

SL/BSE/NSE/2026-27

August 25, 2026

The Manager,
Listing Department,
National Stock Exchange of India Ltd.,
'Exchange Plaza' C-1, Block G,
Bandra-Kurla Complex, Bandra (E),
Mumbai-400 051.
Security ID: SUBROS

Dy. General Manager,
Department of Corporate Services,
BSE LIMITED,
First Floor, P.J. Towers,
Dalal Street, Fort,
Mumbai – 400001.
Security ID: 517168

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2025-26

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), we are enclosing the Business Responsibility and Sustainability Report which also forms a part of our Annual Report for the financial year 2025-26.

We request you to kindly take the same on record.

Thanking you,

Yours faithfully,
For **SUBROS LIMITED**

KAMAL Digitally signed by
SAMTANI KAMAL SAMTANI
Date: 2026.08.25
17:11:54 +05'30'

Kamal Samtani
Company Secretary

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company:	L74899DL1985PLC020134
2.	Name of the Company:	SUBROS LIMITED
3.	Year of Incorporation:	1985
4.	Registered Office Address:	LGF, World Trade Centre, Barakhamba Lane, New Delhi-110001
5.	Corporate Address:	LGF, World Trade Centre, Barakhamba Lane, New Delhi-110001
6.	E-mail id:	kamal.samtani@subros.com
7.	Telephone:	011-23414946 - 49
8.	Website:	www.subros.com
9.	Financial Year reported:	2025-26
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Limited (BSE) and the National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital:	Rs. 13.05 Crores
12.	Name and contact detail (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Mr. Parmod K. Duggal Executive Director & CEO Tel. No. 0120-4021000 Email-pduggal@subros.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).	The disclosures in this report are prepared on a standalone basis.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Thermal Products	The Company manufactures air conditioning systems/parts and components (automotive/residential/commercial) and are majorly sold to original equipment manufacturers	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing of Air Conditioning systems, including Compressors, HVAC System and radiators	34300	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	9	16	25
International	-	-	

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	Nil

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

The exports are negligible (0.02%).

- c. A brief on types of customers:

The sales follow a Business-to-Business (B2B) model, primarily catering to original equipment manufacturers (OEMs) in air conditioning and thermal products such as passenger cars, commercial vehicles, home air conditioners, railways and aftermarket.

IV. Employees

20. Details at the end of Financial Year:

- a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1416	1337	94%	79	6%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	1416	1337	94%	79	6%
WORKERS						
4.	Permanent (F)	2978	2543	85%	435	15%
5.	Other thanPermanent (G)	2151	2045	95%	106	5%
6.	Total workers (F + G)	5129	4588	89%	541	11%

- b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<u>DIFFERENTLY ABLED EMPLOYEES</u>						
1.	Permanent (D)	9	7	78%	2	22%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	9	7	78%	2	22%
<u>DIFFERENTLY ABLED WORKERS</u>						
4.	Permanent (F)	19	17	89%	2	11%
5.	Other than permanent (G)	30	30	100%	0	0%
6.	Total differently abled workers (F + G)	49	47	96%	2	4%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	12	5	41.67%
Key Management Personnel	4	1	25.00%

22. Turnover rate for permanent employees and workers:

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20%	16%	39%	19%	11%	19%	18%	22%	20%
Permanent Workers	33%	36%	41%	43%	74%	46%	31%	55%	43%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in Business Responsibility initiatives of the listed entity? (Yes/No)
1	DENSO Subros Thermal Engineering Centre India Private Limited	Joint Venture	26%	No
2	AMPIN C&I POWER FIVE PRIVATE LIMITED	Associate	26%	No

VI. CSR Details**24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)- Yes**

(ii) Turnover (in Crores): Rs.3755.52

(iii) Net worth (in Crores): Rs.1243.99

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes**	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Yes**	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes*	Nil	Nil	NA	Nil	Nil	NA
Employees and workers	Yes*	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes**	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Yes**	Nil	Nil	NA	Nil	Nil	NA
Other	-	-	-	-	-	-	-

* <https://www.subros.com/investors/policies>

**The Grievance Redressal Policy is available on the Subros intranet platform.

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

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

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for Identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	GHG Emission	R	Higher output and growing demand from customers may drive up emissions, potentially impacting environmental targets and compliance requirements	Low carbon emission technologies adopting alternate fuel in manufacturing process Expanding renewable energy (Solar and Wind) across locations.	Negative– the risk is being mitigated with capital expenditure on technologies to reduce emissions and implementation of renewable energy.

