



**TTK Healthcare
LIMITED**

TTKH:SEC:SL:102:26

June 27, 2026

**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 2025-26

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26.

The BRSR also forms the part of the Annual Report for the Financial Year 2025-26, submitted to the Exchanges vide letter No.TTKH:SEC:SL:101:26 dated June 27, 2026.

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

At TTK Healthcare Limited (TTKHCL), our Business Responsibility & Sustainability Report (BRSR) adheres to the nine principles of the SEBI framework on sustainability reporting, informing stakeholders of our sustainability endeavours.

TTKHCL is committed to sustainable growth by providing products that meet our customer needs while minimising negative environmental and social impacts, if any. We ensure that our sustainability approach and performance align with the Company's purpose and progress towards the sustainability Goals. We are constantly refining our approach to make sustainability progress integral to business performance, focusing on delivering positive impacts for all our stakeholders.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L24231TN1958PLC003647
2	Name of the Listed Entity	TTK Healthcare Limited
3	Year 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	investorcare@ttkhealthcare.com
7	Telephone	044-28116106
8	Website	www.ttkhealthcare.com
9	Financial year for which reporting is being done	2025-26
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, email address) of the person who may be contacted in case of any queries on the BRSR report	Mrs Gowry A Jaishankar DGM - Legal & Company Secretary Tel: 044 28116106 Email: gowry@ttkhealthcare.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14	Weather the Company has undertaken assessment or assurance of the BRSR Core?	No
15	Name of the Assurance Provider	None
16	Type of Assurance Obtained	NA

II. Products/services		
17	Details of business activities (<i>accounting for 90% of the turnover</i>): The Company is engaged in the manufacture, marketing and distribution of Consumer, Animal Welfare and Food Products; Medical and Protective Devices.	



Business Responsibility & Sustainability Report (Contd.)

18	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):		
S. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Male Contraceptives	221903	25.26%
2	Food Products	107903	17.63%
3	Animal Welfare Products	210004	16.46%
4	Ayurvedic Preparations	210003	10.82%
5	Medical Devices	477201, 325099, 325006	12.47%
6	Home Care Products	464999	9.45%
7	Cosmetics and Deodorant	464901	7.88%

III. Operations				
19	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	41	49
	International	-	-	-

20	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)	28
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	6.41%
c.	A brief on types of customers	<p>TTK Healthcare is a household name in India, having served generations of customers. Our Company has nearly seven decades of presence in the country and most of Indian households use one or more of our brands. With a pan-India network, we serve all States and Union Territories in India.</p> <p>Our products are available across the country through a large network of distributors/retailers, who constitute the backbone of our reach. The longstanding relationships with our customers are based on trust and mutual understanding.</p> <p>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.</p>

IV. Employees							
21	Details as at the end of the Financial Year (2025-26)						
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)	1,165	1,095	93.99	70	6.01
	2	Other than Permanent (E)	94	59	62.77	35	37.23
	3	Total Employees (D+E)	1,259	1,154	91.66	105	8.34

Business Responsibility & Sustainability Report (Contd.)

Workers:						
1	Permanent (F)	219	219	100.00	-	-
2	Other than Permanent (G)	2,155	1,191	55.27	964	44.73
3	Total Workers (F+G)	2,374	1,410	59.39	964	40.61
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)	-	-	-	-	-

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

23	Turnover rate for permanent employees and workers								
<i>(Disclose trends for the past 3 years)</i>									
	2025-26			2024-25			2023-24		
	(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	24.47	11.59	23.69	23.20	7.35	22.22	20.41	12.80	19.96
Permanent Workers	0.91	-	0.91	4.42	-	4.42	0.80	-	0.80

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

VI.	CSR Details	
25	(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes / No)	Yes
	(ii) Turnover (Rs. in lakhs)	85,728.11
	(iii) Net Worth (Rs. in lakhs)	1,09,517.26



Business Responsibility & Sustainability Report (Contd.)

