radioactive Waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	3,038.46	3,800.82
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)		-
Total (A+B + C + D + E + F + G+ H)	3,116.22	3,891.02
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000215	0.0000002573
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000437	0.00000532
Waste intensity in terms of physical output (Per MT of output produced)	0.01439	0.01803
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(I) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations (Sales of waste generated)	3,116.22	3891.02
Total	3,116.22	3891.02

Note: As per the IMF's purchasing power parity (PPP) conversion rate for India per international dollar for year 2026 is 20.34, we have applied this exchange rate to compute the adjusted turnover.

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

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.

Satia Industries Limited follows waste management practices focused on responsible handling, segregation, utilization and disposal of waste generated from its operations in accordance with applicable environmental requirements. The Company emphasizes resource efficiency and appropriate management of waste streams through authorized channels, wherever applicable.

The Company does not use hazardous or toxic chemicals in its products and manufacturing processes. Hazardous waste generated under Category 32.3, wherever applicable, is handed over to authorized recyclers for further utilization, including use in cardboard manufacturing. Disposal and handling are undertaken by the authorized agencies in accordance with applicable State Pollution Control Board (SPCB) guidelines and regulatory requirements.

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

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

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

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

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
Yes, the company is in compliance with all applicable environmental laws and regulations, including the Air (Prevention and Control of Pollution) Act, Environment (Protection) Act, and other relevant statutory requirements. During the reporting period 2025-26, no instances of non-compliance were observed or reported.				

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

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

1. Name of the Area
2. Nature of Operations
3. Water withdrawal, consumption and discharge in the following format:

Not applicable as none of the company's facilities fall under water stress areas.

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)	-	-
I. Surface Water	-	-
II. Ground Water	-	-
III. Third Party Water	-	-
IV. Seawater / desalinated water	-	-
V. Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Total Water consumption /Revenue from operations)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i)To Surface water	-	-
- No treatment		
- With treatment–please specify level of treatment		
(ii)To Groundwater	-	-
- No treatment		
- With treatment–please specify level of Treatment		
(iii)To Seawater	-	-
- No treatment		
- With treatment–please specify level of Treatment		
(iv)Sent to third-parties	-	-
- No treatment		
- With treatment–please specify level of Treatment		
(v) Others	-	-
- No treatment		
- With treatment–please specify level of Treatment		
Total water discharged (in kiloliters)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?
(Y/N) If yes, name of the external agency. No

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

The Company is currently not mapping its Scope 3 emissions however shall undertake the same in the forthcoming periods.

Parameter	Unit	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	-	-	-
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: No

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

Not Applicable

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

Sr. No.	Initiative Undertaken	Details of the Initiative / Technology Used	Outcome of the Initiative
1	Utilization of Agricultural Residues	The Company utilizes agricultural residues including wheat straw, sarkanda and rice straw as part of its manufacturing and energy processes, supporting efficient resource utilization and reducing dependence on conventional raw materials and fuels.	Improved resource efficiency, support towards circular utilization practices and reduction in open field residue burning.
2	Multi-Fuel Boiler System	The Company has implemented a multi-fuel boiler system utilizing agricultural residues and biomass-based fuel alternatives to improve energy utilization efficiency.	Reduced dependence on conventional fuels and improved energy management practices.
3	Installation of Moving Bed Biofilm Reactor (MBBR)	A Moving Bed Biofilm Reactor (MBBR) system was commissioned in November 2024 with a wastewater treatment capacity of 2,000 m ³ /day to strengthen wastewater treatment and effluent management.	Improved wastewater treatment efficiency and water quality parameters, supporting responsible effluent management and environmental performance.
4	Effluent Treatment and Water Reuse	Treated effluent generated from operations is utilized for irrigation purposes, including eucalyptus plantations, supporting water reuse initiatives.	Improved utilization of treated water and reduced discharge to external water bodies.

5	Energy Efficiency Initiatives under PAT Scheme	The Company operates as a Designated Consumer (DC) under the PAT Scheme and continues implementation of energy conservation and process efficiency initiatives.	Improvement in energy performance and operational efficiency.
6	Waste Utilization Practices	Hazardous waste generated under applicable categories is handed over to authorized recyclers for further utilization and environmentally responsible disposal.	Improved waste management and resource utilization practices.
7	Sustainable Product Development	The Company has introduced virgin fibre-based paper cups and continues exploring paper-based alternatives for sustainable applications.	Product diversification and support towards environmentally preferable solutions.