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for Identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Energy Management	O	Cost savings in energy consumption driven by adoption of renewable energy sources, energy-efficient equipment, and sustainability initiatives	NA	Positive – the initiatives are resulting in lower operating costs due to improved energy efficiency, and reduction in energy requirements from conventional sources.
3.	Employee Health & Safety	R	Non-compliance with legal requirements, occurrence of accidents/injuries in plants, deficiencies in food and water hygiene, and degradation in productivity levels	Ongoing safety training initiatives, comprehensive health check-ups supported by insurance, availability of an in-house dispensary and ambulance services, implementation of machine safety systems, fire extinguishing arrangements, and regular safety audits	Positive – the initiatives are minimizing production loss, elevated workforce morale, reduction in absenteeism and strengthened long-term operational continuity supported by risk transfer strategies.
4.	Waste Management	O	Contributes to environmental sustainability, promotes better public health outcomes, generates economic value, and lowers material expenses	Integration of regrind materials into operations, implementation of paperless approval workflows, and initiation of year-over-year waste minimization programs Additionally, we have established contractual agreements with authorized waste disposal agencies and actively engage with supply chain partners to ensure adherence to waste management guidelines	Positive – the initiatives contribute to pollution reduction, resource conservation, reduced landfill dependency, cost optimization, and improvement in air and water quality in the plant processes.
5.	Water Management	R	Reduction in groundwater levels may result in water scarcity, thereby increasing the risk of operational disruptions	Integration of the use of treated water through STP and ETP, initiated zero discharge efforts across plants and utilities, and continuously optimizing processes to reduce overall water usage. Water harvesting strategies have also been adopted to conserve groundwater -NBF cooling tower merged to saved evaporation water -RO reject water reuse in process after recycle in ETP as well in toilet flushing -Auto water tap installed at washroom in place of manual tap -ON line monitoring of water tank to avoid over flow	Positive – the initiatives promote better water stewardship while ensuring greater operational consistency and reliability.

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for Identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Labour Management	R	Challenges related to labour availability, strikes, union activities, rising labor costs due to changing regulations, retention of skilled workforce, and increased employee turnover	Actively engaging with the workforce through government schemes and partnerships with technical institutes like ITIs and polytechnics, ensuring competitive salary and wage structures in line with industry norms, maintaining a robust legal compliance system, and promoting various welfare activities for employees	Negative – the labour management initiatives will reduce chances of non-compliance that may result in fines, penalties, or other legal consequences. Company ensures zero penalty within the processes.
7.	Supply Chain Management	R	Regulatory shifts impacting the supply chain, anti-dumping tariffs on imports, global geopolitical instability, logistical challenges, and pressures on competitiveness and costs.	Rigorous plans for the localization, deployment of business continuity and Risk Management Plans to manage supply-related disruptions.	Positive – the initiatives have been reducing dependence on imports with localization, strengthening of supply chain and improvement in operational stability with cost-efficiency.

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	(1)	(1)	(1)	(2)	(1)	(3)	(1)	(1)	(1)
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Note:									
1. Code of the Company: http://www.subros.com/code-conduct-ethics.html									
2. Policies: http://www.subros.com/policy.html									
3. Environment Policy: http://www.subros.com/policy.html									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	No	No	Yes	Yes	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF-16949:2016 ISO - 9001:2015 EMS-ISO-14001:2015 OH & SMS - ISO-45001:2018 ERM - ISO-31000: 2018								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has defined long-term goals and actively exploring opportunities in alignment of its short-term commitments and targets with clear and measurable timelines.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Sustainability is fundamental to the Company's values, guiding its product design philosophy. The Company's strategic roadmap involves a gradual shift towards renewable energy, aiming to fulfill 50% of its energy requirements through sustainable sources. The Company's commitment to this transition is reflected in its selection of inputs: Gases: R1234f and R32, chosen for their low environmental impact and compatibility with renewable energy technologies. The Company's operations are aligned with its renewable energy goals and contribute to a more environmental friendly future to achieve the Scope 1 and 2 of the SDG goals.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Parmod K. Duggal (Executive Director and CEO)
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.	Mr. Parmod K. Duggal (Executive Director and CEO)

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether Review was Undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, by the Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, by the Board of Directors									Quarterly								

11.Has the Company carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company does not consider the principles material to its business	Not Applicable								
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles									
The Company does not have the financial or/human and technical resources available for the task									
It is planned to be done in the next financial year									
Any other reason									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of people in respective category covered by the awareness programmes
Board of Directors	5	• Sustainability roadmap • ESG risks and opportunities • Business strategies and operations • Risk assessment and mitigation plans • IT & cyber security and its related actions • Regulatory updates The training and awareness programs have strengthened the governance framework, enabling informed, timely, and strategic decision-making aligned with sustainability and regulatory priorities, thereby enhancing stakeholders confidence and long-term value creation.	100%
Key Managerial Personnel	5	• ESG principles • Fire safety protocols • Information Security Management System (ISMS) • Enterprise Risk Management (ERM) • Six Sigma • Employee & Company Policies • Integrated Management System (IMS: IATF, EMS, OH&SMS) The training sessions strengthened leadership capabilities in strategic oversight, risk awareness, and integrated management systems. This enhanced compliance consciousness and operational excellence, resulting in improved regulatory adherence and mitigation of non-compliance risks.	100%
Employees other than BoD and KMPs	1355	• Code of Conduct & Ethics • Company policies and procedures • Fire safety drills & workplace safety • Social responsibility and ESG principles • Risk management & waste management • 5S, DOJO, 7Quality Control Tools, Process Failure Mode and Effects Analysis (PFMEA) The training program helped build a safety-conscious, responsible, and quality-driven workforce across operational and support functions, while also enhancing awareness of health and safety measures, ethical practices, and the legal rights of relevant stakeholders.	91%
Workers	938	• Code of Conduct & Company policies • Ethics and workplace behavior • Safety awareness and fire drills • Social responsibility and sustainability • Waste and risk management • 5S, DOJO, Daily Work Management (DWM) • Operational risk control • Labour Laws awareness These initiatives were designed to foster a strong safety culture, promote operational discipline, and raise awareness of sustainable practices among workers on the shop floor. As a result, workers not only improved their skills but also contributed to minimize accident risks, enhancing overall safety, and supporting the implementation of sustainable work habits.	61%

