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**TTK Healthcare**  
**LIMITED**

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TTKH:SEC:SL:151:25

June 27, 2025

**BSE Limited**  
**Phiroze Jeejeebhoy Towers**  
**Dalal Street**  
**Mumbai 400 001**

**National Stock Exchange of India Limited**  
**Exchange Plaza**  
**Bandra Kurla Complex, Bandra East**  
**Mumbai 400 051**

**Scrip Code: 507747**

**Scrip Code: TTKHLTCARE**

Dear Sirs,

**Re: Business Responsibility and Sustainability Report for the Financial Year 2024-25**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25.

The BRSR also forms the part of the Annual Report for the Financial Year 2024-25, submitted to the Exchanges vide letter No.TTKH:SEC:SL:150:25 dated June 27, 2025.

Kindly take the above information on record.

Thanking you

Yours faithfully  
**For TTK Healthcare Limited**

**(GOWRY A JAISHANKAR)**  
*DGM - Legal & Company Secretary*

**Encl.: a/a**



## Business Responsibility & Sustainability Report



### TTK HEALTHCARE LIMITED

Regd. Office: No.6, Cathedral Road, Chennai 600 086

CIN: L24231TN1958PLC003647 Website: [www.ttkhealthcare.com](http://www.ttkhealthcare.com)

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

|           |                                                                                                                                                                                                                                                                    |                                                                                                                                                               |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I.</b> | <b>Details of the listed entity</b>                                                                                                                                                                                                                                |                                                                                                                                                               |
| 1         | Corporate Identity Number (CIN) of the Listed Entity                                                                                                                                                                                                               | L24231TN1958PLC003647                                                                                                                                         |
| 2         | Name of the Listed Entity                                                                                                                                                                                                                                          | TTK Healthcare Limited                                                                                                                                        |
| 3         | Date of Incorporation                                                                                                                                                                                                                                              | May 21, 1958                                                                                                                                                  |
| 4         | Registered Office Address                                                                                                                                                                                                                                          | No.6, Cathedral Road, Chennai 600 086, Tamil Nadu                                                                                                             |
| 5         | Corporate Address                                                                                                                                                                                                                                                  | No.6, Cathedral Road, Chennai 600 086, Tamil Nadu                                                                                                             |
| 6         | Email                                                                                                                                                                                                                                                              | <a href="mailto:investorcare@ttkhealthcare.com">investorcare@ttkhealthcare.com</a>                                                                            |
| 7         | Telephone                                                                                                                                                                                                                                                          | 044-28116106                                                                                                                                                  |
| 8         | Website                                                                                                                                                                                                                                                            | <a href="http://www.ttkhealthcare.com">www.ttkhealthcare.com</a>                                                                                              |
| 9         | Financial year for which reporting is being done                                                                                                                                                                                                                   | 2024-25                                                                                                                                                       |
| 10        | Name of the Stock Exchange(s) where shares are listed                                                                                                                                                                                                              | BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)                                                                                          |
| 11        | Paid-up Capital                                                                                                                                                                                                                                                    | Rs.14,13,03,330                                                                                                                                               |
| 12        | Name and contact details (telephone, e-Mail address) of the person who may be contacted in case of any queries on the BRSR report                                                                                                                                  | Mrs Gowry A Jaishankar<br>DGM - Legal & Company Secretary<br>Tel: 044 28116106<br>Email: <a href="mailto:gowry@ttkhealthcare.com">gowry@ttkhealthcare.com</a> |
| 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). | Standalone                                                                                                                                                    |
| 14        | Whether the Company has undertaken assessment or assurance of the BRSR Code?                                                                                                                                                                                       | No                                                                                                                                                            |
| 15        | Name of the Assurance Provider                                                                                                                                                                                                                                     | None                                                                                                                                                          |
| 16        | Type of Assurance Obtained                                                                                                                                                                                                                                         | NA                                                                                                                                                            |

|            |                                                                                                                                                                                                                                                      |
|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>II.</b> | <b>Products/services</b>                                                                                                                                                                                                                             |
| 16         | Details of business activities (accounting for 90% of the turnover):<br>The Company is engaged in the manufacturing / marketing / distribution of Consumer Products, Animal Welfare Products, Food Products, Medical Devices and Protective Devices. |

|    |                                                                                     |                          |                 |                                        |
|----|-------------------------------------------------------------------------------------|--------------------------|-----------------|----------------------------------------|
| 17 | Products/Services sold by the entity (accounting for 90% of the entity's Turnover): |                          |                 |                                        |
|    | <b>S. No.</b>                                                                       | <b>Product / Service</b> | <b>NIC Code</b> | <b>% of total Turnover contributed</b> |
|    | 1                                                                                   | Male Contraceptives      | 2219            | 25.78%                                 |
|    | 2                                                                                   | Food Products            | 1079            | 16.60%                                 |
|    | 3                                                                                   | Animal Welfare Products  | 2100            | 15.77%                                 |
|    | 4                                                                                   | Ayurvedic Preparations   | 2100            | 12.50%                                 |
|    | 5                                                                                   | Medical Devices          | 3250            | 11.25%                                 |
|    | 6                                                                                   | Home Care Products       | 4649            | 9.32%                                  |
|    | 7                                                                                   | Cosmetics and Deodorant  | 4649            | 8.73%                                  |



## Business Responsibility & Sustainability Report (Contd.)

|                 |                                                                                          |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
|-----------------|------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|---------|---------|---------|--|
| III. Operations |                                                                                          |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
| 18              | Number of locations where plants and/or operations/offices of the entity are situated:   |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
|                 | Location                                                                                 | Number of Plants                        | Number of Offices (incl. Regional Sales Office)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         | Total   |         |  |
|                 | National                                                                                 | 8                                       | 37                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |         |         | 45      |         |  |
|                 | International                                                                            | –                                       | –                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |         |         | –       |         |  |
|                 |                                                                                          |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
| 19              | Markets served by the entity:                                                            |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
| a.              | Number of locations                                                                      |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
|                 | Locations                                                                                | Number                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
|                 | National (No. of States)                                                                 | 28 States and 8 Union Territories       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
|                 | International (No. of Countries)                                                         | 54                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
| b.              | What is the contribution of exports as a percentage of the total turnover of the entity? |                                         | 10.66%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |         |         |         |         |  |
| c.              | A brief on types of customers                                                            |                                         | Our Company has 67 years of presence in the country and most of Indian households use one or more of our brands. We have a pan-India presence and serve all States and Union Territories in India. Our products are available across the country through a large network of distributors/retailers, who constitute the backbone of our reach. The long-standing relationships with our customers are based on trust and mutual understanding.<br><br>Our customer base includes: Direct Customers, Distributors, Cardiothoracic and Orthopaedic Surgeons, Hospitals (both Government and Private), Veterinary Practitioners and Farms (including Poultry), Fryers and Institutional Customers |         |         |         |         |  |
|                 |                                                                                          |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
| IV. Employees   |                                                                                          |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
| 20              | Details as at the end of the Financial Year (2024-25)                                    |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
| 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)                           | 1,118                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1,050   | 93.92   | 68      | 6.08    |  |
|                 | 2                                                                                        | Other than Permanent (E)                | 169                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 103     | 60.95   | 66      | 39.05   |  |
|                 | 3                                                                                        | Total Employees (D+E)                   | 1,287                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1,153   | 89.59   | 134     | 10.41   |  |
|                 | Workers:                                                                                 |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
|                 | 1                                                                                        | Permanent (F)                           | 221                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 221     | 100.00  | –       | –       |  |
|                 | 2                                                                                        | Other than Permanent (G)                | 2,147                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1,168   | 54.40   | 979     | 45.60   |  |
|                 | 3                                                                                        | Total Workers (F+G)                     | 2,368                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1,389   | 58.66   | 979     | 41.34   |  |
| b.              | Differently abled Employees and workers:                                                 |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
|                 | S. No.                                                                                   | Particulars                             | Total (A)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Male    |         | Female  |         |  |
|                 |                                                                                          |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | No. (B) | % (B/A) | No. (C) | % (C/A) |  |
|                 | Differently Abled Employees:                                                             |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
|                 | 1                                                                                        | Permanent (D)                           | 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | –       | –       | 1       | 100.00  |  |
|                 | 2                                                                                        | Other than Permanent (E)                | –                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | –       | –       | –       | -       |  |
|                 | 3                                                                                        | Total Differently Abled Employees (D+E) | 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | –       | –       | 1       | 100.00  |  |
|                 | Differently Abled Workers:                                                               |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |         |         |         |         |  |
|                 | 1                                                                                        | Permanent (F)                           | –                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | –       | –       | –       | –       |  |
|                 | 2                                                                                        | Other than Permanent (G)                | –                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | –       | –       | –       | –       |  |
|                 | 3                                                                                        | Total Differently Abled Workers (F+G)   | –                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | –       | –       | –       | –       |  |



## Business Responsibility & Sustainability Report (Contd.)

|    |                                                 |                  |                                      |                |
|----|-------------------------------------------------|------------------|--------------------------------------|----------------|
| 21 | Participation/Inclusion/Representation of women |                  |                                      |                |
|    | <b>Particulars</b>                              | <b>Total (A)</b> | <b>No. and Percentage of Females</b> |                |
|    |                                                 |                  | <b>No. (B)</b>                       | <b>% (B/A)</b> |
|    | Board of Directors                              | 10               | 2                                    | 20%            |
|    | Key Management Personnel                        | 3                | 1                                    | 33%            |

|    |                                                                                                       |                               |        |       |                                |        |       |                                                      |        |       |
|----|-------------------------------------------------------------------------------------------------------|-------------------------------|--------|-------|--------------------------------|--------|-------|------------------------------------------------------|--------|-------|
| 22 | Turnover rate for permanent employees and workers<br>(Disclose trends for the past 3 years)           |                               |        |       |                                |        |       |                                                      |        |       |
|    |                                                                                                       | 2024-25                       |        |       | 2023-24                        |        |       | 2022-23*                                             |        |       |
|    |                                                                                                       | (Turnover rate in current FY) |        |       | (Turnover rate in previous FY) |        |       | (Turnover rate in the year prior to the previous FY) |        |       |
|    |                                                                                                       | Male                          | Female | Total | Male                           | Female | Total | Male                                                 | Female | Total |
|    | Permanent Employees                                                                                   | 23.20                         | 7.35   | 22.22 | 20.41                          | 12.80  | 19.96 | 15.45                                                | 28.97  | 16.38 |
|    | Permanent Workers                                                                                     | 4.42                          | –      | 4.42  | 0.80                           | –      | 0.80  | –                                                    | –      | –     |
|    | *Include the employees of the Human Pharma Division which was transferred / sold w.e.f. May 09, 2022. |                               |        |       |                                |        |       |                                                      |        |       |

|                                                                                  |                                                                          |                                                                                    |                                                                          |                                                                                                                                       |
|----------------------------------------------------------------------------------|--------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| <b>V. Holding, Subsidiary and Associate Companies (including joint ventures)</b> |                                                                          |                                                                                    |                                                                          |                                                                                                                                       |
| 23                                                                               | (a) Names of holding / subsidiary / associate companies / joint ventures |                                                                                    |                                                                          |                                                                                                                                       |
|                                                                                  | <b>S.No.</b>                                                             | <b>Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)</b> | <b>Indicate whether Holding / Subsidiary / Associate / Joint Venture</b> | <b>% of shares held by listed entity</b>                                                                                              |
|                                                                                  |                                                                          |                                                                                    |                                                                          | <b>Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)</b> |
| NIL                                                                              |                                                                          |                                                                                    |                                                                          |                                                                                                                                       |

| VI. CSR Details |       |                                                                                 |             |
|-----------------|-------|---------------------------------------------------------------------------------|-------------|
| 24              | (i)   | Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes / No) | Yes         |
|                 | (ii)  | Turnover (Rs. in lakhs)                                                         | 80,149.34   |
|                 | (iii) | Net Worth (Rs. in lakhs)                                                        | 1,04,257.49 |

| 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 2024-25                                 |                                                              |         | FY 2023-24                                 |                                                              |         |
|                                                                                                                                                                                                                                    |                                                                                                                                     | Current Financial Year                     |                                                              |         | Previous Financial Year                    |                                                              |         |
|                                                                                                                                                                                                                                    |                                                                                                                                     | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities                                                                                                                                                                                                                        | Yes<br><br>www.ttkhealthcare.com                                                                                                    | –                                          | –                                                            | –       | –                                          | –                                                            | –       |
| Investors (other than shareholders)                                                                                                                                                                                                |                                                                                                                                     | –                                          | –                                                            | –       | –                                          | –                                                            | –       |
| Shareholders                                                                                                                                                                                                                       |                                                                                                                                     | 39                                         | –                                                            | –       | 61                                         | –                                                            | –       |
| Employees and Workers                                                                                                                                                                                                              |                                                                                                                                     | –                                          | –                                                            | –       | –                                          | –                                                            | –       |
| Customers                                                                                                                                                                                                                          |                                                                                                                                     | 213                                        | 5                                                            | –       | 213                                        | –                                                            | –       |
| Value Chain Partners                                                                                                                                                                                                               |                                                                                                                                     | –                                          | –                                                            | –       | –                                          | –                                                            | –       |
| Others (Please specify)                                                                                                                                                                                                            |                                                                                                                                     | –                                          | –                                                            | –       | –                                          | –                                                            | –       |
| The Company endeavours to create and maintain a culture in which its stakeholders including employees feel comfortable to raise concerns in good faith about any potential violations of the law or the Company's Code of Conduct. |                                                                                                                                     |                                            |                                                              |         |                                            |                                                              |         |