VII. Transparency and Disclosures Compliances								
26	Complaints / Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:							
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
			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 www.ttkhealthcare.com	-	-	-	-	-	-
	Investors (other than shareholders)		-	-	-	-	-	-
	Shareholders		28	-	-	39	-	-
	Employees and Workers		-	-	-	-	-	-
	Customers		176	-	-	213	5	-
	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 grievances, or potential violations on the Company's Code of Conduct, or any aspect of the business, including the nine principles of NGRBC.							
27	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							
	In today's fast-changing and uncertain world, the fundamental values and principles of TTKHCL provide a beacon light. The Company has a formal internal process to periodically review, identify and refine the material sustainability issues that are crucial for the Company's businesses. This process helps us to focus on what really matters most to the Company as well as its key stakeholders - including our employees, consumers, customers, value chain partners, planet and society. Given below is the list of top sustainability issues across our operations and value chain.							
	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		



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	2	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
	3	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
	4	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 Programmes and Wellbeing initiatives.	Positive
	5	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 contractor workmen. These include OHS policies, OHS Management Systems and Employee Wellness initiatives.	Negative
	6	Energy and Environmental management	Risk & Opportunity	Compliance, Climate change.	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.	Positive
	7	Resource Management	Opportunity	Increased use of resource substitution and optimization, conservation of resources.	Resource efficiency, reduction of waste.	Positive



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	8	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
	9	Regulatory compliance	Risk	Dynamic regulatory landscape.	Compliance with all applicable laws and regulations.	Negative
	10	Cost, Competitive-ness	Risk	Pressure on Margins.	Focus on operational efficiency, resource conservation and reduction.	Negative
	11	Geopolitics	Risk	Adverse impact on business volumes and revenue.	Expansion and diversification of market and customer-base, market penetration.	Negative

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.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
	b. Has the policy been approved by the Board? (Yes/No)									
	c. Web Link of the Policies, if available	https://ttkhealthcare.com/investorlist/policies/								
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, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes. 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, FSSC 22000, Halal, Kosher and Non-GMO etc., which also incorporate most of these principles.								



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5	Specific commitments, goals and targets set by the entity with defined time lines, if any.	<p>The Company is committed to protecting the environmental and social aspects while conducting its business operations. The Company's annual business planning process provides a robust opportunity to review and refine the Company's approaches on these vital aspects.</p> <p>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 a continuous basis 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 developing and implementing relevant projects in achieving them. The necessary support is extended by the corporate office.</p>

Governance, leadership and oversight

Most of the principles of NGRBC and Sustainability had for long been our Company's internal compass. The recent momentum and upsurge in sustainability have only given a further filip to our efforts in this direction. The Company has, therefore, been readily able to identify with and adopt the SDG's as a valuable framework to design and direct its sustainability journey". - Chief Executive Officer.

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements <i>(listed entity has flexibility regarding the placement of this disclosure)</i>	<p>Our Business Responsibility and Sustainability Report (BRSR) for the financial year 2025-26 aims to update our stakeholders - both internal and external - of our sustainability performance driven by our commitment and efforts to create a positive impact on the environment and society.</p> <p>Sustainability has always been deeply ingrained in the way we do our business and it is not just a separate or standalone initiative. We truly believe that sustainable practices can drive innovation, reduce costs, enhance brand reputation and create long-term value for shareholders.</p> <p>We continue to make strides in our sustainability journey and going forward we will adopt further bold and decisive leadership initiatives to make a meaningful difference, especially on our ESG (Environmental, Social and Governance) Goals. In our manufacturing operations, across all businesses, we have reduced our CO2 emissions, water usage and total waste generated from our factories.</p> <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.</p> <p>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, we see positive enthusiasm across all the Business Units and greater motivation of our people to bring about lasting change. It has also kindled their creative spirits. We perceive this as major achievement which also enable continuous progress.</p>
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8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Board of Directors																	
9	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr S Kalyanaraman, Managing Director & Chief Executive Officer has been vested with responsibility for decision making on sustainability and other related issues. He collaborates actively with the Business Unit Heads, Functional Heads and the Cross-Functional Teams (CFTs) to gather inputs and insights to form these decisions. As the key decision-maker, the CEO ensures that sustainability initiatives align with the Company's values, overall goals and objectives, fostering a cohesive and integrated approach towards sustainability across the organization.																	
10	Details of Review of NGRBCs by the Company:																		
	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Yes									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 in the Company. The Management Policies are also reviewed during various certifications audits by external agencies as a part of the process.																	
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.																	
	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 Company internally reviews the working of the above mentioned policies periodically to ensure that the Policies are relevant and up-to-date.																	
	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.