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

Monetary					
	NGRBC Principle	Name of regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/fine	Not Applicable				
Settlement					
Compounding fees					
Non-Monetary					
	NGRBC Principle	Name of regulatory/enforcement agencies/judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Penalty/fine	Not Applicable				
Settlement					
Compounding fees					

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

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

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

The Company has a policy against corruption and bribery that applies to Directors, Senior Management, employees and all relevant stakeholders. This policy requires everyone to uphold the highest standards of ethical conduct and integrity, and to perform their duties to the best of their ability and judgment. Weblink: <http://www.subros.com/investors/policies>

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

	FY 2025-26	FY 2024-25
Directors	None	None
KMPs		
Employees		
Workers		

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not Applicable	Nil	Not Applicable

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

Not applicable

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	82.42	84.08

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	None	None
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	2.59%	2.97%
	b. Number of dealers / distributors to whom sales are made	64	83
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	53%	69%
Share of RPTs in sales	a. Purchases (Purchases with related parties /Total Purchases)	20.92%	19.90%
	b. Sales (Sales to related parties / Total Sales)	82.00%	85.31%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00	0.00
	d. Investments (Investments in related parties/ Total Investments made)	1.20%	1.48%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	ESG compliance and BRSR Awareness	This training was held with the major vendors (value chain partners)

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 policies and procedures to effectively manage conflicts of interest. These include a Vigil Mechanism, Corporate Gifting Policy, Code of Conduct, and Insider Trading Policy. Additionally, all employees are required to disclose any personal interest they have in material, financial, and commercial transactions that could potentially conflict with the interests of the Company.

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D (recurring)	100%	100%	Increase in the use of solar energy across all plants.
R&D (capex)	100%	100%	

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

Yes

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

100%. The Company is fully committed to green procurement, placing strong emphasis on the careful selection, evaluation, and auditing of suppliers based on their sustainability practices and regulatory compliance. Given the wide variety of materials sourced from multiple suppliers, accurately quantifying the percentage of recycled content is challenging. Nonetheless, decisions related to the use of recycled materials are made in consultation with OEMs, taking into account the scale and specific requirements of the business.

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.

The Company's operations are guided by processes designed to reduce waste generation through the implementation of

innovative technologies and ideas. These processes are systematically reviewed at each stage of the production cycle to maintain system effectiveness. However, since the Company's products are integrated into vehicles produced by Original Equipment Manufacturers (OEMs), accurately determining the product's exact lifespan remains a challenge; hence end-of-life recovery support is not provided by the Company as of now. Additionally, the Company has contractual arrangements with the authorized waste disposal agencies. The Company has also been engaging with its supply chain partners to adhere to the waste management guidelines.

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

Yes. The waste collection plans are in line with regulations.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain(Yes/No) If yes, provide the web-link.
Nil					

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 (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
The input materials are being re-used/re-cycled in the manufacturing process, wherever feasible.		

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Waste, if any generated is disposed-off through approved agencies at the end of the life.					
E-waste						
Hazardous waste						
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
Not Applicable	

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

Essential Indicators

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

Category	% 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	1337	1337	100%	1337	100%	0	0	NA	NA	0	0
Female	79	79	100%	79	100%	79	100%	NA	NA	79	100%
Total	1416	1416	100%	1416	100%	79	100%	NA	NA	79	100%
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	2543	2543	100%	2543	100%	0	0	NA	NA	0	0
Female	435	435	100%	435	100%	435	100%	NA	NA	435	100%
Total	2978	2978	100%	2978	100%	435	100%	NA	NA	435	100%
Other than Permanent workers											
Male	2045	2045	100%	2045	100%	0	0	NA	NA	0	0
Female	106	106	100%	106	100%	106	100%	NA	NA	106	100%
Total	2151	2151	100%	2151	100%	106	100%	NA	NA	106	100%

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.09%	0.09%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI	100%	100%	Y	100%	100%	Y
Others	-	-	-	-	-	-

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.

The Company is working to make all its locations accessible and easy to use for people with disabilities. This includes adding ramps and handrails, providing accessible washrooms, making wheelchairs available, and setting aside accessible seating and parking spaces, depending on what each location can support.

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.

The Company has a framework to ensure equal opportunities for everyone, promoting gender equality, education, training, and innovation without any discrimination. It follows an equal opportunity policy at the workplace, which is available to all employees on the intranet. This policy ensures that no one is treated unfairly based on disability, race, gender, age, religion, sexual orientation, or beliefs. The Company continues to support equal opportunities for people with disabilities in all areas of employment, including hiring, training, promotions, and working conditions. The policy is also available at <https://www.subros.com/policy.html>.