## Business Responsibility & Sustainability Report (Contd.)

|    |                                                                                                                                                                                                                                                                                                                                      |                                         |                                                                                     |                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 26 | Overview of the entity's material responsible business conduct issues                                                                                                                                                                                                                                                                |                                         |                                                                                     |                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                |
|    | Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format |                                         |                                                                                     |                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                |
|    | S. No.                                                                                                                                                                                                                                                                                                                               | Material issue identified               | Indicate whether risk or opportunity (R/O)                                          | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                                   | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                            | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|    | 1                                                                                                                                                                                                                                                                                                                                    | Product Stewardship                     | Opportunity                                                                         | Through product stewardship we aim to foster Innovation, improve competitiveness and enhance brand image. We also perceive additional opportunities to enhance our customers' satisfaction and improve product performance and safety.                                                                             | Investment in R&D, Development of new products will help us maintain and enhance our competitive advantage.                                                                                                                                                                                                                                               | Positive                                                                                       |
|    | 2                                                                                                                                                                                                                                                                                                                                    | Customer relationships and satisfaction | Opportunity                                                                         | Retain customers, expand customer base, maintain competitive edge and growth                                                                                                                                                                                                                                       | The Company places its customers at the heart of everything it does. Sustained focus on Product quality and customer satisfaction                                                                                                                                                                                                                         | Positive                                                                                       |
|    | 3                                                                                                                                                                                                                                                                                                                                    | Employee Wellbeing and development      | Opportunity                                                                         | With focus on Employee wellness, Employee Training and Development, a positive impact on employee satisfaction, work-life balance and performance can be created which will also contribute to employee morale, talent retention and talent management.                                                            | Employee Development and Engagement Programmes and Wellbeing initiatives.                                                                                                                                                                                                                                                                                 | Positive                                                                                       |
|    | 4                                                                                                                                                                                                                                                                                                                                    | Occupational Health & Safety            | Risk                                                                                | Health and safety hazards in workplace need to be identified and mitigated. Failure to manage health and safety across operations and locations will result in workplace accidents, injuries, or occupational illnesses leading to human suffering, compensation costs, legal liabilities and reputational damage. | Various measures have been taken to provide a safe and healthy workplace to our employees and contract workmen. These include OHS policies, OHS Management Systems and Training and Employee Wellness initiatives                                                                                                                                         | Negative                                                                                       |
|    | 5                                                                                                                                                                                                                                                                                                                                    | Energy and Environmental management     | Risk & Opportunity                                                                  | Just as is the case with all businesses, we too consider Climate change as an important risk to us, which has the potential to impact our business. Responsible business practices are critical to generating long-term value.                                                                                     | We are committed to taking steps to positively address climate change. To reduce our carbon footprint, we are investing in new technologies, switching to renewable sources and innovating to transform factory operations. The approach includes adopting energy efficient technologies in all Units, use of renewable energy and process modifications. | Both                                                                                           |
| 6  | Resource Management                                                                                                                                                                                                                                                                                                                  | Opportunity                             | Increased use of resource substitution and optimization, conservation of resources. | Resource efficiency, reduction of waste.                                                                                                                                                                                                                                                                           | Positive                                                                                                                                                                                                                                                                                                                                                  |                                                                                                |



## Business Responsibility & Sustainability Report (Contd.)

|  |    |                               |                    |                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                           |          |
|--|----|-------------------------------|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
|  | 7  | Supply Chain Management       | Risk & Opportunity | Sustainable sourcing of all our input materials and products is fundamental to secure continuous supply and the future growth of the business. We also focus on scaling up volumes, brand reputation and improved green supply chain.                                                                                    | Supplier evaluation and supplier support programmes.                                                                                                                                      | Both     |
|  | 8  | Regulatory compliance         | Risk               | Dynamic regulatory landscape                                                                                                                                                                                                                                                                                             | Compliance with all applicable laws and regulations                                                                                                                                       | Negative |
|  | 9  | Cost Pressures                | Risk               | Pressure on Margins                                                                                                                                                                                                                                                                                                      | Focus on operational efficiency, resource conservation and cost reduction                                                                                                                 | Negative |
|  | 10 | Geopolitics                   | Risk               | Adverse impact on business volumes and revenue                                                                                                                                                                                                                                                                           | Expansion of market and customer-base, market penetration                                                                                                                                 | Negative |
|  | 11 | Business performance          | Risk & Opportunity | Sustainable Business performance is a Company-wide objective, that encompasses sound risk management and the need to become resilient.                                                                                                                                                                                   | Identify, plan and manage risks which could result in significant consequences with established risk management systems to mitigate risks effectively and facilitate business continuity. | Positive |
|  | 12 | Sustainability and Innovation | Opportunity        | The Company believes in adopting sustainability as an opportunity to achieve all round progress and breakthrough innovation in products and processes. This will also help the Company in terms of enhanced operational efficiency, cost savings, employee engagement and morale, environmental benefits and reputation. | The Company's Sustainability strategy is implemented across the Company's businesses. The major change management initiative is expected to drive innovation.                             | Positive |

### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

|    |                                                                                                                                     |
|----|-------------------------------------------------------------------------------------------------------------------------------------|
| P1 | Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable        |
| P2 | Businesses should provide goods and services in a manner that is sustainable and safe                                               |
| P3 | Businesses should respect and promote the well-being of all employees, including those in their value chains                        |
| P4 | Businesses should respect the interests of and be responsive to all its stakeholders                                                |
| P5 | Businesses should respect and promote human rights                                                                                  |
| P6 | Businesses should respect and make efforts to protect and restore the environment                                                   |
| P7 | Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent |
| P8 | Businesses should promote inclusive growth and equitable development                                                                |
| P9 | Businesses should engage with and provide value to their consumers in a responsible manner                                          |

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



## Business Responsibility & Sustainability Report (Contd.)

| Disclosure Questions                        |                                                                                                                                                                                                                                                               | P1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
| <b>Policy and Management Processes</b>      |                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |    |    |    |    |    |    |    |    |
| 1                                           | a.                                                                                                                                                                                                                                                            | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |    |    |    |    |    |    |    |    |
|                                             | b.                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |    |    |    |    |    |    |    |    |
|                                             | c.                                                                                                                                                                                                                                                            | <a href="https://ttkhealthcare.com/investorlist/policies/">https://ttkhealthcare.com/investorlist/policies/</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |    |    |    |    |    |    |    |    |
| 2                                           | Whether the entity has translated the policy into procedures. (Yes / No)                                                                                                                                                                                      | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |    |    |    |    |    |    |    |    |
| 3                                           | Do the enlisted policies extend to your value chain partners? (Yes/ No)                                                                                                                                                                                       | Yes. Most of the Policies such as Safety, Environment, Human Rights, Labour Practices, Ethics and compliance are applicable to all the Value Chain Partners too.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |    |    |    |    |    |    |    |    |
| 4                                           | Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rain-forest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | <p>Yes</p> <p>The various policies are captured in the documents relating to Code of Conduct and Governance Philosophy of the Company. The principles contained in the applicable laws and conventions are also incorporated in these policies. Further, the Company has adopted several international standards and obtained certifications such as ISO 9001, ISO 13485, ISO 14001, ISO 45001, CE Marking, BSCI / SEDEX, etc., which also incorporate most of these principles.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |    |    |    |    |    |    |    |    |
| 5                                           | Specific commitments, goals and targets set by the entity with defined timelines, if any.                                                                                                                                                                     | <p>The Company is committed to protecting the environmental and social aspects while conducting its business operations. Periodical review meetings on these aspects are being conducted in order to foster a culture of doing business in the interests of environment, society and all other stakeholders. All the Business Units have set goals and targets as relevant to their business and operations.</p> <p>The Company is also working on several projects in the areas of energy efficiency, resource conservation, water conservation, safety improvement, process efficiency and waste reduction, which are yielding multiple benefits.</p>                                                                                                                                                                                                                                                                                                                                                |    |    |    |    |    |    |    |    |
| 6                                           | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.                                                                                                                                | <p>The performance on the environment and social aspects are being monitored and reviewed periodically and met as per various standards and Company objectives. The Company's goals and targets are cascaded to the operating Units who work on achieving them. The necessary support is extended by the corporate office.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |    |    |    |    |    |    |    |    |
| <b>Governance, leadership and oversight</b> |                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |    |    |    |    |    |    |    |    |
| 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)                                            | <p>The Company believes in Sustainability as a basic principle along with efficient and profitable operations. The Company also seeks to ensure the satisfaction of all its stakeholders. Besides focusing on the holistic well-being of its employees through various Health and Safety initiatives in all its plants and providing continuous learning and development opportunities within the organization, the Company also places great importance on the development of communities around its manufacturing units. The Company is also committed to resource efficiency and minimizing the environmental footprint. The objectives and targets relating to various sustainability parameters are reviewed year on year and are enhanced.</p> <p>Adopting Sustainability as a vehicle of change, positive enthusiasm is evident across all the Business Units. This has resulted in greater motivation in people to bring about lasting change. It has also kindled their creative spirits.</p> |    |    |    |    |    |    |    |    |
| 8                                           | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).                                                                                                                                     | Board of Directors of the Company                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |    |    |    |    |    |    |    |    |
| 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.                                                                                     | <p>The Board of Directors are members of the various Board Committees who are vested with responsibility for decision making on sustainability and other related issues. The Committees with well-defined responsibilities, oversee the governance in the Company. The Committee members are nominated by the Board of Directors, based on their areas of expertise and experience. Their advice and directions constitute vital inputs in addressing various aspects of sustainability.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |    |    |    |    |    |    |    |    |



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|    |                                                                                                                                                                    |                                                                                                                                                                                                                                                          |    |    |    |    |    |    |    |    |                                                                                                                                                                                                                                                                                             |    |    |    |    |    |    |    |    |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
| 10 | Details of Review of NGRBCs by the Company:                                                                                                                        |                                                                                                                                                                                                                                                          |    |    |    |    |    |    |    |    |                                                                                                                                                                                                                                                                                             |    |    |    |    |    |    |    |    |
|    | Subject for Review                                                                                                                                                 | Indicate whether review was undertaken by<br>Director / Committee of the Board / Any other<br>Committee                                                                                                                                                  |    |    |    |    |    |    |    |    | Frequency (Annually / Half yearly / Quarterly /<br>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                                                                                                                                                                                                                                                      |    |    |    |    |    |    |    |    | The Board meets once in every quarter or as and when required to review and discuss key issues relevant to the organization and its stakeholders.                                                                                                                                           |    |    |    |    |    |    |    |    |
|    | Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances                                                    | Yes                                                                                                                                                                                                                                                      |    |    |    |    |    |    |    |    | Key concerns are identified at the Unit / Business level and communicated by senior executives to the Board for discussion, advice and decisions. The Board collectively ensures along with the senior and operating management that all the compliance and statutory requirements are met. |    |    |    |    |    |    |    |    |
|    |                                                                                                                                                                    | P1                                                                                                                                                                                                                                                       | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |                                                                                                                                                                                                                                                                                             |    |    |    |    |    |    |    |    |
| 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. However, the Company conducts periodic independent review and assessment, both internally and externally, of its policies. As a part of the oversight of the internal management controls, the Company reviews the adherence to the stated policies. |    |    |    |    |    |    |    |    |                                                                                                                                                                                                                                                                                             |    |    |    |    |    |    |    |    |
| 12 | If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:                                                     |                                                                                                                                                                                                                                                          |    |    |    |    |    |    |    |    |                                                                                                                                                                                                                                                                                             |    |    |    |    |    |    |    |    |
|    | Questions                                                                                                                                                          | P1                                                                                                                                                                                                                                                       | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |                                                                                                                                                                                                                                                                                             |    |    |    |    |    |    |    |    |
|    | The entity does not consider the Principles material to its business (Yes/No)                                                                                      | Not Applicable.<br><br>The Company internally reviews the working of the above mentioned policies periodically to ensure that the Policies are relevant and up-to-date.                                                                                  |    |    |    |    |    |    |    |    |                                                                                                                                                                                                                                                                                             |    |    |    |    |    |    |    |    |
|    | 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)                                                                                                                                  |                                                                                                                                                                                                                                                          |    |    |    |    |    |    |    |    |                                                                                                                                                                                                                                                                                             |    |    |    |    |    |    |    |    |



## Business Responsibility & Sustainability Report (Contd.)

### 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: |                                                               |                                                                                                                                                                                                                                                                            |                                                                           |
|   | <b>Segment</b>                                                                                               | <b>Total Number of training and awareness programmes held</b> | <b>Topics / Principles covered under the training and its impact</b>                                                                                                                                                                                                       | <b>%age of persons in respective category by the awareness programmes</b> |
|   | Board of Directors (BoDs)                                                                                    | 1                                                             | New strategic initiatives, risk management and sustainability, emerging market opportunities for the company's products, factory visits for familiarisation with upgraded technologies and processes, Code of Conduct, ethics and governance, legal and regulatory updates | 100%                                                                      |
|   | Key Managerial Personnel (KMP)                                                                               | 3                                                             |                                                                                                                                                                                                                                                                            | 100%                                                                      |
|   | Employees other than BoD and KMPs                                                                            | 18                                                            | All Principles of BRSR, the company's Code of Conduct, POSH guidelines.                                                                                                                                                                                                    | 13.73%                                                                    |
|   | Workers                                                                                                      | 10                                                            | Principle 2 (Quality and Safety), Principle 5 (Human rights) & Principle 6 (Environmental Management) of BRSR                                                                                                                                                              | 85%                                                                       |