At TTKHCL, we are committed to upholding the highest standards of business integrity. Our Code of Conduct and related policies and systems guide all our actions, ensuring we operate with utmost honesty and integrity. We strive to create a positive impact through fostering a culture of integrity at all levels.

Essential Indicators

1 Percentage coverage by training and awareness programmes on any of the Principles during the financial year:			
Segment	Total Number of training and awareness programmes held	Topics / Principles covered under the training and its impact	%age of persons in respective category by the awareness programmes
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	56	All Principles of BRSR, the company's Code of Conduct, POSH guidelines.	33%
Workers	10	Principle 2 (Quality & 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

	NGRBC Principle	Name of the Regulatory / Enforcement Agencies / Judicial Institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred (Yes / No)
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

Non-Monetary

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



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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			
			NIL			
4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.		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. WebLink - https://ttkhealthcare.com/investorlist/policies/			
5	Number of Directors / KMPs / Employees / Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:					
		2025-26		2024-25		
	Directors	NIL		NIL		
	KMPs					
	Employees					
Workers						
6	Details of complaints with regard to conflict of interest:					
	2025-26		2024-25			
	Number	Remarks	Number	Remarks		
	Number of complaints received in relation to issues of Conflict of Interest of the Directors		NIL			
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs		NIL			
7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.		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:					
		2025-26 (in days)		2024-25 (in days)		
	Number of days of accounts payables	59		73		
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		2025-26	2024-25	
	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		93.59%	89.34%
		b.	Number of dealers / distributors to whom sales are made		6,163	6,393
		c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		12.84%	9.39%
	Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)		0.20%	0.48%
		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)		87.96%	94.10%

Business Responsibility & Sustainability Report (Contd.)

Leadership Indicators

1	Awareness programmes conducted for value chain partners on any of the Principles during the financial year:	<p>TTKHCL values its vendors as business partners. It enjoys many years of enduring relationships with all its Value Chain Partners (VCPs).</p> <p>Therefore, the Company has initiated several steps to further strengthen the relationship and wishes to carry the VCPs along in its sustainability journey. The Company perceives these initiatives to yield multiple benefits, primarily to the VCPs, the Company and also the external physical environment.</p> <p>The Company plans to intensify its efforts in advising, guiding and supporting its top VCPs to derive multiple benefits such as energy reduction, GHG reduction, water conservation, etc. Further, it wishes to focus on these efforts as a supply chain risk mitigation measure.</p> <p>In 2025-26, TTKHCL conducted awareness programmes for its major VCPs on Sustainability and has also facilitated them to conduct a self-assessment on various aspects of sustainability.</p> <p>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.</p>	
	Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
	1 (43 vendors trained through digital medium)	All Principles of BRSR	36%
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.	<p>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.</p> <p>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.</p>	

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

At TTKHCL, we focus on responding to consumer demands with our comprehensive portfolio of sustainable products. We aim to innovate boldly for people and the planet.

Essential Indicators

1	Percentage of R&D and Capital Expenditure (Capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and Capex Investments made by the entity, respectively.			
		Current Financial Year	Previous Financial Year	Details of Improvements in environmental and social impacts
	R&D	NIL	NIL	NIL
	Capex	4.29%	NIL	NIL



Business Responsibility & Sustainability Report (Contd.)

TTKHCL is deeply committed to developing products that are environmentally safe, durable, energy efficient and safe to customers at all stages of the life cycle.
 The Company has adopted the 4R Principle: Reduce, Reuse, Recycle and Reclaim, to improve sustainability performance. Resource conservation and Resource efficiency lie at the heart of these efforts.
 During the year, all the Business Units (BU's) 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

The BUs formed Cross Functional Teams and undertook several Small Group Activities (SGA's) / Projects in the above areas, which resulted in multiple benefits as given above and also emission reduction and cost savings.