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

	Permanent employees		Permanent workers	
Gender	Return to workrate	Retention rate	Return to workrate	Retention rate
Male	-	-	-	-
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company has implemented a comprehensive and fair online grievance redressal system, ensuring employee concerns are addressed transparently and promptly.
Other than Permanent Workers	
Permanent Employees	The grievance system is supported by specialized committees, each focusing on specific aspects of workplace welfare: • Internal Committee (IC): Handles cases of sexual harassment, providing a confidential platform for employees to raise concerns. • Works Committee: Facilitates communication between management and employees or workers on workplace conditions and operational issues. • Safety Committee: Focuses on maintaining a safe work environment, addressing concerns related to workplace safety and health standards. • Canteen Committee: Oversees the quality and availability of food services for employees. • Transport Committee: Ensures safe and efficient transport arrangements for workers. These committees collaborate to resolve grievances, promote employee well-being, and foster a positive organizational culture.
Other than Permanent Employees	

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

Category	FY 2025-26			FY 2024-25		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	1337	0	0%	1200	0	0%
Female	79	0	0%	69	0	0%

Total Permanent Workers						
Male	2543	186	7%	2368	192	8%
Female	435	0	0%	271	0	0%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety measures		On Skill Upgradation		Total (D)	On Health and Safety measures		On Skill Upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No. (F)	% (F / D)
Employees										
Male	1337	622	47%	1182	88%	1200	576	48%	1080	90%
Female	79	34	43%	73	92%	69	43	62%	64	91%
Total	1416	656	46%	1255	89%	1269	619	49%	1144	90%
Workers										
Male	2543	1041	41%	1536	60%	2368	563	24%	1698	72%
Female	435	239	55%	351	81%	271	166	61%	271	100%
Total	2978	1280	43%	1887	63%	2639	729	28%	1969	75%

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

Category	FY 2025-26			FY 2024-25		
	Total(A)	No. (B)	% (B / A)	Total(C)	No. (D)	% (D / C)
Employees						
Male	1337	1261	94%	1200	1145	95%
Female	79	74	92%	69	47	68%
Total	1416	1335	94%	1269	1192	94%
Workers						
Male	2543	2543	100%	2368	2368	100%
Female	435	435	100%	271	271	100%
Total	2978	2978	100%	2639	2613	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?

The Company has integrated all its plants and employees into a comprehensive system certified to ISO 45001. It also follows several other standards to ensure that all processes meet required guidelines. This approach to occupational health and safety helps prevent workplace injuries and illnesses, strengthens compliance with legal and regulatory requirements, and promotes employee involvement through training and awareness programs.

- 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 carries out regular internal and external audits to ensure thorough evaluation of its processes. It has implemented Hazard Identification and Risk Assessment (HIRA) across all areas to proactively identify and reduce potential risks. The Company also focuses on identifying key risks in each department and uses near-miss reporting to strengthen safety practices. All safety measures are implemented in line with applicable factory and labor laws, reflecting the Company's commitment to regulatory compliance and employee well-being.

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

The Company has set up clear procedures that allow workers to report work-related hazards and step away from unsafe situations. This is supported by an active reporting system and participation in Kaizen activities aimed at improving workplace conditions.

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

Yes, employees and workers are covered under ESIC, medical insurance, or accidental insurance, and have access to non-occupational healthcare services, including dispensaries at all locations. They can also benefit from regular health check-ups, health awareness sessions, yoga programs, and tie-ups with hospitals and pathology centers for their medical needs.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	0.1161
Total recordable work-related injuries	Employees	NIL	Nil
	Workers	NIL	1
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

*Including the contract workforce

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

The Company ensures the strict use of personal protective equipment (PPE) such as helmets, gloves, and safety shoes. All employees undergo a mandatory six-day safety induction program before starting work. Safety Month is celebrated regularly, with awareness programs conducted through classroom training, nukkad natak, and other methods. The Company also carries out periodic mock drills for various situations, including fire, earthquakes, chemical spills, and electrocution. In addition, it follows ISO 45001 standards for workplace safety and conducts regular internal safety audits.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	No complaints registered	-	-	No complaints registered
Health & Safety	-	-		-	-	

14. Assessments for the year:

	% of plants and offices that were Assessed (by Company or Statutory Authorities or Third Parties)
Health and safety practices	100%
Working Conditions	

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 strictly follows Behaviour-Based Safety practices, with a strong focus on reporting incidents and near misses. It regularly organizes safety-themed months and activities, and emphasizes safety in Long Term Settlements (LTS) and employee appointment letters. The Company also follows a zero-tolerance policy for any violations of safety practices.

Leadership Indicators**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)?**

Yes, employees and workers are provided with insurance benefits in case of accidents, and support is also extended to their families in the event of an employee's death.

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 ensures that all required documentary evidence is collected for the deduction and deposit of statutory dues, supported by declarations from management. It also has a process to withhold payments to value chain partners in cases of default, as applicable.

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

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

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

No, the Company does not have formal transition assistance programs. However, unionized employees are provided with a lump sum payment upon retirement to support them in adjusting to post-retirement life.