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

|                 | <b>NGRBC Principle</b> | <b>Name of the Regulatory / Enforcement Agencies / Judicial Institutions</b> | <b>Amount (In INR)</b>                                             | <b>Brief of the Case</b>                                                                                                                                                                                                                                                                                                               | <b>Has an appeal been preferred (Yes / No)</b> |
|-----------------|------------------------|------------------------------------------------------------------------------|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
| Penalty / Fine  | 4                      | Stock Exchanges (BSE & NSE)                                                  | Rs. 2,70,000 each plus GST to both the Stock Exchanges (BSE & NSE) | The Company paid SOP fine amounting to Rs.2.70 lakhs plus GST each to BSE & NSE for delayed compliance of the provision of Regulation 17(1) [Composition of Board of Directors and appointment of a Woman Director] of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. | Yes                                            |
| Settlement      | —                      | —                                                                            | —                                                                  | —                                                                                                                                                                                                                                                                                                                                      | —                                              |
| Compounding Fee | —                      | —                                                                            | —                                                                  | —                                                                                                                                                                                                                                                                                                                                      | —                                              |

##### Non-Monetary

|              | <b>NGRBC Principle</b> | <b>Name of the Regulatory / Enforcement Agencies / Judicial Institutions</b> | <b>Brief of the Case</b> | <b>Has an appeal been preferred (Yes / No)</b> |
|--------------|------------------------|------------------------------------------------------------------------------|--------------------------|------------------------------------------------|
| Imprisonment | —                      | —                                                                            | —                        | —                                              |
| Punishment   | —                      | —                                                                            | —                        | —                                              |



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|   |                                                                                                                                                                                                                             |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                    |                                                                        |         |         |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|---------|---------|
| 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                                                                                                                                                                                                                                                                                                              |                                                                        |         |         |
|   | An appeal has been filed for the SOP fine paid for delayed compliance of the provision of Regulation 17(1) of SEBI LODR Regulations, 2015.                                                                                  |                                                                                                                                                                                                                                      | BSE Limited (BSE)<br>National Stock Exchange Limited (NSE)                                                                                                                                                                                                                                                                                                                         |                                                                        |         |         |
| 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 Ethics, Bribery and Anti-corruption Policy in place and the importance of complying with policy is disseminated to all the employees, customers, vendors and other stakeholders. The Policy is available in the website of the Company. Web link - <a href="https://ttkhealthcare.com/investorlist/policies/">https://ttkhealthcare.com/investorlist/policies/</a> |                                                                        |         |         |
| 5 | Number of Directors / KMPs / Employees / Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:                                                          |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                    |                                                                        |         |         |
|   |                                                                                                                                                                                                                             | 2024-25                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                    | 2023-24                                                                |         |         |
|   | Directors                                                                                                                                                                                                                   | NIL                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                    | NIL                                                                    |         |         |
|   | KMPs                                                                                                                                                                                                                        |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                    |                                                                        |         |         |
|   | Employees                                                                                                                                                                                                                   |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                    |                                                                        |         |         |
|   | Workers                                                                                                                                                                                                                     |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                    |                                                                        |         |         |
| 6 | Details of complaints with regard to conflict of interest:                                                                                                                                                                  |                                                                                                                                                                                                                                      | 2024-25                                                                                                                                                                                                                                                                                                                                                                            |                                                                        | 2023-24 |         |
|   |                                                                                                                                                                                                                             |                                                                                                                                                                                                                                      | Number                                                                                                                                                                                                                                                                                                                                                                             | Remarks                                                                | Number  | Remarks |
|   | Number of complaints received in relation to issues of Conflict of Interest of the Directors                                                                                                                                |                                                                                                                                                                                                                                      | NIL                                                                                                                                                                                                                                                                                                                                                                                |                                                                        | NIL     |         |
|   | Number of complaints received in relation to issues of Conflict of Interest of the KMPs                                                                                                                                     |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                    |                                                                        |         |         |
|   | 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. |                                                                                                                                                                                                                                                                                                                                                                                    | NIL. There were no such cases of corruption and conflicts of interest. |         |         |
|   |                                                                                                                                                                                                                             |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                    |                                                                        |         |         |
| 8 | Number of days of accounts payables ((Accounts payable *365) / Cost of goods / services procured) in the following format:                                                                                                  |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                    |                                                                        |         |         |
|   |                                                                                                                                                                                                                             | 2024-25 (In days)                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                    | 2023-24 (In days)                                                      |         |         |
|   | Number of days of accounts payables                                                                                                                                                                                         |                                                                                                                                                                                                                                      | 73                                                                                                                                                                                                                                                                                                                                                                                 |                                                                        | 72      |         |
| 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                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                    | 2024-25                                                                | 2023-24 |         |
|   | Concentration of Purchases                                                                                                                                                                                                  | a.                                                                                                                                                                                                                                   | Purchases from trading houses as % of total purchases                                                                                                                                                                                                                                                                                                                              | NA                                                                     | NA      |         |
|   |                                                                                                                                                                                                                             | 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                                                                                                                                                                                                                                                                                                                                | 89.34%                                                                 | 90.63%  |         |
|   |                                                                                                                                                                                                                             | b.                                                                                                                                                                                                                                   | Number of dealers / distributors to whom sales are made                                                                                                                                                                                                                                                                                                                            | 6,393                                                                  | 5,656   |         |
|   |                                                                                                                                                                                                                             | c.                                                                                                                                                                                                                                   | Sales to top 10 dealers / distributors as % of total sales to dealers / distributors                                                                                                                                                                                                                                                                                               | 9.39%                                                                  | 8.03%   |         |
|   | Share of RPTs in                                                                                                                                                                                                            | a.                                                                                                                                                                                                                                   | Purchases (Purchases with related parties / Total Purchases)                                                                                                                                                                                                                                                                                                                       | 0.48%                                                                  | 0.02%   |         |
|   |                                                                                                                                                                                                                             | b.                                                                                                                                                                                                                                   | Sales (Sales to related parties / Total Sales)                                                                                                                                                                                                                                                                                                                                     | Nil                                                                    | Nil     |         |
|   |                                                                                                                                                                                                                             | c.                                                                                                                                                                                                                                   | Loans & advances (Loans & advances given to related parties / Total loans & advances)                                                                                                                                                                                                                                                                                              | Nil                                                                    | Nil     |         |
|   |                                                                                                                                                                                                                             | d.                                                                                                                                                                                                                                   | Investments (Investments in related parties / Total Investments made)                                                                                                                                                                                                                                                                                                              | 94.10%                                                                 | 94.94%  |         |



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| Leadership Indicators |                                                                                                                                                                  |                                                |                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                     | Awareness programmes conducted for value chain partners on any of the Principles during the financial year:                                                      |                                                | All Suppliers are covered through the Company's Code of Conduct, Anti-bribery Policy and Environment, Health and Safety, etc. and on our various policies and statutory obligations.                                                                                                                                                                                                                  |
|                       | 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                                                                                                                                                                                                                                                                                    |
|                       | Nil                                                                                                                                                              | Nil                                            | Nil                                                                                                                                                                                                                                                                                                                                                                                                   |
| 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 a Code of Conduct for Board Members and Senior Management Personnel, Vigil Mechanism / Whistle Blower Policy establishing Mechanism and Grievance Redressal Policy for redressal of all kinds of grievances.<br><br>The Company takes an annual declaration from all the Directors and KMPs at the beginning of every financial year in line with the Company's code of conduct. |

|             |                                                                                       |
|-------------|---------------------------------------------------------------------------------------|
| 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. |                                                                                                                                                                                                                                                                                           | See Note below          |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                      | Current Financial Year                                                                                                                                                                                                                                                                    | Previous Financial Year |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | R&D                                                                                                                                                                                                                                  | NIL                                                                                                                                                                                                                                                                                       |                         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Capex                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                           |                         |
| During the year, all the Business Units (BUs) of the Company were encouraged to take up Sustainability Projects in the areas of: 1. Energy Conservation; 2. Water Conservation; 3. Resource efficiency / productivity; 4. Emission reduction; 5. Waste reduction; 6. Safety improvement / risk reduction.<br>The BUs formed Cross Functional Teams and undertook several Small Group Activities (SGAs) / Projects in the above areas, which resulted in multiple benefits and emission reduction and cost savings. |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                           |                         |
| Sl. No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Business Unit                                                                                                                                                                                                                        | Projects completed                                                                                                                                                                                                                                                                        |                         |
| 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | AWD                                                                                                                                                                                                                                  | Reduction in Energy consumption                                                                                                                                                                                                                                                           |                         |
| 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | HVD                                                                                                                                                                                                                                  | Energy conservation, Waste Heat Recovery, Water Conservation                                                                                                                                                                                                                              |                         |
| 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | ORTHO                                                                                                                                                                                                                                | Low Cost Automation, Energy Efficient Lighting, Process improvements                                                                                                                                                                                                                      |                         |
| 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | FOODS                                                                                                                                                                                                                                | Reduction in Electricity, rationalization of manpower, Water conservation through recycling, Process Improvements, resulting in improved Productivity, Yield and OEE, Reduction in fuel consumption.                                                                                      |                         |
| 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | PDD                                                                                                                                                                                                                                  | Optimization of Packaging and Transportation, Water conservation through treatment and recycling, Alternative sourcing of Raw Materials and Packaging Materials, Waste Management, Productivity improvements leading to en-ergy reduction and manpower rationalization, Hazard reduction. |                         |

|   |    |                                                                             |                                                                                                                                                                                                                                                                                                                                                                               |
|---|----|-----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2 | a. | Does the entity have procedures in place for sustainable sourcing? (Yes/No) | Yes. The Company's supplier selection, assessment and evaluation process include elements of sustainability. These aspects are covered in the initial supplier evaluation and periodic audits.<br><br>The Company follows sustainable procurement practices and endeavours to source materials locally to the maximum extent possible, to reduce emissions and control costs. |
|   | b. | If yes, what percentage of inputs were sourced sustainably?                 | About 70%                                                                                                                                                                                                                                                                                                                                                                     |



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|   |                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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. | <p>Generally, as Brand Owner &amp; Importer, we ensure end of life disposal of the plastic packaging waste only through methodologies specified in Rule 5(1)(b) of the Plastic Waste Management Rules, 2016, as amended.</p> <p>Scrap generated from PDD facility is collected separately, accounted and stored in the designated area, shredded and disposed off to re-cyclers / authorized vendors.</p> <p>In CPD, Recycle Logo mentioned on all the packs wherever applicable. Plastic item reference numbers mentioned on the containers. Hazardous symbol mentioned on the packs wherever required. Hazardous waste disposed through authorised certified vendors.</p> |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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

### 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? | Life cycle perspectives are kept in mind in product development, manufacture and distribution, though no separate LCA has been conducted. This is being planned in current Financial Year for some products. |                                        |                                                                                 |                                                                    |                                                                                       |
|   | <b>NIC Code</b>                                                                                                                                                                                                       | <b>Name of Product / Service</b>                                                                                                                                                                             | <b>% of total Turnover contributed</b> | <b>Boundary for which the Life Cycle Perspective / Assessment was conducted</b> | <b>Whether conducted by independent external agency (Yes / No)</b> | <b>Results communicated in public domain (Yes / No) If yes, provide the web-link.</b> |
|   |                                                                                                                                                                                                                       |                                                                                                                                                                                                              |                                        |                                                                                 |                                                                    |                                                                                       |

|   |                                                                                                                                                                                                                                                                                                                 |                                        |                     |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|---------------------|
| 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. |                                        |                     |
|   | <b>Name of Product / Service</b>                                                                                                                                                                                                                                                                                | <b>Description of the risk concern</b> | <b>Action Taken</b> |
|   | Safe operating procedures have been laid down for workers in all manufacturing operations. Safe handling, storage and disposal instructions are given for all products as applicable. All plants comply with applicable environmental laws.                                                                     |                                        |                     |

|   |                                                                                                                                                                            |                                                             |                |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|----------------|
| 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). |                                                             |                |
|   | <b>Indicate input material</b>                                                                                                                                             | <b>Recycled or re-used input material to total material</b> |                |
|   |                                                                                                                                                                            | <b>2024-25</b>                                              | <b>2023-24</b> |
|   | Recycling occurs only in Foods Division                                                                                                                                    | 4.37%                                                       | 5.56%          |

|   |                                                                                                                                                                  |                                                                                    |                 |                        |                |                 |
|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------|------------------------|----------------|-----------------|
| 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: |                                                                                    |                 |                        |                |                 |
|   |                                                                                                                                                                  | <b>2024-25</b>                                                                     |                 |                        | <b>2023-24</b> |                 |
|   |                                                                                                                                                                  | <b>Re-used</b>                                                                     | <b>Recycled</b> | <b>Safely Disposed</b> | <b>Re-used</b> | <b>Recycled</b> |
|   | Plastics (including packaging)                                                                                                                                   | Not Applicable, as our products fall under the category of Consumer Product Goods. |                 |                        |                |                 |
|   | E-waste                                                                                                                                                          |                                                                                    |                 |                        |                |                 |
|   | Hazardous Waste                                                                                                                                                  |                                                                                    |                 |                        |                |                 |
|   | Other Waste                                                                                                                                                      |                                                                                    |                 |                        |                |                 |