SI. No	Business Unit	Projects completed
1	HVD	Smart, Workflow Automation, for Yield and Accuracy in Compaction Management (SWAYAM).
2	ORTHO	Energy conservation and Water conservation.
3	FOODS	Reduction in Electricity, Process Improvements resulting in improved Productivity, Yield and OEE, Reduction in wastages, Water Conservation.
4	PDD	Initiation of Clean Energy Transition for Operational Sustainability and Cost Resilience, Optmization of Packaging and Transportation, Water conservation through treatment and recycling, Alternative sourcing of Raw Materials and Packaging Materials, Waste Management, Productivity improvements leading to energy reduction and manpower rationalization, Hazard reduction.
5	AWD	Energy conservation.

2	a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes. The Company's supplier selection, assessment and evaluation process includes elements of sustainability. These aspects are covered under initial supplier evaluation and periodic audits. 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?	Almost 70%

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	Generally, as Brand Owner & 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. Scrap generated from PDD facility is collected separately, accounted and stored in the designated area, shredded and disposed off to re-cyclers / authorized vendors. 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
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Business Responsibility & Sustainability Report (Contd.)

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.
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Leadership Indicators

1	Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?					
	NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No) If yes, provide the web-link.
Life cycle perspectives are kept in mind in product development, manufacture and distribution, though no separate LCA has been conducted.						

2	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.		
	Name of Product / Service	Description of the risk concern	Action Taken
All plants comply with applicable environmental laws. It is ensured that there are no adverse environmental impacts through our operations/products. 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.			

3	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).		
	Indicate input material	Recycled or re-used input material to total material	
		2025-26	2024-25
	Recycling occurs only in Foods Division	3.69%	4.37%

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:						
		2025-26			2024-25		
		Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
	Plastics (including packaging)	Not Applicable, as our products fall under the category of Consumer Products.					
	E-waste						
	Hazardous Waste						
	Other Waste						

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



Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
	TTKHCL considers its employees as its most valuable asset. We foster a work environment that prioritises health, safety and a high quality work-life balance. Our initiatives include comprehensive wellness programs and opportunities for personal and professional growth, employees enjoy a lot of freedom and support in carrying out their duties and pursuing their initiatives in the workplace. The company's Learning & Development initiatives are tailored for all levels of employees and are structured to enhance their competence and skills for the future too. Further, employee well-being is given utmost importance and there are continuing efforts to enhance the various initiatives. Employee engagement and satisfaction are monitored on an ongoing basis and this is clearly reflected in the company's performance. TTKHCL has been consistently ranked as a top Company in the Great Place To Work (GPTW) Surveys.

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	1095	1002	91.51	1095	100.00	-	-	747	68.22	161	14.70	
	Female	70	70	100.00	70	100.00	53	75.71	-	0.00	15	21.43	
	Total	1165	1072	92.02	1165	100.00	53	4.55	747	64.12	176	15.11	
		Other than Permanent Employees											
	Male	59	2	3.39	59	100.00	-	-	11	18.64	56	94.92	
	Female	35	-	-	35	100.00	24	68.57	-	-	34	97.14	
	Total	94	2	2.13	94	100.00	24	25.53	11	11.70	90	95.74	
		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	219	162	73.97	219	100.00	-	-	219	100.00	219	100.00	
	Female	-	-	-	-	-	-	-	-	-	-	-	
	Total	219	162	73.97	219	100.00	-	-	219	100.00	219	100.00	
		Other than Permanent Workers											
	Male	1191	798	67.00	1149	96.47	-	-	963	80.86	-	-	
	Female	964	649	67.32	873	90.56	841	87.24	-	-	-	-	
	Total	2155	1447	67.15	2022	93.83	841	39.03	963	44.69	-	-	
		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											
									2025-26		2024-25		
									0.84%		0.88%		
		Cost incurred on well being measures as a % of total revenue of the Company											

Business Responsibility & Sustainability Report (Contd.)