5. Details on assessment of value chain partners: Nil

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

No such risks or concerns were identified during the year.

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

Essential Indicators

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

Key stakeholders, including women, union-associated employees, trainees under skill-upgradation frameworks, and vendor partners, play a pivotal role in influencing the Company's business and driving value. Their contributions and interactions are fundamental to it's growth and success. By engaging with these groups, the Company align it's strategies with their expectations and needs, fostering strong, mutually beneficial relationships. These stakeholder groups are integrated into the Company's overall framework, governed by policies and procedures, ensuring that each is represented and actively involved in decision-making. Transparent communication and collaboration are prioritized, enabling the Comapany to identify opportunities, address challenges, and enhance overall performance. By recognizing the significance of these stakeholders, the Company ensure it's business remains responsive, resilient, and aligned with their interests, contributing to sustainable success.

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

Stakeholders Group	Whether identified as Vulnerable & Marginalised Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, website, Others)	Frequency of engagement (Annually/ Half yearly/ quarterly/ others)	Purpose and scope of engagement including Key topics and concerns raised during such engagement
Employees and Workers	No	Emails, Internet/Intranet Meetings, Safety Meeting, Notice Board and Newsletters etc	Regular	Collective knowledge and experience, capacity building, productivity enhancement, Training and development, physical safety, work related safety, human and legal rights, work related issues, workplace culture, industrial harmony, well beings, and facilities etc
Investors/ Shareholders	No	Annual report, Meetings, Calls, Newspaper, Advertisement, E-mail, SMS, Press releases, Stock exchanges and Company's website and CSR Initiatives.	On-going /need basis	To nurture strong relationships, stay informed about market trends, enhance trust in the brand, and keep shareholders updated while gathering their feedback.

Regulatory Authorities	No	Various industry and regulatory forums, and meetings. One-on-one discussions with various executive officials at prudential meetings as well as onsite meetings.	As and when required	To maintain open, honest, and transparent relationships and ensure compliance with all legal and regulatory requirements.
Vendor Partners	No	Meetings, Emails, SMS, Website and extra net etc	On-going	To ensure a consistent and timely supply of goods and services for operations, RFQ management while promoting responsible practices throughout the supply chain.
Customers	No	Meetings, Website, Press releases, Stock Exchanges announcements, Regulatory filings, Conferences/calls, and Social media etc.	On-going	Business awards negotiations, RFQ responses, Claim settlements, Design and Product approval and other activities associated with the business.
Communities	No	CSR Meetings, Emails, Website, Trade shows and Fairs etc	Regular	Community engagements, grievances, and feedback.

Leadership Indicators

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

Stakeholder and Board consultations on economic, environmental, and social matters are managed through structured, delegated processes to ensure consistent communication and engagement. Management receives detailed monthly or quarterly summaries and meeting minutes, which are carefully reviewed to keep them informed on key issues and developments. These reports serve as an essential tool for monitoring progress and addressing concerns raised by stakeholders.

Additionally, functional presentations are conducted to highlight critical topics, ensuring that relevant departments and teams provide comprehensive insights to the Board. Risk management committee discussions further facilitate the identification of potential risks and provide a platform for addressing them. Business reviews offer a strategic forum to relay feedback from consultations, allowing the Board to make informed decisions while aligning business goals with stakeholder expectations and broader societal considerations.

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

Yes, the Company actively engages stakeholders through various channels, including surveys, audits, meetings, and feedback mechanisms. These platforms provide valuable insights into key areas of concern and opportunity, such as energy efficiency, workplace safety, and community development. The inputs received are carefully considered and integrated into the Company's policies and operational improvements to drive sustainability and enhance performance.

Additionally, stakeholder feedback plays a significant role in shaping the Company's Corporate Social Responsibility (CSR) initiatives, ensuring that these efforts align with both business objectives and the broader needs of the community. This approach fosters a collaborative environment and ensures continuous improvement across operations.

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

None

PRINCIPLE 5 Businesses should respect and promote human rights.**Essential Indicators**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1416	709	50%	1269	752	59%
Other than permanent	0	0	0	0	0	0
Total Employees	1416	709	50%	1269	752	59%
Workers						
Permanent	2978	1202	40%	2639	1093	41%
Other than permanent	0	0	0	0	0	0
Total Workers	2978	1202	40%	2639	1093	41%

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

Category	FY 2025-26					FY 2024-25				
	Total(A)	Equal Minimum Wage To		More than Minimum Wage		Total(D)	Equal Minimum Wage to		More than Minimum Wage	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No.(E)	%(E/D)	No.(F)	% (F/D)
Employees										
Permanent	1416	0.00	0%	1416	100%	1269	0	0%	1269	100%
Male	1337	0.00	0%	1337	100%	1200	0	0%	1200	100%
Female	79	0.00	0%	79	100%	69	0	0%	69	100%
Other Than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	2978	1161	39%	1817	61%	0	0	0%	0	0
Male	2543	893	35%	1650	65%	2368	0	0%	2368	100%
Female	435	268	62%	167	38%	271	0	0%	271	100%
Other Then Permanent										
Male	2045	2045	0	-	-	2051	0	0%	2051	100%
Female	106	106	0	-	-	51	0	0%	51	100%