## Business Responsibility & Sustainability Report (Contd.)

|   |                                                                                                              |                                                                                                     |
|---|--------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| 5 | Reclaimed products and their packaging materials (as percentage of products sold) for each product category: | Not Applicable                                                                                      |
|   | Indicate product category                                                                                    | Reclaimed products and their packaging materials as % of total products sold in respective category |
|   |                                                                                                              |                                                                                                     |

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

| Essential Indicators                                                                        |                                                                                                                                         |                                                      |         |                    |         |                    |         |                    |         |                     |         |
|---------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| 1                                                                                           | a.                                                                                                                                      | Details of measures for the well-being of employees: |         |                    |         |                    |         |                    |         |                     |         |
|                                                                                             |                                                                                                                                         | % of Employees covered by                            |         |                    |         |                    |         |                    |         |                     |         |
| Category                                                                                    | Total (A)                                                                                                                               | Health Insurance                                     |         | Accident Insurance |         | Maternity Benefits |         | Paternity Benefits |         | Day Care Facilities |         |
|                                                                                             |                                                                                                                                         | Number (B)                                           | % (B/A) | Number (C)         | % (C/A) | Number (D)         | % (D/A) | Number (E)         | % (E/A) | Number (F)          | % (F/A) |
| Permanent Employees                                                                         |                                                                                                                                         |                                                      |         |                    |         |                    |         |                    |         |                     |         |
| Male                                                                                        | 1050                                                                                                                                    | 958                                                  | 91.24   | 979                | 93.24   | –                  | –       | 773                | 73.62   | 126                 | 12.00   |
| Female                                                                                      | 68                                                                                                                                      | 62                                                   | 91.18   | 62                 | 91.18   | 52                 | 76.47   | –                  | –       | 7                   | 10.29   |
| Total                                                                                       | 1118                                                                                                                                    | 1020                                                 | 91.23   | 1041               | 93.11   | 52                 | 4.65    | 773                | 69.14   | 133                 | 11.90   |
| Other than Permanent Employees                                                              |                                                                                                                                         |                                                      |         |                    |         |                    |         |                    |         |                     |         |
| Male                                                                                        | 103                                                                                                                                     | 9                                                    | 8.74    | 18                 | 17.48   | –                  | –       | 11                 | 10.68   | 91                  | 88.35   |
| Female                                                                                      | 66                                                                                                                                      | 2                                                    | 3.03    | 13                 | 19.70   | 24                 | 36.36   | –                  | –       | 63                  | 95.45   |
| Total                                                                                       | 169                                                                                                                                     | 11                                                   | 6.51    | 31                 | 18.34   | 24                 | 14.20   | 11                 | 6.51    | 154                 | 91.12   |
| Note: Rest of the employees/workers are covered for Health & Accident Insurance under ESIC. |                                                                                                                                         |                                                      |         |                    |         |                    |         |                    |         |                     |         |
| b.                                                                                          | Details of measures for the well-being of workers:                                                                                      |                                                      |         |                    |         |                    |         |                    |         |                     |         |
|                                                                                             |                                                                                                                                         | % of Workers covered by                              |         |                    |         |                    |         |                    |         |                     |         |
| Category                                                                                    | Total (A)                                                                                                                               | Health Insurance                                     |         | Accident Insurance |         | Maternity Benefits |         | Paternity Benefits |         | Day Care Facilities |         |
|                                                                                             |                                                                                                                                         | Number (B)                                           | % (B/A) | Number (C)         | % (C/A) | Number (D)         | % (D/A) | Number (E)         | % (E/A) | Number (F)          | % (F/A) |
| Permanent Workers                                                                           |                                                                                                                                         |                                                      |         |                    |         |                    |         |                    |         |                     |         |
| Male                                                                                        | 221                                                                                                                                     | 159                                                  | 71.95   | 221                | 100.00  | –                  | –       | 220                | 99.55   | 210                 | 95.02   |
| Female                                                                                      | –                                                                                                                                       | –                                                    | –       | –                  | –       | –                  | –       | –                  | –       | –                   | –       |
| Total                                                                                       | 221                                                                                                                                     | 159                                                  | 71.95   | 221                | 100.00  | –                  | –       | 220                | 99.55   | 210                 | 95.02   |
| Other than Permanent Workers                                                                |                                                                                                                                         |                                                      |         |                    |         |                    |         |                    |         |                     |         |
| Male                                                                                        | 1168                                                                                                                                    | 724                                                  | 61.99   | 1103               | 94.43   | –                  | –       | 900                | 77.05   | 1                   | 0.09    |
| Female                                                                                      | 979                                                                                                                                     | 15                                                   | 1.53    | 15                 | 1.53    | 897                | 91.62   | –                  | –       | 1                   | 0.10    |
| Total                                                                                       | 2147                                                                                                                                    | 739                                                  | 34.42   | 1118               | 52.07   | 897                | 41.78   | 900                | 41.92   | 2                   | 0.09    |
| Note: Rest of the employees/workers are covered for Health & Accident Insurance under ESIC. |                                                                                                                                         |                                                      |         |                    |         |                    |         |                    |         |                     |         |
| c.                                                                                          | Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format |                                                      |         |                    |         |                    |         |                    |         |                     |         |
|                                                                                             |                                                                                                                                         |                                                      |         |                    |         |                    |         | 2024-25            |         | 2023-24             |         |
| Cost incurred on well being measures as a % of total revenue of the Company                 |                                                                                                                                         |                                                      |         |                    |         |                    |         | 0.88%              |         | 0.77%               |         |



## Business Responsibility & Sustainability Report (Contd.)

|   |                                                                                        |                                                    |                                                |                                                      |                                                    |                                                |                                                      |
|---|----------------------------------------------------------------------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|
| 2 | Details of retirement benefits, for Current Financial Year and Previous Financial Year |                                                    |                                                |                                                      |                                                    |                                                |                                                      |
|   | Benefits                                                                               | 2024-25                                            |                                                |                                                      | 2023-24                                            |                                                |                                                      |
|   |                                                                                        | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
|   | PF                                                                                     | 100.00                                             | 100.00                                         | Y                                                    | 100.00                                             | 100.00                                         | Y                                                    |
|   | Gratuity                                                                               | 100.00                                             | 76.69                                          | Y                                                    | 100.00                                             | 74.01                                          | Y                                                    |
|   | ESI                                                                                    | 17.74                                              | 86.49                                          | Y                                                    | 21.92                                              | 98.23                                          | Y                                                    |
|   | Others – Superannuation                                                                | 31.28                                              | –                                              | Y                                                    | 22.25                                              | –                                              | Y                                                    |

|   |                                                                                                                                                                                                                                                       |                                                                                                                                                                                                   |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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, it is accessible to all employees and workers. The Company has provided facilities such as Wheelchairs, Lift and means of access such as Pathways, Ramps, Signages and Pedestrian Crossings. |

|   |                                                                                                                                                     |  |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 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. |  |
|   | Though there is no separate policy, the Company is an equal opportunity employer encouraging diversity in the workplace.                            |  |

|   |                                                                                                 |                     |                |                     |                |
|---|-------------------------------------------------------------------------------------------------|---------------------|----------------|---------------------|----------------|
| 5 | Return to work and Retention rates of permanent employees and workers that took parental leave. |                     |                |                     |                |
|   |                                                                                                 | Permanent Employees |                | Permanent Workers   |                |
|   | Gender                                                                                          | 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.<br>Internal grievance redressal mechanisms are in place as per Policy. |
|   | Other than Permanent Workers                                                                                                                                            |                                                                             |
|   | Permanent Employees                                                                                                                                                     |                                                                             |
|   | Other than Permanent Employees                                                                                                                                          |                                                                             |

|   |                                                                                                 |                                                      |                                                                                                |        |                                                      |                                                                                                |        |
|---|-------------------------------------------------------------------------------------------------|------------------------------------------------------|------------------------------------------------------------------------------------------------|--------|------------------------------------------------------|------------------------------------------------------------------------------------------------|--------|
| 7 | Membership of employees and worker in association(s) or Unions recognized by the listed entity: |                                                      |                                                                                                |        |                                                      |                                                                                                |        |
|   | Category                                                                                        | 2024-25                                              |                                                                                                |        | 2023-24                                              |                                                                                                |        |
|   |                                                                                                 | 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                                                                       | 1,118                                                | –                                                                                              | –      | 1,084                                                | –                                                                                              | –      |
|   | - Male                                                                                          | 1,050                                                | –                                                                                              | –      | 1,021                                                | –                                                                                              | –      |
|   | - Female                                                                                        | 68                                                   | –                                                                                              | –      | 63                                                   | –                                                                                              | –      |
|   | Total Permanent Workers                                                                         | 221                                                  | 221                                                                                            | 100.00 | 232                                                  | 232                                                                                            | 100.00 |
|   | - Male                                                                                          | 221                                                  | 221                                                                                            | 100.00 | 232                                                  | 232                                                                                            | 100.00 |
|   | - Female                                                                                        | –                                                    | –                                                                                              | –      | –                                                    | –                                                                                              | –      |



## Business Responsibility & Sustainability Report (Contd.)

|           |                                                     |                               |         |                      |         |           |                               |         |                      |         |  |
|-----------|-----------------------------------------------------|-------------------------------|---------|----------------------|---------|-----------|-------------------------------|---------|----------------------|---------|--|
| 8         | Details of training given to employees and workers: |                               |         |                      |         |           |                               |         |                      |         |  |
| Category  | 2024-25                                             |                               |         |                      |         | 2023-24   |                               |         |                      |         |  |
|           | Total (A)                                           | On Health and Safety Measures |         | On Skill Upgradation |         | Total (A) | On Health and Safety Measures |         | On Skill Upgradation |         |  |
|           |                                                     | No. (B)                       | % (B/A) | No. (C)              | % (C/A) |           | No. (B)                       | % (B/A) | No. (C)              | % (C/A) |  |
| Employees |                                                     |                               |         |                      |         |           |                               |         |                      |         |  |
| Male      | 1,153                                               | 1,153                         | 100.00  | 457                  | 39.64   | 1,101     | 1,101                         | 100.00  | 307                  | 27.88   |  |
| Female    | 134                                                 | 134                           | 100.00  | 87                   | 64.93   | 99        | 99                            | 100.00  | 28                   | 28.28   |  |
| Total     | 1,287                                               | 1,287                         | 100.00  | 544                  | 42.27   | 1,200     | 1,200                         | 100.00  | 335                  | 27.92   |  |
| Workers   |                                                     |                               |         |                      |         |           |                               |         |                      |         |  |
| Male      | 1,389                                               | 1,389                         | 100.00  | 810                  | 58.32   | 1,318     | 1,318                         | 100.00  | 761                  | 57.74   |  |
| Female    | 979                                                 | 979                           | 100.00  | 361                  | 36.87   | 721       | 721                           | 100.00  | 146                  | 20.25   |  |
| Total     | 2,368                                               | 2,368                         | 100.00  | 1,171                | 49.45   | 2,039     | 2,039                         | 100.00  | 907                  | 44.48   |  |

|           |                                                                                |        |        |           |        |        |  |
|-----------|--------------------------------------------------------------------------------|--------|--------|-----------|--------|--------|--|
| 9         | Details of performance and career development reviews of employees and worker: |        |        |           |        |        |  |
| Category  | 2024-25                                                                        |        |        | 2023-24   |        |        |  |
|           | Total (A)                                                                      | No.(B) | %(B/A) | Total (A) | No.(B) | %(B/A) |  |
| Employees |                                                                                |        |        |           |        |        |  |
| Male      | 1,153                                                                          | 938    | 81.35  | 1,101     | 810    | 73.57  |  |
| Female    | 134                                                                            | 68     | 50.75  | 99        | 55     | 55.56  |  |
| Total     | 1,287                                                                          | 1,006  | 78.17  | 1,200     | 865    | 72.08  |  |
| Workers   |                                                                                |        |        |           |        |        |  |
| Male      | 1,389                                                                          | 221    | 15.91  | 1,318     | 232    | 17.60  |  |
| Female    | 979                                                                            | –      | –      | 721       | –      | –      |  |
| Total     | 2,368                                                                          | 221    | 9.33   | 2,039     | 232    | 11.38  |  |

|    |                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 10 | Health and Safety Management System:                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |
| a. | Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage such system? | <p>Yes, the Company has implemented Occupational Health and Safety management system at all locations. Maintaining, fostering and improving the safety and well-being of employees is embedded in the Company-wide risk management and control process.</p> <p>The Company has a HSE policy that outlines its commitment to providing safe and healthy working conditions, preventing incidents and work-related illnesses and protecting the environment. The Company ensures that these policies are regularly updated. Risk assessment is conducted periodically to identify opportunities to eliminate hazards and reduce risks.</p> |  |
| 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 system includes risk identification, risk assessment, risk mitigation and controls, training of employees, internal and external audits, management reviews, corrective and preventive actions.                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |
| c. | Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)                     | Yes. The process is available at all the locations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |
| d. | Do the employees / workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)                            | Yes. Available in all Units to all category of employees. We also conduct annual health checks.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |



## Business Responsibility & Sustainability Report (Contd.)

|                       |                                                                                                                                                                                                                          |                       |                                           |                                                                                                                                                                                                                         |                       |                                           |         |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------------------------|---------|
| 11                    | Details of safety related incidents, in the following format:                                                                                                                                                            |                       |                                           | The EHS management system has enabled businesses to mitigate EHS related risks and ensure providing safe and healthy workplace.                                                                                         |                       |                                           |         |
|                       | Safety Incident / Number                                                                                                                                                                                                 |                       |                                           | Category                                                                                                                                                                                                                | 2024-25               | 2023-24                                   |         |
|                       | Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)                                                                                                                                            |                       |                                           | Employees                                                                                                                                                                                                               | –                     | –                                         |         |
|                       |                                                                                                                                                                                                                          |                       |                                           | Workers                                                                                                                                                                                                                 | –                     | 2.37                                      |         |
|                       | Total recordable work-related injuries                                                                                                                                                                                   |                       |                                           | Employees                                                                                                                                                                                                               | –                     | –                                         |         |
|                       |                                                                                                                                                                                                                          |                       |                                           | Workers                                                                                                                                                                                                                 | 22                    | –                                         |         |
|                       | No. of fatalities                                                                                                                                                                                                        |                       |                                           | Employees                                                                                                                                                                                                               | –                     | –                                         |         |
|                       |                                                                                                                                                                                                                          |                       |                                           | Workers                                                                                                                                                                                                                 | 1                     | –                                         |         |
|                       | High consequence work-related injury or ill-health (excluding fatalities)                                                                                                                                                |                       |                                           | Employees                                                                                                                                                                                                               | –                     | –                                         |         |
|                       |                                                                                                                                                                                                                          |                       | Workers                                   | –                                                                                                                                                                                                                       | –                     |                                           |         |
| 12                    | Describe the measures taken by the entity to ensure a safe and healthy work place.                                                                                                                                       |                       |                                           | Compliance with statutory requirements, safety systems, engineering controls, observing safety week, safety training and promoting safety culture                                                                       |                       |                                           |         |
| 13                    | Number of complaints on the following made by employees and workers:                                                                                                                                                     |                       |                                           |                                                                                                                                                                                                                         |                       |                                           |         |
|                       | Category                                                                                                                                                                                                                 | 2024-25               |                                           |                                                                                                                                                                                                                         | 2023-24               |                                           |         |
|                       |                                                                                                                                                                                                                          | Filed during the year | Pending resolution at the end of the year | Remarks                                                                                                                                                                                                                 | Filed during the year | Pending resolution at the end of the year | Remarks |
|                       |                                                                                                                                                                                                                          | Working Conditions    | –                                         | –                                                                                                                                                                                                                       | None                  | –                                         | –       |
| Health and Safety     | –                                                                                                                                                                                                                        | –                     | None                                      | –                                                                                                                                                                                                                       | –                     | None                                      |         |
| 14                    | Assessment for the year:                                                                                                                                                                                                 |                       |                                           |                                                                                                                                                                                                                         |                       |                                           |         |
|                       | Category                                                                                                                                                                                                                 |                       |                                           | % of your plants and offices that were assessed (by entity or statutory authorities or third parties)                                                                                                                   |                       |                                           |         |
|                       | Working Conditions                                                                                                                                                                                                       |                       |                                           | 100%                                                                                                                                                                                                                    |                       |                                           |         |
|                       | Health and Safety                                                                                                                                                                                                        |                       |                                           | 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 continuously monitors and assesses its health and safety practices and working conditions. Investigation is conducted if any incident is reported using standard methodologies to identify the root causes. |                       |                                           |         |
|                       |                                                                                                                                                                                                                          |                       |                                           | The corrective and preventive measures proposed are reviewed at various levels by the local management and central teams, which are then deployed horizontally across locations.                                        |                       |                                           |         |
|                       |                                                                                                                                                                                                                          |                       |                                           | The Company takes additional efforts to prevent any future untoward incidents through better engineering controls, automatic sensing and control systems, re-training of employees and improved supervision.            |                       |                                           |         |
| 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)                                                                                     |                       | Employees                                 | Yes. ESI and Group Personal Accident Policy (Staff GPA & Life Policy)                                                                                                                                                   |                       |                                           |         |
|                       |                                                                                                                                                                                                                          |                       | Workers                                   | Yes - Employee Compensation (EC Policy)                                                                                                                                                                                 |                       |                                           |         |
| 2                     | Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.                                                                                |                       |                                           | Yes.<br>The Company monitors the compliance of its manpower supply organisations.                                                                                                                                       |                       |                                           |         |



## Business Responsibility & Sustainability Report (Contd.)

|   |                                                                                                                                                                                                                                                                                                                  |                                           |         |                            |         |
|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|---------|----------------------------|---------|
| 3 | Provide the number of employees / workers having suffered high consequences 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 |         |
|   |                                                                                                                                                                                                                                                                                                                  | 2024-25                                   | 2023-24 | 2024-25                    | 2023-24 |
|   | Employees                                                                                                                                                                                                                                                                                                        | –                                         | –       | –                          | –       |
|   | Workers                                                                                                                                                                                                                                                                                                          | –                                         | –       | –                          | –       |

|   |                                                                                                                                                                                                    |                                                                                                                         |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| 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) | Yes.<br>The Company motivates the employees on their learning and growth curve and supports them in all possible means. |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|

|   |                                                |                                                                                                    |                                                                                                                                                                                                                                         |  |
|---|------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 5 | Details on assessment of value chain partners: |                                                                                                    |                                                                                                                                                                                                                                         |  |
|   |                                                | <b>% of value chain partners (by value of business done with such partners) that were assessed</b> |                                                                                                                                                                                                                                         |  |
|   | Health and Safety practices                    | 100                                                                                                | All the vendors who carry out work in the factory premises of the Company are educated on the various policies of the Company and statutory obligation during the vendor induction process and while executing Work Order or Agreement. |  |
|   | Working Conditions                             |                                                                                                    | 100                                                                                                                                                                                                                                     |  |

|   |                                                                                                                                                                                                             |                                                                                                                   |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| 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 significant risk / concern was reported on health, safety and / or working conditions in value chain partners. |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|

### 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. | Stakeholder groups are identified based on the nature of their engagement with the entity. The process is qualitative and is conducted in consultation with operating departments and senior management and the Board.<br><br>The Company maintains regular contact with its various stakeholder groups, including customers, employees and suppliers and also interact regularly with governments as well as communities and external partners. |

| 2                 | List Stakeholder Groups identified as key for your entity and the frequency of engagement with each stakeholder group |                                                                                                                                                                                                                                           |                                                                                                                      |                                                                                                                                                                                                                                                                                           |
|-------------------|-----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes / No)                                                      | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other                                                                                                             | Frequency of engagement (Annually / Half Yearly / Quarterly / Others – Please Specify)                               | Purpose and scope of engagement including key topics and concerns raised during such engagement                                                                                                                                                                                           |
| Employees         | No.<br>The Company is an equal opportunity employer encouraging diversity in the workplace.                           | 1. Emails – Monthly updates, Newsletters<br>2. Notice Boards in factories<br>3. Company intranet and website<br>4. Regular updates on internal social media group.<br>5. Townhalls and virtual meetings.<br>6. Annual performance reviews | 1. Employee satisfaction survey periodically<br>2. Business specific monthly/quarterly meetings<br>3. Annual meeting | 1. Information about Company's business growth plans and business performance<br>2. Top-down communication about important changes, policies, wellbeing initiatives.<br>3. Platform for gathering informal feedback.<br>4. Workplace diversity is encouraged through various initiatives. |



## Business Responsibility & Sustainability Report (Contd.)

|                              |                                                                                                                              |                                                                                                                                                                                      |                                  |                                                                                                                                                                                                                                                                                             |
|------------------------------|------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Shareholders                 | No                                                                                                                           | 1. Annual reporting<br>2. Press releases<br>3. Investor Relations<br>4. Annual General Body Meetings                                                                                 | Quarterly, Annual and need based | Shareholder related communication, the Company's results, major events and future strategy                                                                                                                                                                                                  |
| Customers / Service partners | No                                                                                                                           | 1. Customer trade shows<br>2. Customer service<br>3. Key account relationships<br>4. Customer requests                                                                               | Continuous, As and when required | Information on business offerings                                                                                                                                                                                                                                                           |
| Communities                  | Yes                                                                                                                          | 1. CSR initiatives, donations / contributions and volunteering<br>2. Direct communication with community representatives, local municipal and rural bodies for development projects. | Continuous, As and when required | 1. To develop and implement CSR projects for the community according to the needs assessment and priorities<br>2. Community engagement on improving basic needs infrastructure, education, skilling, healthcare and livelihood opportunities that could be created through CSR initiatives. |
| Suppliers                    | No<br>TTKHCL encourages suppliers from all sections. However, final engagement depends upon the quality and timely delivery. | 1. Supplier meets<br>2. Vendor management and onboarding assessments<br>3. Emails, conference calls, virtual meetings                                                                | Continuous, As and when required | Understand new market trends and educating the suppliers.                                                                                                                                                                                                                                   |

  

| 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. | <p>NIL</p> <p>The Company has formulated several Committees of which Board Members are a part to address several aspects of Corporate governance and management. These are as follows:</p> <ol style="list-style-type: none"> <li><b>Audit Committee:</b> The Committee is entrusted with the Business, Economic and Environmental responsibilities of the organization. The Audit Committee supervises the Company's financial reporting and disclosures ensuring timeliness and compliance with regulatory requirements.</li> <li><b>Nomination and Remuneration Committee:</b> The Committee recommends suitable persons for the post of Directors, Key Managerial Personnel and their remuneration. The Board of Directors considers their recommendation and seek the approval of the shareholders for the appointment of Directors. This Committee also lays down performance evaluation criteria for Independent Directors based on expertise and value offered and attendance at Committee meetings.</li> <li><b>Stakeholders Relationship Committee:</b> This Committee oversees the timely and appropriate resolution of investor complaints. Members of this Committee also formulate policies to service this stakeholder group.</li> <li><b>Risk Management Committee:</b> The Committee is responsible for reviewing and evaluating all business risks identified by the Company's management, including those pertaining to the environment. Members of this Committee oversee the formulation of the Company's Risk Management Policy and also provide strategic direction to minimize potential risks. They also oversee the establishment, implementation and monitoring of the organization's risk management system.</li> </ol> |



## Business Responsibility & Sustainability Report (Contd.)

|   |                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|   |                                                                                                                                                                                                                                                                                                        | <p>5. <b>CSR Committee:</b> The Committee is entrusted with the social responsibility obligations of the Company. This Committee is responsible for developing and modifying the organization's CSR policy, as well as for identifying the CSR programs and related expenditure for the Company to undertake. The monitoring of CSR projects implemented including the financials is in the purview of this Committee, as is keeping the Board updated of the organization's CSR activities.</p> <p>Besides the above, the Board is also briefed regularly on various aspects of sustainability and ESG by the Managing Director &amp; CEO and CFO as part of their presentations to the Board.</p> |
| 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 stakeholder consultation is used to support the identification and management of environmental and social topics of importance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 3 | Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups.                                                                                                                                                            | <p>The CSR initiatives of the Company are mainly focused on vulnerable groups such as the differently-abled persons, women, girls, children, elderly and the poor where various programs are specifically designed to address to provide support to these groups of people under CSR initiatives.</p> <p>The Company directly or through its manufacturing units promotes education and takes required steps for uplifting of under privileged in the neighbouring communities.</p>                                                                                                                                                                                                                 |

### PRINCIPLE 5 Businesses should respect and promote human rights

#### Essential Indicators

|                      |                                                                                                                                      |           |                                        |  |         |           |                                        |         |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------|-----------|----------------------------------------|--|---------|-----------|----------------------------------------|---------|
| 1                    | Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format: |           |                                        |  |         |           |                                        |         |
| Category             |                                                                                                                                      | 2024-25   |                                        |  | 2023-24 |           |                                        |         |
|                      |                                                                                                                                      | Total (A) | No. of employees / workers covered (B) |  | % (B/A) | Total (C) | No. of employees / workers covered (D) | % (D/C) |
| Employees            |                                                                                                                                      |           |                                        |  |         |           |                                        |         |
| Permanent            |                                                                                                                                      | 1,118     | 52                                     |  | 4.65    | 1,084     | 45                                     | 4.15    |
| Other than permanent |                                                                                                                                      | 169       | 8                                      |  | 4.73    | 116       | –                                      | –       |
| Total Employees      |                                                                                                                                      | 1,287     | 60                                     |  | 4.66    | 1,200     | 45                                     | 3.75    |
| Workers              |                                                                                                                                      |           |                                        |  |         |           |                                        |         |
| Permanent            |                                                                                                                                      | 221       | 221                                    |  | 100.00  | 232       | 200                                    | 86.21   |
| Other than permanent |                                                                                                                                      | 2,147     | –                                      |  | –       | 1,807     | –                                      | –       |
| Total Workers        |                                                                                                                                      | 2,368     | 221                                    |  | 9.33    | 2,039     | 200                                    | 9.81    |

|            |                                                                                  |           |                       |         |                        |         |           |                       |         |                        |         |
|------------|----------------------------------------------------------------------------------|-----------|-----------------------|---------|------------------------|---------|-----------|-----------------------|---------|------------------------|---------|
| 2          | Details of minimum wages paid to employees and workers, in the following format: |           |                       |         |                        |         |           |                       |         |                        |         |
| Category   |                                                                                  | 2024-25   |                       |         |                        | 2023-24 |           |                       |         |                        |         |
|            |                                                                                  | Total (A) | Equal to Minimum Wage |         | More than Minimum Wage |         | Total (D) | Equal to Minimum Wage |         | More than Minimum Wage |         |
|            |                                                                                  |           | No. (B)               | % (B/A) | No. (C)                | % (C/A) |           | No. (B)               | % (B/D) | No. (C)                | % (C/D) |
| Employees  |                                                                                  |           |                       |         |                        |         |           |                       |         |                        |         |
| Permanent: |                                                                                  |           |                       |         |                        |         |           |                       |         |                        |         |
| Male       |                                                                                  | 1,050     | –                     | –       | 1,050                  | 100.00  | 1,021     | –                     | –       | 1,021                  | 100.00  |
| Female     |                                                                                  | 68        | –                     | –       | 68                     | 100.00  | 63        | –                     | –       | 63                     | 100.00  |
| Total      |                                                                                  | 1,118     | –                     | –       | 1,118                  | 100.00  | 1,084     | –                     | –       | 1,084                  | 100.00  |