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

The Company has established Emergency Preparedness and Response Plans across its operations as part of its commitment towards employee safety, operational resilience and business continuity management. The framework is designed to ensure timely response, effective risk mitigation and preparedness for potential emergency situations.

Key elements of the framework include:

1. Identification and assessment of potential operational risks, hazards and emergency scenarios.
2. Defined emergency response procedures and mitigation measures for effective incident handling.
3. Availability of first aid facilities and emergency support arrangements across operational locations.
4. Clearly defined roles, responsibilities and escalation mechanisms for employees and workers during emergencies.
5. Periodic safety awareness programmes, emergency drills and training sessions to strengthen preparedness and response capability.
6. Review and investigation of incidents, wherever applicable, followed by implementation of corrective and preventive actions.
7. Continuous monitoring and improvement initiatives to strengthen safety performance and emergency management systems.

Through these measures, the Company continues to reinforce a proactive safety culture while enhancing emergency readiness, workforce protection and continuity of operations.

5. 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.

The Company has not conducted a formal assessment of its value chain partners with respect to their environmental impact. However, the Company expects its value chain partners to be mindful of their environmental footprint and to comply with all applicable laws and regulations.

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

No such impact assessment was carried out during the year.

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

a. By the listed entity

The company does not have any Green Credits

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners Not Applicable

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

Overview / Objective: This principle highlights the need for businesses to engage in policy discussions in a responsible and transparent manner, particularly when involved in associations or advocacy groups. Companies may play a key role in shaping policy by holding positions on governing bodies or contributing financially to initiatives that align with their strategic goals. Responsible engagement helps ensure that business interests are in harmony with societal and environmental objectives, supporting several Sustainable Development Goals (SDGs), including Goal 2: Zero Hunger, Goal 7: Affordable and Clean Energy, Goal 9: Industry, Innovation and Infrastructure, Goal 10: Reduced Inequality, Goal 11: Sustainable Cities and Communities, Goal 13: Climate Action, Goal 14: Life Below Water, Goal 15: Life on Land, Goal 16: Peace, Justice and Strong Institutions, and Goal 17: Partnerships to achieve the Goal..



ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

Satia Industries Limited is a member of 4 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	Indian Pulp & Paper Technical Association (IPPTA)	National
2	Indian Agro and recycled Paper Mills Association (IARPMA)	National
3	Federation of Indian Export Organizations (FIEO)	National
4	Indian Paper Manufacturing Association (IPMA)	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		

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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
Not Applicable					

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

Overview / Objective: This principle highlights the critical role businesses play in fostering inclusive growth and equitable development, particularly focusing on disadvantaged, vulnerable, and marginalized communities. By leveraging their energy and innovation, businesses can contribute to national development in alignment with Section 135 of the Companies Act, 2013. Collaboration between businesses, government, and civil society is key to advancing this agenda. This principle aligns with various Sustainable Development Goals (SDGs), including No Poverty, Zero Hunger, Good Health and Well-being, Quality Education, Gender Equality, and Decent Work and Economic Growth, all of which promote a more inclusive and sustainable future.

**ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS****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 projects	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. The Company has not undertaken any projects during FY 2025–26 requiring a Social Impact Assessment (SIA) under applicable laws. However, Satia Industries Limited continues to support community development and inclusive growth through its Corporate Social Responsibility (CSR) initiatives undertaken in accordance with the provisions of the Companies Act, 2013 under the oversight of the CSR Committee.					

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	Amount paid to PAFs in the FY (in INR)
Not Applicable						

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

The Company has established mechanisms to receive and address community grievances in a structured and timely manner. Community concerns received through interactions, CSR activities, local engagement platforms or other communication channels are reviewed by designated functional teams, including the Human Resources function, wherever applicable. Grievances are assessed and addressed at the local level to the extent possible, while matters requiring further intervention are escalated to the appropriate management level for resolution. This approach supports transparency, accountability and continued engagement with community stakeholders.