3. Details of remuneration/salary/wages

- a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	1**	163.16	1*	230.39
Key Managerial Personnel	2**	139.43	0	0
Employees other than BoD and KMP	1334	64279	78	55091
Workers	2543	18474	435	17479

*Represent remuneration (other than commission) of Chairperson & Managing Director (in Rs. Lakhs)

** Represent remuneration (other than performance linked incentives) (in Rs. Lakhs)

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	5.80%	4.62%

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

Yes, the Company has designated focal points for addressing human rights through Local Plant HR and Plant Heads at each location of the Company's plants and in case of non-redressal the same can be addressed to Central HR at the corporate level for further attention.

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

The Company has a mechanism in place for whistle blower and protection system, where any person (internal or external) can reach out to the HR Head/Plant Head for their grievance. The mechanism ensures that their concerns are addressed promptly and effectively.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
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 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment 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 implemented comprehensive policies to address both whistle blowing and the prevention of sexual harassment, aiming to safeguard complainants from adverse consequences. These policies ensure unbiased treatment at all employment levels, irrespective of disability, race, gender, age, religion, sexual orientation, or other beliefs.

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

Yes, the Company incorporates human rights into all agreements and contracts. These provisions cover aspects such as the use of safety measures, adherence to minimum wage standards, payment of statutory dues, and the employment of adult workers etc.

10. Assessments for the year:

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

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

None.

Leadership Indicators

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

None

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

None

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

The Company is committed to offering equal opportunities to differently abled visitors and is actively taking steps to establish infrastructure support for these persons across all offices and locations. Specifically, modifications such as staircase modifications and the installation of ramps have been implemented in the plants.

4. Details on assessment of value chain partners:

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

*No assessment has been carried out

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

None

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

Essential Indicators

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

Parameter	FY 2025-26 (in Giga Joules)	FY 2024-25 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	64,848	57,301
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	64,848	57,301
From non-renewable sources		
Total electricity consumption (D)	1,36,947	1,29,162
Total fuel consumption (E)	70,381	77,955
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	2,07,328	2,07,117
Total energy consumed (A+B+C+D+E+F)	2,72,176	2,64,418
Energy intensity per Crores rupees of turnover (GJ/CR) (Total energy consumed / Revenue from operations)	72.47	78
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)* (GJ/Rs) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0001474	0.0001622
Energy intensity (optional) – (Per employees)	41.59	44

*For the purpose of PPP adjustment, conversion rate of INR 20.662/ USD (for 2025) and INR 20.343/ USD (for 2026) and has been taken as per the latest information available on the Implied PPP Conversion Rate page of International Monetary Fund website.

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

No

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

Not applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Ground water	1,64,742	1,89,608
(iii) Third party water	43,988	40,249
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	2,08,731	2,29,857
Total volume of water consumption (in kiloliters)	1,83,020	1,89,852
Water intensity per rupee of turnover Kiloliter / Crores (Total water consumption / Revenue from operations)	49	56
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* Kiloliter / Crores (Total water consumption / Revenue from operations adjusted for PPP)	0.0000991	0.0001165
Water intensity (optional) – (per employees)	27.96	31.59

*For the purpose of PPP adjustment, conversion rate of INR 20.662/ USD (for 2025) and INR 20.343/ USD (for 2026) and has been taken as per the latest information available on the Implied PPP Conversion Rate page of International Monetary Fund website.

*The water intensity for total number of units consumed by Company has been given as required by this report and this may not be correct representation of “water intensity by physical output” as multiple products manufactured by the Company are not comparable using a common unit of measurement.

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

No

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – Secondary treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – primary treatment	0	0
- With treatment – Secondary treatment	25,711	40,005

(v) Others		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
Total water discharged (in kiloliters)	25,711	40,005

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

No

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

Yes, the Company has system in place for zero liquid discharge and has been working to utilize the wastages within the process itself.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Nox	KG	1253.43	1486.01
Sox	KG	191.04	165.37
Particulate matter (PM)	KG	336.26	291.14
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others – (CO)	KG	360.42	504.52

Note: For FY 2024-25, we have revised the calculations under Principle 6 based on the updated data shared. Accordingly, regrouping and adjustments have been made wherever necessary to ensure the accuracy and consistency of the reported figures.

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

No

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	13,803.60	14,134.78
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	27,644.46	26,083.46
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/cr	11.04	11.94
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)	tCO ₂ e/cr	224.52	246.76
Total Scope 1 and Scope 2 emission intensity (optional) – (Per employees)	tCO ₂ e/per employees	6.33	6.69

*For the purpose of PPP adjustment, conversion rate of INR 20.662/ USD (for 2025) and INR 20.343 / USD (for 2026) and has been taken as per the latest information available on the Implied PPP Conversion Rate page of International Monetary Fund website.