## Business Responsibility & Sustainability Report (Contd.)

|                       |       |     |       |       |        |       |   |   |       |        |
|-----------------------|-------|-----|-------|-------|--------|-------|---|---|-------|--------|
| Other than Permanent: |       |     |       |       |        |       |   |   |       |        |
| Male                  | 103   | –   | –     | 103   | 100.00 | 80    | – | – | 80    | 100.00 |
| Female                | 66    | –   | –     | 66    | 100.00 | 36    | – | – | 36    | 100.00 |
| Total                 | 169   | –   | –     | 169   | 100.00 | 116   | – | – | 116   | 100.00 |
| Workers               |       |     |       |       |        |       |   |   |       |        |
| Permanent:            |       |     |       |       |        |       |   |   |       |        |
| Male                  | 221   | –   | –     | 221   | 100    | 232   | – | – | 232   | 100.00 |
| Female                | –     | –   | –     | –     | –      | –     | – | – | –     | –      |
| Total                 | 221   | –   | –     | 221   | 100    | 232   | – | – | 232   | 100.00 |
| Other than Permanent: |       |     |       |       |        |       |   |   |       |        |
| Male                  | 1,168 | 346 | 29.62 | 822   | 70.38  | 1,086 | – | – | 1,086 | 100.00 |
| Female                | 979   | 24  | 2.45  | 955   | 97.55  | 721   | – | – | 721   | 100.00 |
| Total                 | 2,147 | 370 | 17.23 | 1,777 | 82.77  | 1,807 | – | – | 1,807 | 100.00 |

|   |                                                                                                             |         |                                                                      |  |  |         |                                                             |  |  |  |
|---|-------------------------------------------------------------------------------------------------------------|---------|----------------------------------------------------------------------|--|--|---------|-------------------------------------------------------------|--|--|--|
| 3 | Details of remuneration / salary / wages:                                                                   |         |                                                                      |  |  |         |                                                             |  |  |  |
| a | Median remuneration / wages:                                                                                |         |                                                                      |  |  |         |                                                             |  |  |  |
|   |                                                                                                             | Male    |                                                                      |  |  | Female  |                                                             |  |  |  |
|   |                                                                                                             | Number  | Median Remuneration / Salary / Wages of respective category (in Rs.) |  |  | Number  | Median Remuneration / Salary / Wages of respective category |  |  |  |
|   | Board of Directors (BoDs)                                                                                   |         |                                                                      |  |  |         |                                                             |  |  |  |
|   | - Non-Executive Directors                                                                                   | 6       | 15,00,000.00                                                         |  |  | 2       | 1,60,000.00*                                                |  |  |  |
|   | - Executive Directors                                                                                       | 2       | 3,99,74,270.50                                                       |  |  | 0       | –                                                           |  |  |  |
|   | Key Managerial Personnel (KMPs)                                                                             | 2       | 2,26,49,037.50                                                       |  |  | 1       | 22,99,713.00                                                |  |  |  |
|   | Employees other than BoD and KMPs                                                                           | 1150    | 5,43,762.00                                                          |  |  | 133     | 1,91,172.00                                                 |  |  |  |
|   | Workers                                                                                                     | 221     | 3,68,724.00                                                          |  |  | 0       | –                                                           |  |  |  |
|   | *Median (Female) has come down since both the Women Directors have joined in October 2024 and January 2025. |         |                                                                      |  |  |         |                                                             |  |  |  |
| b | Gross wages paid to females as % of total wages paid by the entity, in the following format:                |         |                                                                      |  |  |         |                                                             |  |  |  |
|   |                                                                                                             | 2024-25 |                                                                      |  |  | 2023-24 |                                                             |  |  |  |
|   | Gross wages and salaries paid to females as % of total wages and salaries.                                  | 6.40%   |                                                                      |  |  | 5.76%   |                                                             |  |  |  |

|   |                                                                                                                                                                   |                                                                                         |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| 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<br>At the Factories - the Factory Managers<br>For the Company, as a whole - Head HR |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|

|   |                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---|-------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5 | Describe the internal mechanisms in place to redress grievances related to human rights issues. | Any grievance related to human rights issues would be addressed through whistle blower mechanism. Also, we have Internal Complaints Committee under POSH Policy to redress the grievances, if any.<br>The employees, contractors, suppliers and other stakeholders are encouraged to speak up and report any suspected or observed violations of the law or the Company's Code of Conduct, including issues related to human rights. |
|---|-------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



## Business Responsibility & Sustainability Report (Contd.)

|   |                                                                      |                       |                                           |         |                       |                                           |         |
|---|----------------------------------------------------------------------|-----------------------|-------------------------------------------|---------|-----------------------|-------------------------------------------|---------|
| 6 | Number of complaints on the following made by employees and workers: |                       |                                           |         |                       |                                           |         |
|   |                                                                      | 2024-25               |                                           |         | 2023-24               |                                           |         |
|   |                                                                      | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
|   | Sexual Harassment                                                    | NIL                   |                                           |         | NIL                   |                                           |         |
|   | 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: |         |         |
|   |                                                                                                                                                | 2024-25 | 2023-24 |
|   | Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)            | NIL     | NIL     |
|   | Complaints on POSH as a % of female employees / workers                                                                                        | NIL     | NIL     |
|   | Complaints on POSH upheld                                                                                                                      | NIL     | NIL     |

|   |                                                                                                       |                                                                                                                                                                       |
|---|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8 | Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. | Internal Complaints Committee constituted under POSH Policy is a mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases. |
|---|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|   |                                                                                              |                                                                                                                            |
|---|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| 9 | Do human rights requirements form part of your business agreements and contracts? (Yes / No) | Statutory and regulatory requirement clauses stipulate human values, child labour, equal remuneration and social security. |
|---|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|

|    |                             |                                                                                                       |
|----|-----------------------------|-------------------------------------------------------------------------------------------------------|
| 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                                                                                                   |
|    | Others – Please specify     | None                                                                                                  |

|    |                                                                                                                                                       |                                                                                                                                                               |                                                                                                                                                 |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| 11 | Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. |                                                                                                                                                               | None                                                                                                                                            |
|    | Leadership Indicators                                                                                                                                 |                                                                                                                                                               |                                                                                                                                                 |
|    | 1                                                                                                                                                     | Details of business process being modified / introduced as a result of addressing human rights grievances / complaints.                                       | The Company has not received any complaint on the human rights issues.                                                                          |
|    | 2                                                                                                                                                     | Details of the scope and coverage of any Human rights due-diligence conducted.                                                                                | Through Awareness and Robust legal and regulatory requirements compliances at all levels through our Internal Audit system on periodical basis. |
|    | 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 - As per legal requirements                                                                                                                 |



## Business Responsibility & Sustainability Report (Contd.)

|   |                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4 | Details on assessment of value chain partners:                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|   | Sexual Harassment<br>Discrimination at workplace<br>Child Labour<br>Forced / Involuntary Labour<br>Wages<br>Others – Please specify                   | <b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b><br>100%<br>As per the Company's Code of Conduct and/or business contracts, agreements and purchase orders, all of them must treat their employees with respect and dignity and exhibit zero tolerance towards sexual harassment, workplace discrimination and must not engage in child labour, Forced Labour/ Involuntary Labour, etc. They must also provide safe and healthy workplace for their employees and contractors. Besides, they must be compliant with local and national laws and regulations on Occupational Health and Safety. No complaints were received by the Company during the year. |
| 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2024-25 (in Gigajoule)                                                              | 2023-24 (in Gigajoule) |
|   | From Renewable Sources                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                     |                        |
|   | Total Electricity Consumption (A)                                                                                                                                                                                                                                                                                                                                                                                                                                                | 17,463.60                                                                           | 16,627.14              |
|   | Total Fuel Consumption (B)                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 68,663.61                                                                           | 73,682.15              |
|   | Energy consumption through other sources (C)                                                                                                                                                                                                                                                                                                                                                                                                                                     | –                                                                                   | –                      |
|   | Total Energy Consumption from Renewable Sources (A+B+C)                                                                                                                                                                                                                                                                                                                                                                                                                          | 86,127.21                                                                           | 90,309.29              |
|   | From Non - Renewable Sources                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                     |                        |
|   | Total Electricity Consumption (D)                                                                                                                                                                                                                                                                                                                                                                                                                                                | 61,038.18                                                                           | 54,523.64              |
|   | Total Fuel Consumption (E)                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 8,096.78                                                                            | 7,715.00               |
|   | Energy consumption through other sources (F)                                                                                                                                                                                                                                                                                                                                                                                                                                     | –                                                                                   | –                      |
|   | Total Energy Consumption from Non - Renewable Sources (D+E+F)                                                                                                                                                                                                                                                                                                                                                                                                                    | 69,134.95                                                                           | 62,238.64              |
|   | Total energy consumed (A+B+C+D+E+F)                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1,55,262.16                                                                         | 1,52,547.93            |
|   | Energy intensity per rupee of turnover in crores (Total energy consumption / Revenue from Operations) (GJ/ INR)                                                                                                                                                                                                                                                                                                                                                                  | 193.72                                                                              | 202.64                 |
|   | Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)* (in Million)                                                                                                                                                                                                                                                                                                               | 400.22                                                                              | 463.65                 |
|   | Energy intensity in terms of physical output                                                                                                                                                                                                                                                                                                                                                                                                                                     | Since the Company has heterogenous product mix, unable to apply common denominator. |                        |
|   | Energy 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                                                                                  |                        |
|   | * Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core is referred to calculate Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<br>The latest available PPP conversion rate for 2025 is used. (Source: World Economic Outlook (April 2025) - Implied PPP conversion rate)<br><a href="https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC">https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC</a> |                                                                                     |                        |



## Business Responsibility & Sustainability Report (Contd.)

|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                     |         |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------|
| 2 | Does the entity have any sites / facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N). If yes, disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.                                                                                                                             | No                                                                                  |         |
| 3 | Provide details of the following disclosures related to water, in the following format:                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                     |         |
|   | Parameter                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2024-25                                                                             | 2023-24 |
|   | Water withdrawal by source (in kilolitres)                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                     |         |
|   | (i) Surface Water                                                                                                                                                                                                                                                                                                                                                                                                                                                          | –                                                                                   | –       |
|   | (ii) Groundwater                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 27,284                                                                              | 22,982  |
|   | (iii) Third party water                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 48,111                                                                              | 42,087  |
|   | (iv) Seawater / Desalinated water                                                                                                                                                                                                                                                                                                                                                                                                                                          | –                                                                                   | –       |
|   | (v) Others                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | –                                                                                   | –       |
|   | Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)                                                                                                                                                                                                                                                                                                                                                                                                   | 75,394                                                                              | 65,069  |
|   | Total volume of water consumption (in Kilolitres)                                                                                                                                                                                                                                                                                                                                                                                                                          | 73,192                                                                              | 63,505  |
|   | Water intensity per rupee of turnover in crores (Water consumed / Revenue from operations)                                                                                                                                                                                                                                                                                                                                                                                 | 91.32                                                                               | 84.36   |
|   | Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)* (in Million)                                                                                                                                                                                                                                                                                                        | 188.67                                                                              | 193.01  |
|   | Water intensity in terms of physical output                                                                                                                                                                                                                                                                                                                                                                                                                                | Since the Company has heterogenous product mix, unable to apply common denominator. |         |
|   | Water 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                                                                                  |         |
|   | * Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core is referred to calculate Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP). The latest available PPP conversion rate for 2025 is used. (Source: World Economic Outlook (April 2025) - Implied PPP conversion rate) <a href="https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC">https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC</a> |                                                                                     |         |
| 4 | Provide the following details related to water discharged:                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                     |         |
|   | Parameter                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2024-25                                                                             | 2023-24 |
|   | Water discharge by destination and level of treatment (in kilolitres)                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                     |         |
|   | (i) To Surface water                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                     |         |
|   | No Treatment                                                                                                                                                                                                                                                                                                                                                                                                                                                               | –                                                                                   | –       |
|   | With treatment – please specify level of treatment                                                                                                                                                                                                                                                                                                                                                                                                                         | –                                                                                   | –       |
|   | (ii) To Ground Water                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                     |         |
|   | No Treatment*                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 2,960                                                                               | 1,951   |
|   | With treatment – please specify level of treatment                                                                                                                                                                                                                                                                                                                                                                                                                         | 36,553                                                                              | 32,782  |
|   | (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**                                                                                                                                                                                                                                                                                                                                                                                                                       | 2,192                                                                               | 2,096   |
|   | (v) Others                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                     |         |
|   | No Treatment                                                                                                                                                                                                                                                                                                                                                                                                                                                               | –                                                                                   | –       |
|   | With treatment – please specify level of treatment                                                                                                                                                                                                                                                                                                                                                                                                                         | –                                                                                   | –       |
|   | Total water discharged (in kilolitres)                                                                                                                                                                                                                                                                                                                                                                                                                                     | 41,705                                                                              | 36,829  |
|   | 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                                                                                  |         |
|   | *Let out into the common channel as per prevailing practices.                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                     |         |
|   | **The discharged water is taken to the common treatment plant in the Industrial Estates.                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                     |         |