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

Particular	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Directly sourced from MSMEs/ small producer	39.78%	29.55%
Directly from within India	77.91%	89.12%

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 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Rural	67.88%	66%
Semi-urban	27.79%	24%
Urban	2.48%	10%
Metropolitan	1.85%	-

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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).

Not Applicable

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

S.no.	State	Aspirational District	Sector in which project is covered	Amount spent (In lakhs)
-	-	-	-	-

CSR Activities done by the Company are not in aspirational districts identified by the Government. For details of districts covered under CSR Activities, please refer to Corporate and Social Responsibility Section forming part of Company's Annual Report for FY 25-26.

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

No, Company doesn't have preferential procurement policy.

- (b) From which marginalized /vulnerable groups do you procure?

Not Applicable since we do not have such procurement criteria

- (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:

Not applicable as the Company does not have any intellectual properties owned or acquired by the entity (in the current financial year), based on traditional knowledge.

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.

Not Applicable

6. Details of beneficiaries of CSR Projects:

For details, please refer to Corporate and Social Responsibility Section forming part of Company's Annual Report for FY 25-26.

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

Overview / Objective: This principle emphasizes the importance of prioritizing customer health and safety throughout the entire lifecycle of products and services. It focuses on a business's responsibility to ensure the safety and well-being of consumers, from product design to post-sale. Additionally, it underscores the need for compliance with customer cybersecurity and privacy regulations, as well as adherence to relevant voluntary codes. This principle is aligned with several Sustainable Development Goals (SDGs), including Goal 2: Zero Hunger, Goal 4: Quality Education, Goal 12: Responsible Consumption and Production, Goal 14: Life Below Water, Goal 15: Life on Land, and Goal 16: Peace, Justice, and Strong Institutions, encouraging businesses to act responsibly and provide long-term value to their consumers.

**ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS****1. Describe the mechanism in place to receive and respond to consumer complaints and feedback.**

The Company has established customer grievance and feedback mechanisms to ensure timely receipt, review and resolution of customer concerns, queries and feedback. Customer interactions are managed through designated communication channels including business interactions, emails, customer support processes and other engagement platforms, wherever applicable.

Consumer feedback and complaints are monitored and addressed through appropriate functional teams, with escalation mechanisms available for matters requiring further review. Inputs received from customers are also considered for continuous improvement in product quality, service standards and customer experience.

Through this structured approach, the Company remains committed to maintaining customer satisfaction, strengthening stakeholder trust and supporting a customer-centric business environment.

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

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

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

	FY2025-2026 (Current Financial Year)		Remarks	FY 2024-2025 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-

Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other (Quality Complaints)	12	0	All complaints resolved	32	0	All complaints resolved

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

No product recalls relating to safety issues were reported during FY 2025–26. Accordingly, no product recall actions were required during the reporting period.

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 Company has established an Information Security Management framework covering data protection, access controls, email security, web security and network protection measures. The framework includes access management protocols, including two-factor authentication, to prevent unauthorized access to systems and information. Various security controls such as firewalls, endpoint protection and monitoring mechanisms have also been implemented to strengthen protection against cyber risks and data security incidents.

The policy is maintained as an internal document and is available within the Company.

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

Not applicable.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches-

NIL

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

Not Applicable

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

Not Applicable

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

Information relating to the Company's products and services, including its portfolio of writing & printing paper, and sustainable paper-based products, is available on the Company's website:

<https://www.satiagroup.com/paper/>

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

The Company undertakes customer communication and product awareness activities through product information, business interactions, marketing materials and other communication platforms, wherever applicable. Product-related communications are designed to provide relevant information to customers and support informed purchasing decisions while ensuring compliance with applicable regulatory requirements and responsible business practices.

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

Not applicable.

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

Satia Industries Limited remains committed to maintaining product quality, transparency and responsible customer communication. The Company ensures compliance with applicable statutory requirements relating to product information and disclosures, wherever applicable. While no formal consumer satisfaction survey was undertaken during FY 2025–26 across products, services or operating locations, the Company continues to engage with customers through regular business interactions, feedback mechanisms and ongoing communication channels to understand customer expectations and support continuous improvement initiatives.