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

No

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

Yes, the Company demonstrates a firm commitment to augmenting its utilization of renewable energy sources to diminish its environmental impact and foster a sustainable energy paradigm. Throughout the reporting period, the Company has achieved notable advancements in this domain. The Company's renewable energy endeavors encompass both capital expenditure (CAPEX) and operational expenditure (OPEX) models, yielding a considerable decrease in conventional power utilization. Specifically, renewable energy sources now constitute 31% of the Company's aggregate power consumption. This transition not only serves to mitigate climate change but also fortifies the Company's long-term energy security.

The Company is dedicated to the reduction of energy consumption and the enhancement of energy efficiency throughout its operational framework. The Company has implemented a comprehensive suite of energy reduction initiatives, comprising over 20 distinct projects. These endeavors have resulted in substantial energy conservation. Across all facilities, a total energy saving exceeding 2,500,000 kWh (2.5 million kWh) has been realized. This significant curtailment of energy consumption not only lowers the Company's operational expenditures but also lessens its carbon footprint, thereby contributing to a more sustainable future.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	127.23	90.59
E-waste (B)	5.77	1.97
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	0	0
Battery waste (E)	3.82	0
Radioactive waste (F)	0	0
Other Hazardous waste. (G)	200.72	159.31
Other Non-hazardous waste generated (H). (Break-up by composition i.e. by materials relevant to the sector)	1878.29	1,935.31
Total (A+B + C + D + E + F + G + H)	2379.28	2,187.18
Waste intensity per Cr of turnover (MT/Crore) (Total waste generated / Revenue from operations)	0.63	0.65
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)* (MT/Crore) (Total waste generated / Revenue from operations adjusted for PPP)	12.89	13.42
Waste intensity (optional) – (Per employees)	0.36	0.36
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	136.82	92.56
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	136.82	92.56
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.01	0.01
(ii) Landfilling	0	0
(iii) Other disposal operations	2079.01	2,086.66
Total	2079.02	2,086.67

Assessment has been carried out under the environment management system ISO 14001 Certification issued by Bureau Veritas Certification.

*For the purpose of PPP adjustment, conversion rate of INR 20.662/ USD (for 2025) and INR 20.343/ USD (for 2026) and has been taken as per the latest information available on the Implied PPP Conversion Rate page of International Monetary Fund website.

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

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

The Company is committed to the minimization of waste generation and the assurance of its responsible disposal. The organization has established clearly defined waste management protocols across all of its operational sites. Key achievements in this area include:

Hazardous Waste: All hazardous waste is processed through officially authorized waste disposal entities, ensuring adherence to all pertinent regulations and the minimization of environmental hazards.

Non-Hazardous Waste: The Company reports with satisfaction that 100% of non-hazardous waste is recycled. This outcome reflects a commitment to the principles of a circular economy and the conservation of resources.

These practices underscore the Company's dedication to minimizing its environmental impact and promoting sustainable waste management.

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

S No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval/clearance are being complied with?
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 projects	EIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain	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: Yes

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

Leadership Indicators

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

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

- (i) Name of the area: All manufacturing locations
- (ii) Nature of operations: Manufacturing
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	1,64,742	1,89,608
(iii) Third party water	43,988	40,249
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	2,08,731	2,29,857
Total volume of water consumption (in kilolitres)	1,83,020	1,89,852
Water intensity per rupee of turnover (Water consumed / turnover)	49	56
Water intensity (optional)– (Per employees)	28.65	31.59
Water discharge by destination and level of treatment (in kilolitres)		
(i) In to Surface water		

- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) In to Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) In to Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify Level of treatment	25,711	40,005
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	25,711	40,005

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.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MT/Co ₂ e	14004.55	14342.97
Total Scope 3 emissions per rupee of turnover	tCO ₂ / Cr	3.73	4.26
Total Scope 3 emission intensity (optional) – (per employees)	tCO ₂ / per employees	2.14	2.39

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

Note: Assessment for Scope-3 is dynamic & new inputs related to Emission are under evaluation.

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	RE Energy implementation (As one of the SDG -Clean Energy)	Solar power installation across location details mentioned below – Hybrid (Solar + Wind) power installation at Chennai location	Installed Solar capacity –13437 KWp Total Power generated – 180 Lac KWh / Year (2025-26) Carbon Emission reduction- 13095 tCo ₂ /Year (2025-26)
2	Waste Management Initiatives	- Recycle of Plastic & E-Waste - Material Reuse: Aluminum casting waste and recycled plastic granules in the Company's manufacturing processes, reducing the need for virgin materials. - Efficient Resource Utilization: Wooden pallets are reused for inter-plant material transportation, and high-efficiency machine oils are used to minimize hazardous waste generation - Food waste sent to piggery farms / Cattle farms for animal feed or State Authority (As per SPCB), reducing organic waste disposal	- 100% Recycling of Plastic, E-Waste Battery Waste - 15-20% Non-Hazardous Waste reduction