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| 5                 | Has the entity implemented a mechanism for Zero Liquid Discharge?                                                                                                                                                |                                 |                                                                                                                                                                                                                                           | No        |         |
| 6                 | Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:                                                                                                       |                                 |                                                                                                                                                                                                                                           |           |         |
|                   | Parameter                                                                                                                                                                                                        | Please specify unit             | Limit                                                                                                                                                                                                                                     | 2024-25   | 2023-24 |
|                   | NOx                                                                                                                                                                                                              | (µg/M³)                         | 80                                                                                                                                                                                                                                        | 18.40     | 17.65   |
|                   | Sox                                                                                                                                                                                                              | (µg/M³)                         | 80                                                                                                                                                                                                                                        | 10.90     | 11.16   |
|                   | Particulate Matter (PM)                                                                                                                                                                                          | (µg/M³)                         | 100                                                                                                                                                                                                                                       | 63.95     | 60.93   |
|                   | Persistent Organic Pollutants (POP)                                                                                                                                                                              |                                 | –                                                                                                                                                                                                                                         | –         | –       |
|                   | Volatile Organic Compounds (VOC)                                                                                                                                                                                 |                                 | –                                                                                                                                                                                                                                         | –         | –       |
|                   | Hazardous Air Pollutants (HAP)                                                                                                                                                                                   |                                 | –                                                                                                                                                                                                                                         | –         | –       |
|                   | Others – Please specify                                                                                                                                                                                          |                                 | –                                                                                                                                                                                                                                         | –         | –       |
|                   | 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.                                                    |                                 | Third-party laboratory tests are conducted for all air emissions parameters at the plant locations according to a specific schedule to ensure compliance with permissible limits. These tests complement the internal monitoring systems. |           |         |
| 7                 | Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:                                                                                            |                                 |                                                                                                                                                                                                                                           |           |         |
|                   | Parameter                                                                                                                                                                                                        | Unit                            | 2024-25                                                                                                                                                                                                                                   | 2023-24   |         |
|                   | Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)                                                                                                             | Metric tonnes of CO2 equivalent | 7,535.30                                                                                                                                                                                                                                  | 8,013.07  |         |
|                   | Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)                                                                                                             | Metric tonnes of CO2 equivalent | 15,853.00                                                                                                                                                                                                                                 | 14,368.50 |         |
|                   | Total Scope 1 and Scope 2 emission intensity per rupee of turnover in crores (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)                                                                 |                                 | 29.18                                                                                                                                                                                                                                     | 29.73     |         |
|                   | 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)* (in Million) |                                 | 60.29                                                                                                                                                                                                                                     | 68.03     |         |
|                   | Total Scope 1 and Scope 2 emission intensity in terms of physical output                                                                                                                                         |                                 | Since the Company has heterogenous product mix, unable to apply common denominator.                                                                                                                                                       |           |         |
|                   | Total Scope 1 and Scope 2 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                                                                                                                                                                                                                                        |           |         |
|                   | *The latest available PPP conversion rate for the year 2025 is used. (Source: World Economic Outlook (April 2025) - Implied PPP conversion rate)                                                                 |                                 |                                                                                                                                                                                                                                           |           |         |
| 8                 | Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details:                                                                                                     |                                 | Yes. The Company has implemented many Energy reduction and energy efficiency projects and several other projects are also under progress.                                                                                                 |           |         |
| 9                 | Provide details related to waste management by the entity, in the following format:                                                                                                                              |                                 |                                                                                                                                                                                                                                           |           |         |
|                   | Parameter                                                                                                                                                                                                        |                                 | 2024-25                                                                                                                                                                                                                                   | 2023-24   |         |
|                   | Total Waste generated (in metric tonnes)                                                                                                                                                                         |                                 |                                                                                                                                                                                                                                           |           |         |
|                   | Plastic Waste (A)                                                                                                                                                                                                |                                 | 68.55                                                                                                                                                                                                                                     | 63.54     |         |
|                   | E-waste (B)                                                                                                                                                                                                      |                                 | 0.65                                                                                                                                                                                                                                      | 1.40      |         |
|                   | Bio-medical Waste (C)                                                                                                                                                                                            |                                 | 0.05                                                                                                                                                                                                                                      | 0.07      |         |
|                   | Construction and Demolition Waste (D)                                                                                                                                                                            |                                 | –                                                                                                                                                                                                                                         | 7.28      |         |
| Battery Waste (E) |                                                                                                                                                                                                                  | 0.88                            | 0.68                                                                                                                                                                                                                                      |           |         |



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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|-------------------------------------------------------------------------------------|----------|
| Radioactive Waste (F)                                                                                                                                                                                                                                                                   |                           | –                                                                                   | –        |
| Other Hazardous waste. Please specify, if any. (G) - Chemical Sludge, Used Oil, Oil soaked waste, Lab Fry Oil (Spent Oil)                                                                                                                                                               |                           | 5.17                                                                                | 6.71     |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) - (Carton box, RM bags, wet waste, sweeping waste, MS scrap, ALB2 scrap, Al scrap, SS scrap, Paper, Metal Scrap, Polythene Scrap & LMC / PCC Scrap) |                           | 1,103.45                                                                            | 1,119.22 |
| Total (A + B + C + D + E + F + G + H)                                                                                                                                                                                                                                                   |                           | 1,178.74                                                                            | 1,198.90 |
| Waste intensity per rupee of turnover in crores (Water consumed / Revenue from operations)                                                                                                                                                                                              |                           | 1.47                                                                                | 1.59     |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<br>(Total water consumption / Revenue from operations adjusted for PPP)* (in Millions)                                                                                                                 |                           | 3.04                                                                                | 3.64     |
| Waste intensity in terms of physical output                                                                                                                                                                                                                                             |                           | Since the Company has heterogenous product mix, unable to apply common denominator. |          |
| Waste intensity (optional) – the relevant metric may be selected by the entity                                                                                                                                                                                                          |                           | –                                                                                   | –        |
| *The latest available PPP conversion rate for 2025 is used. (Source: World Economic Outlook (April 2025) - Implied PPP conversion rate)                                                                                                                                                 |                           |                                                                                     |          |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)                                                                                                                                                 |                           |                                                                                     |          |
| Category of waste                                                                                                                                                                                                                                                                       |                           | 2024-25                                                                             | 2023-24  |
| (i)                                                                                                                                                                                                                                                                                     | Recycled                  | 1,178.43                                                                            | 1,198.80 |
| (ii)                                                                                                                                                                                                                                                                                    | Re-used                   | –                                                                                   | –        |
| (iii)                                                                                                                                                                                                                                                                                   | Other recovery operations | –                                                                                   | –        |
| Total                                                                                                                                                                                                                                                                                   |                           | 1,178.43                                                                            | 1,198.80 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)                                                                                                                                                                              |                           |                                                                                     |          |
| Category of waste                                                                                                                                                                                                                                                                       |                           | 2024-25                                                                             | 2023-24  |
| (i)                                                                                                                                                                                                                                                                                     | Incineration              | 0.31                                                                                | 0.10     |
| (ii)                                                                                                                                                                                                                                                                                    | Landfilling               | –                                                                                   | –        |
| (iii)                                                                                                                                                                                                                                                                                   | Other disposal operations | –                                                                                   | –        |
| Total                                                                                                                                                                                                                                                                                   |                           | 0.31                                                                                | 0.10     |
| 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 recycles plastic wastes through authorized recyclers. Further, all plant locations have Sewage Treatment Plant (STP) or Waste Water Treatment Plant. There are no hazardous and toxic chemicals or additives being used in the products. Applicable permissible limits are strictly followed. Hazardous waste and a part of wastewater are disposed off through authorised collection vendors. |  |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

|                                                                             |                                                                                                                                                                                                                                                                                                                                       |                    |                                                                                                                                                             |  |
|-----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 11                                                                          | If the entity has operations / offices in / around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals / clearances are required, please specify details in the following format: |                    |                                                                                                                                                             |  |
| S. No.                                                                      | Location of operations / offices                                                                                                                                                                                                                                                                                                      | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |  |
| Not Applicable. None of our operations are in ecologically sensitive areas. |                                                                                                                                                                                                                                                                                                                                       |                    |                                                                                                                                                             |  |

|                                   |                                                                                                                                           |      |                                                             |                                                  |                   |  |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------------------------------------------------|--------------------------------------------------|-------------------|--|
| 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 |  |
| No                                |                                                                                                                                           |      |                                                             |                                                  |                   |  |

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|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| 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 and Environment Protection Act and Rules thereunder (Y/N). If not provide details of all such non-compliances, in the following format: |                                              |                                                                                                                      |                                        |
| <b>S. No.</b>                                                                                                                                                                                  | <b>Specify the law / regulation / guidelines which was not complied with</b>                                                                                                                                                                                                                                                                          | <b>Provide details of the non-compliance</b> | <b>Any fines / penalties / action taken by the regulatory agencies such as Pollution Control Boards or by Courts</b> | <b>Corrective action taken, if any</b> |
| Yes, the Company complies with the applicable environmental laws / regulations / guidelines and there is a robust mechanism to monitor and report its compliances. There is no non-compliance. |                                                                                                                                                                                                                                                                                                                                                       |                                              |                                                                                                                      |                                        |

| Leadership Indicators |                                                                                                                                                                  |                |                                                                                                                                    |    |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|------------------------------------------------------------------------------------------------------------------------------------|----|
| 1                     | Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):                                                                            |                | Not Applicable<br>None of the Manufacturing locations is in the water stressed locations and hence this section is not applicable. |    |
|                       | For each facility / plant located in areas of water stress, provide the following information:                                                                   |                | Not Applicable                                                                                                                     |    |
| (i)                   | Name of the area                                                                                                                                                 |                |                                                                                                                                    |    |
| (ii)                  | Nature of operations                                                                                                                                             |                |                                                                                                                                    |    |
| (iii)                 | Water withdrawal, consumption and discharge in the following format:                                                                                             |                |                                                                                                                                    |    |
|                       | <b>Parameter</b>                                                                                                                                                 | <b>2024-25</b> | <b>2023-24</b>                                                                                                                     |    |
|                       | <b>Water withdrawal by source (in kilolitres)</b>                                                                                                                |                |                                                                                                                                    |    |
| (i)                   | Surface Water                                                                                                                                                    |                |                                                                                                                                    |    |
| (ii)                  | Groundwater                                                                                                                                                      |                |                                                                                                                                    |    |
| (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 (Water consumed / turnover)                                                                                                |                |                                                                                                                                    |    |
|                       | Water intensity (optional) – the relevant metric may be selected by the entity                                                                                   |                |                                                                                                                                    |    |
|                       | <b>Water discharge by destination and level of treatment (in kilolitres)</b>                                                                                     |                |                                                                                                                                    |    |
| (i)                   | Into Surface Water                                                                                                                                               |                |                                                                                                                                    |    |
|                       | • No treatment                                                                                                                                                   |                |                                                                                                                                    |    |
|                       | • With treatment – Please specify level of treatment                                                                                                             |                |                                                                                                                                    |    |
| (ii)                  | Into Groundwater                                                                                                                                                 |                |                                                                                                                                    |    |
|                       | • No treatment                                                                                                                                                   |                |                                                                                                                                    |    |
|                       | • With treatment – Please specify level of treatment                                                                                                             |                |                                                                                                                                    |    |
| (iii)                 | Into 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                                                                                                             |                |                                                                                                                                    |    |
|                       | <b>Total water discharged (in kilolitres)</b>                                                                                                                    |                |                                                                                                                                    |    |
|                       | Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N).<br>If yes, name of the external agency. |                |                                                                                                                                    | No |



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|   |                                                                                                                                                                                                                                                                                                                    |                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                  |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| 2 | Please provide details of total Scope 3 emissions & its intensity, in the following format:                                                                                                                                                                                                                        |                                             | Scope 3 emissions are indirect GHG emissions that occur outside the organization, including both upstream and downstream emissions. Scope 3 emissions are yet to be measured.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                  |
|   | <b>Parameter</b>                                                                                                                                                                                                                                                                                                   | <b>Unit</b>                                 | <b>2024-25</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>2023-24</b>                   |
|   | Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                                                                                                                                              | Metric tonnes of CO <sub>2</sub> equivalent | –                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | –                                |
|   | 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. <b>No</b>                                                                                                                                            |                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                  |
| 3 | With respect to the ecologically sensitive areas reported at Question 10 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: |                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                  |
|   | <b>S. No.</b>                                                                                                                                                                                                                                                                                                      | <b>Initiative Undertaken</b>                | <b>Details of the initiative (Web-link, if any, may be provided along-with summary)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Outcome of the initiative</b> |
|   | Across all Business Units, the Company has undertaken several resource efficiency, waste reduction and energy conservation projects and some of the projects have started yielding good results and benefits, in terms of reduced emissions and reduced waste generation.                                          |                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                  |
| 5 | Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link.                                                                                                                                                                                                     |                                             | <p>Yes. All the Company's Manufacturing units are having emergency preparedness plans to handle any disaster. The plans are designed to contain the incident, minimize casualties and prevent further injuries, mitigation measures, quick and streamlined relief and rescue operation, speed up restoration of normalcy and ensure each member of the emergency operation including response team and employees are aware of their role in emergency. It is also critical to ensure that the Plants can manage these risks well.</p> <p>This is achieved by- (i) developing a comprehensive emergency plan to handle various identified and potential emergencies; (ii) implementing the plan and training the people; (iii) improving response through regular conduct of mock drills; and (iv) monitoring implementation by inspecting and auditing controls to ensure that the system is working as planned.</p> |                                  |
| 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?                                                                                                                       |                                             | Value chain partners have not been assessed for environmental Impacts. This process will be initiated in the coming years.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                  |
| 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:<br>a. By the listed entity<br>b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners"                                                                                                                             |                                             | Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                  |

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| 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.                                                                                  |                                   |                                                             | 10                                                                                          |                          |                                         |
|                                                                                                                                                                                | b.                                                                                                                                                     | List of 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                                                                                                                                                      | The Confederation of Indian Industry (CII)                                                                                                               |                                   |                                                             | National & State                                                                            |                          |                                         |
|                                                                                                                                                                                | 2                                                                                                                                                      | Indo German Chamber of Commerce (IGCC)                                                                                                                   |                                   |                                                             |                                                                                             |                          |                                         |
|                                                                                                                                                                                | 3                                                                                                                                                      | India-ASEAN-Sri Lanka Chamber of Commerce & Industry                                                                                                     |                                   |                                                             |                                                                                             |                          |                                         |
|                                                                                                                                                                                | 4                                                                                                                                                      | Indian Drug Manufacturers Association (IDMA)                                                                                                             |                                   |                                                             |                                                                                             |                          |                                         |
|                                                                                                                                                                                | 5                                                                                                                                                      | Delhi Chambers of Commerce                                                                                                                               |                                   |                                                             |                                                                                             |                          |                                         |
|                                                                                                                                                                                | 6                                                                                                                                                      | Association of Indian Medical Device Industry (AIMED)                                                                                                    |                                   |                                                             |                                                                                             |                          |                                         |
|                                                                                                                                                                                | 7                                                                                                                                                      | Ambattur Industrial Estate Manufacturers' Association (AIEMA)                                                                                            |                                   |                                                             |                                                                                             |                          |                                         |
|                                                                                                                                                                                | 8                                                                                                                                                      | Kerala Small Scale Industries Association (KSSIA)                                                                                                        |                                   |                                                             |                                                                                             |                          |                                         |
| 9                                                                                                                                                                              | KINFRA Entrepreneurs Association                                                                                                                       |                                                                                                                                                          |                                   |                                                             |                                                                                             |                          |                                         |
| 10                                                                                                                                                                             | The Advertising Standards Council of India (ASCI)                                                                                                      |                                                                                                                                                          |                                   |                                                             |                                                                                             |                          |                                         |
| 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                                     |                                                                                             |                          |                                         |
|                                                                                                                                                                                |                                                                                                                                                        | NIL                                                                                                                                                      |                                   |                                                             |                                                                                             |                          |                                         |
| 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   |                                         |
|                                                                                                                                                                                | NIL                                                                                                                                                    |                                                                                                                                                          |                                   |                                                             |                                                                                             |                          |                                         |
| 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        |                                         |
|                                                                                                                                                                                | NA                                                                                                                                                     |                                                                                                                                                          |                                   |                                                             |                                                                                             |                          |                                         |
| 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 (RAFs)                                                     | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|                                                                                                                                                                                | NA                                                                                                                                                     |                                                                                                                                                          |                                   |                                                             |                                                                                             |                          |                                         |



## Business Responsibility & Sustainability Report (Contd.)

|                       |                                                                                                                                                                                                                           |                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                     |                                    |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|------------------------------------|
| 3                     | Describe the mechanisms to receive and redress grievances of the community                                                                                                                                                |                                                                                                                                                            | All the CSR / Community projects are undertaken based on need assessment and in consultation with the local community.<br><br>All the Units have a designated team to interact with the community at large and address any grievances by planning projects towards the same. The teams have a good rapport with all stakeholders like the community, district administration & political parties and work towards finding the best solution. |                                                                                     |                                    |
| 4                     | Percentage of input material (inputs to total inputs by value) sourced from suppliers:                                                                                                                                    |                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                     |                                    |
|                       |                                                                                                                                                                                                                           | 2024-25                                                                                                                                                    | 2023-24                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                     |                                    |
|                       | Directly sourced from MSMEs / Small Producers                                                                                                                                                                             | 18%                                                                                                                                                        | 26%                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                     |                                    |
|                       | Directly from within India                                                                                                                                                                                                | 95%                                                                                                                                                        | 94%                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                     |                                    |
| 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                                                                                                                                                                                                                  | 2024-25                                                                                                                                                    | 2023-24                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                     |                                    |
|                       | Rural                                                                                                                                                                                                                     | 0.13%                                                                                                                                                      | 0.10%                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                     |                                    |
|                       | Sebi - urban                                                                                                                                                                                                              | 10.32%                                                                                                                                                     | 12.58%                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                     |                                    |
|                       | Urban                                                                                                                                                                                                                     | 27.57%                                                                                                                                                     | 31.39%                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                     |                                    |
|                       | Metropolitan                                                                                                                                                                                                              | 61.98%                                                                                                                                                     | 55.93%                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                     |                                    |
|                       | (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                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                     |                                    |
|                       | No (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                                                                                                                                                                                                                                                                                                                                                                                                                        | Amount Spent (In INR)                                                               |                                    |
|                       | NIL                                                                                                                                                                                                                       |                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                     |                                    |
| 3                     | a.                                                                                                                                                                                                                        | Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes / No) |                                                                                                                                                                                                                                                                                                                                                                                                                                              | No such preferential procurement policy exists as of now and is being contemplated. |                                    |
|                       | b.                                                                                                                                                                                                                        | From which marginalized / vulnerable groups do you procure?                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                              | NA                                                                                  |                                    |
|                       | c.                                                                                                                                                                                                                        | What percentage of total procurement (by value) does it constitute?                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                              | NA                                                                                  |                                    |
| 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 |
|                       | None                                                                                                                                                                                                                      |                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                     |                                    |
| 5                     | Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.                                                 |                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                     |                                    |
|                       | Name of Authority                                                                                                                                                                                                         |                                                                                                                                                            | Brief of the case                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                     | Corrective action taken            |
|                       | NA                                                                                                                                                                                                                        |                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                     |                                    |



## Business Responsibility & Sustainability Report (Contd.)

|   |                                           |                                                                                                                                                                                                                  |                                                   |                                                                   |
|---|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|-------------------------------------------------------------------|
| 6 | Details of beneficiaries of CSR Projects: |                                                                                                                                                                                                                  |                                                   |                                                                   |
|   | <b>S. No.</b>                             | <b>CSR Project</b>                                                                                                                                                                                               | <b>No. of Persons benefited from CSR Projects</b> | <b>% of beneficiaries from vulnerable and marginalized groups</b> |
|   | 1                                         | For providing educational / medical assistance to the deserving people                                                                                                                                           | 454                                               | 100%                                                              |
|   | 2                                         | For financial support for providing medical assistance to these children to the children born with cleft lip and palate, maxillofacial and craniofacial disorders.                                               | 8                                                 |                                                                   |
|   | 3                                         | For providing financial assistance to the underprivileged children for education, nutrition, personality development and to carry out infrastructural development in schools in and around Hosakote rural areas. | 71                                                |                                                                   |
|   | 4                                         | For providing medical treatment to the poor and downtrodden needy patients, at a very nominal fee and also providing dialysis treatment under subsidized rate                                                    | 1429                                              |                                                                   |
|   | 5                                         | For providing education, breakfast, lunch and tea for tribal and rural Underprivileged children in the village of Anaikatty, Coimbatore.                                                                         | 240                                               |                                                                   |

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

| Essential Indicators |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                    | <p>Describe the mechanisms in place to receive and respond to consumer complaints and feedback</p> <p>The Company engages with its customers and ascertains their level of satisfaction and the information is utilised to improve the products, business operations and services.</p> <p>The Company has a well-established system for receiving and addressing customer complaints and feedback. There are various channels for the purpose which include:</p> <ol style="list-style-type: none"> <li>1. Contact helplines available 24/7 via dedicated toll-free telephone number and Email.</li> <li>2. Customer satisfaction surveys conducted periodically.</li> <li>3. Customer and business partner meetings and events.</li> <li>4. Periodic interaction of the sales representatives with the customers.</li> </ol> |

|   |                                                                                                                           |                                          |
|---|---------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| 2 | Turnover of products and / services as a percentage of turnover from all products / service that carry information about. |                                          |
|   |                                                                                                                           | <b>As a percentage to total turnover</b> |
|   | 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: |                          |                                       |         |                          |                                       |         |
|   |                                                            | 2024-25                  |                                       | Remarks | 2023-24                  |                                       | Remarks |
|   |                                                            | Received during the year | Pending resolution at end of the year |         | Received during the year | Pending resolution at end of the year |         |
|   | Data privacy                                               | Nil                      | Nil                                   | Nil     | Nil                      | Nil                                   | Nil     |
|   | Advertising                                                | Nil                      | Nil                                   | Nil     | Nil                      | Nil                                   | Nil     |
|   | Cyber-security                                             | Nil                      | Nil                                   | Nil     | Nil                      | Nil                                   | Nil     |
|   | Delivery of essential services                             | Nil                      | Nil                                   | Nil     | Nil                      | Nil                                   | Nil     |
|   | Restrictive Trade Practices                                | Nil                      | Nil                                   | Nil     | Nil                      | Nil                                   | Nil     |
|   | Unfair Trade Practices                                     | Nil                      | Nil                                   | Nil     | Nil                      | Nil                                   | Nil     |
|   | Other                                                      | 213                      | 5                                     | Nil     | 213                      | Nil                                   | Nil     |

| 4 | Details of instances of product recalls on account of safety issues: |        |                    |
|---|----------------------------------------------------------------------|--------|--------------------|
|   |                                                                      | Number | Reasons for recall |
|   | Voluntary recalls                                                    | NIL    |                    |
|   | Forced recalls                                                       |        |                    |



## Business Responsibility & Sustainability Report (Contd.)

|                              |                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                               |
|------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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.                                                                                                                                                        | The Company has an IT security policy and support systems, addressing the risks related to cyber security and data privacy. Presently the policy is available on the intranet for the employees.                                                                                                                                                                                              |
| 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. | As part of the Company's Cyber Security Policy, Vulnerability Assessments and Penetration Testing are carried out periodically through a CERT-IN empanelled vendor.                                                                                                                                                                                                                           |
| 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                                                                                                                                                                                                                            | NA                                                                                                                                                                                                                                                                                                                                                                                            |
| c                            | Impact, if any, of the data breaches                                                                                                                                                                                                                                                                              | NA                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Leadership Indicators</b> |                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                               |
| 1                            | Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).                                                                                                                                                                                   | Details can be obtained by sending a mail to customer service. <a href="http://www.ttkhealthcare.com">www.ttkhealthcare.com</a>                                                                                                                                                                                                                                                               |
| 2                            | Steps taken to inform and educate consumers about safe and responsible usage of products and / or services.                                                                                                                                                                                                       | Information regarding usage of product and end use applications are given in the respective Product catalogues, IFUs, Website of the Company, etc.                                                                                                                                                                                                                                            |
| 3                            | Mechanisms in place to inform consumers of any risk or disruption / discontinuation of essential services.                                                                                                                                                                                                        | The products and services offered by the Company do not constitute in the category of essential services and hence this disclosure is 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.                                                                                                                                          | The required information are given on all the products of the Company as required by the applicable laws. For some products, information over and above the mandated requirement is also provided. Obtaining customer feedback is a continuous process as the distributors are in constant touch with the customers to ensure that this is communicated transparently across the value chain. |
|                              | 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)                                                                                            | Yes                                                                                                                                                                                                                                                                                                                                                                                           |

### Notes:

- (i) The previous period's / year's figures have been regrouped and reclassified, wherever necessary to conform to the current period's / year's presentations.  
(ii) NA means Not Applicable

Place : Chennai  
Date : May 23, 2025

For and on behalf of the Board  
**T T RAGHUNATHAN**  
Executive Chairman