3	Water conservation and Water reduction	- NBF cooling tower merged to save evaporation water - RO reject water reuse in process after recycle in ETP - Auto water tap installed at washroom in place of manual tap - ON line monitoring of water tank to avoid over flow STP water recycled by installation of UF+RO for cooling system - 50 KL rain water harvesting installed at Pune Plant - Ultrafiltration plant capex raised and under approval. - ETP treated water reuse for rain test and fire hydrant tanks. - R.O. reject water utilization for washroom activities	- Approx. 30-40% water reduction
4	Reduction in Scope - 1 & 3 Emissions (As one of the SDG - Climate Action) Green Cover Initiatives	Scope -1: - Implementation of energy efficient equipment Scope-3 : - Conversion of 30% logistics (Inbound & Outbound) - Employee Transport vehicles from Diesel to CNG Fleet across location - Tree Plantation across location – 70000 saplings (10000 saplings / plants / year) and monitoring	- 30% conversion of logistics fleet (covering inbound & outbound) - 20000 saplings across plant
5	Digitalization (As one of the SDG - Industry Innovation & Technology)	Automation done w.r.t - OEE online monitoring for productivity enhancement - Bin Traceability system development @ Press Shop - Online Energy monitoring system (Digital cockpit for utility equipment)	- 100% OEE monitoring
6	Energy Savings (As one of the SDG - Clean Energy)	- Cooling Tower Water supply pipe line layout to be modify to run 01 Water Pump Instead of 02 Nos. - Zero air loss Auto drain to be provided on air Receiver to reduce air wastage - RO plant old feed water pump 7.5 HP replaced with energy efficient 3 HP pump with same output to save power - 2x2 Ton AC in place of 8 TR AC for quality lab - IE4 grade motor for replacement old rewind motor - IMM conveyer stopped when no material - HVLS fan installed at shop floor reduced air washer consumption - Zero air loss due to moisture drain (03 nos) - VFD installed at 160 T IMM - 5 % reduction in Power consumption across all individual manufacturing process - APFC installed - Spare meter installed in molding m/c - Motion sensor on fan at brazing booth - Cycle time reduction from 130 sec to 80 sec @ HLT - 10 Projects Completed with Saving of 0.53 Lakhs unit upto Mar'26 - VFD Installed in Bending machine Motor - VFD Installed in 110T Press machine - VFD Installed in 63T Press machine - VFD Installed in Compressor - Machine Idle off	- 07~10% Energy savings plant wise

		- VFD Installed in 63T Press machine - VFD Installed in Compressor - Machine Idle off - Energy Motor IE2 to IE4 - VFD Implementation in Water chiller - Borewell Extraction less, Pump running cost saving - LED light installed in place of S.V. Light in Test Center. - LED light installed in place of CFL. Light in Product Gallery. - Air Comp. Replaced with efficient motor.	
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5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, the Company has instituted a comprehensive business continuity and disaster management plan. Specifically, a detailed disaster recovery plan has been formulated to mitigate the organization's business risk arising from unforeseen disruptions to critical information technology functions or operations indispensable for business continuity. This plan delineates precise actions, allocated resources, and prescribed procedures to be executed in the event of a disaster. Furthermore, the information technology department conducts regular data recovery exercises to evaluate the efficacy of the established process and plan.

Moreover, the Company's supply chain management also incorporates measures to ensure business continuity during natural calamities, socio-political instability, and supply shortages, implementing diverse strategies to minimize potential supply disruptions, thereby safeguarding uninterrupted business operations.

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

None

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

Not Applicable

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

a. By the listed entity- None

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners-

None

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

Essential Indicators

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

The Company has affiliations with four trade and industry chambers/ associations.

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

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State National)
1.	Automotive Component Manufacturers Association (ACMA)	National
2.	Confederation of Indian Industry (CII)	National
3.	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
4.	Society of Automotive Engineers India (SAE INDIA)	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

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.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
The Company has not undertaken any Social Impact Assessments (SIAs) in the current financial year.					

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

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

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

The Company has launched a wide range of CSR initiatives tailored to address the specific needs of communities. Additionally, there is a mechanism in place across all the plants for redressal of grievances of the public at large.

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

The Company supports local and small suppliers (MSMEs) by procuring goods and services in proximity to its offices/ locations. First Preference is given to local vendors to the extent possible.

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	5.37%	1.54%
Directly from within India	78.30%	78.00%

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 location, as % of total wage cost-

Location	FY 2025-26	FY 2024-25
Rural	10.72%	9.40%
Semi-urban	5.89%	5.59%
Urban	82.03%	83.72%
Metropolitan	1.36%	1.29%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
None	

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

S. No.	State	Aspirational District	Amount spent (In INR)
None			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - No
 (b) From which marginalized /vulnerable groups do you procure? – Not Applicable
 (c) What percentage of total procurement (by value) does it constitute? - Not Applicable
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

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

Name of authority	Brief of the Case	Corrective action taken
None		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project *	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Enhancing Vocational Skills Benefits	2007	100%
2.	Project Prayas	5600	100%
	Total	7607	100%

*approximate values

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

Essential Indicators

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

The Company has a Complaint Management System in place to address and resolve grievances, ensuring timely resolution.

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:

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reason for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

Yes, the policy is available at <https://www.subros.com/investors/policies>

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:

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

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

Details available at <https://www.subros.com/products>

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

The Company is in the Business-to-Business segment and supplying the products to its Customers through a process, as per agreed specifications, and safe use of products being ensured to the retail buyers.

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)

Being undertaken as part of the process.