2	Details of retirement benefits, for Current Financial Year and Previous Financial Year						
	Benefits	2025-26			2024-25		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (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	73.72	Y	100.00	76.69	Y
	ESI	13.03	88.65	Y	17.74	86.49	Y
	Others – Superannuation	18.90	-	Y	16.91	-	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. 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	2025-26			2024-25		
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or union (B)	% B/A	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or union (D)	% D/C
	Total Permanent Employees	1,165	-	-	1,118	-	-
	- Male	1,095	-	-	1,050	-	-
	- Female	70	-	-	68	-	-
	Total Permanent Workers	219	219	100.00	221	221	100.00
	- Male	219	219	100.00	221	221	100.00
	- Female	-	-	-	-	-	-



Business Responsibility & Sustainability Report (Contd.)

8	Details of training given to employees and workers:									
Category	2025-26					2024-25				
	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	1,154	1,154	100.00	182	15.77	1,153	1,153	100.00	457	39.64
Female	105	105	100.00	28	26.67	134	134	100.00	87	64.93
Total	1,259	1,259	100.00	210	16.68	1,287	1,287	100.00	544	42.27
Workers										
Male	1,410	1,410	100.00	376	26.67	1,389	1,389	100.00	810	58.32
Female	964	964	100.00	316	32.78	979	979	100.00	361	36.87
Total	2,374	2,374	100.00	692	29.15	2,368	2,368	100.00	1,171	49.45

9	Details of performance and career development reviews of employees and worker:					
Category	2025-26			2024-25		
	Total (A)	No.(B)	%(B/A)	Total (A)	No.(B)	%(B/A)
Employees						
Male	1,154	1,003	86.92	1,153	938	81.35
Female	105	80	76.19	134	68	50.75
Total	1,259	1,083	86.02	1,287	1,006	78.17
Workers						
Male	1,410	219	15.53	1,389	221	15.91
Female	964	-	-	979	-	-
Total	2,374	219	9.22	2,368	221	9.33

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?	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. 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.
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	2025-26	2024-25	
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-	
		Workers	-	-	
	Total recordable work-related injuries	Employees	-	-	
		Workers	5	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.
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13	Number of complaints on the following made by employees and workers:						
	Category	2025-26			2024-25		
		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	-	-	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	<p>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.</p> <p>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.</p> <p>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.</p>
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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)



Business Responsibility & Sustainability Report (Contd.)

2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	The Company monitors the compliance of its manpower supply organisations.
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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		
		2025-26	2024-25	2025-26	2024-25	
		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. The Company motivates the employees on their learning and growth curve and supports them in all possible means.
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5	Details on assessment of value chain partners:		
		% of value chain partners (by value of business done with such partners) that were assessed	
	Health and Safety practices	100	All the vendors who carry out work in our Factory premises are educated on our various policies and statutory obligation during the vendor induction process and while executing Work Order or Agreement. During the year, major VCP's have also been administered a self assessment questionnaire, which includes aspects of Health and Safety.
	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.
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PRINCIPLE 4	Businesses should respect the interests of and be responsive to all its stakeholders:
	Through regular and transparent communication and engagement, at TTKHCL, we align our strategic goals with stakeholder interests, driving long term growth and value creation.

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. The Company maintains regular contact with its various stakeholder groups, including customers, employees and suppliers. We also interact regularly with governments as well as communities and external partners.

Business Responsibility & Sustainability Report (Contd.)

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. TTKHCL is an equal opportunity employer encouraging diversity in the workplace.	<ol style="list-style-type: none"> 1. Emails – Monthly updates, Newsletters 2. Notice Boards in factories 3. Company intranet and website 4. Regular updates on internal social media group. 5. Townhalls and virtual meetings. 6. Annual performance reviews 	<ol style="list-style-type: none"> 1. Employee satisfaction survey periodically 2. Business specific monthly/ quarterly meetings 3. Annual meeting 	<ol style="list-style-type: none"> 1. Information about Company's business growth plans and business performance 2. Top-down communication about important changes, policies, wellbeing initiatives. 3. Platform for gathering informal feedback. 4. Workplace diversity is encouraged through various initiatives.
Shareholders	No	<ol style="list-style-type: none"> 1. Annual reporting 2. Press releases 3. Investor Relations 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	<ol style="list-style-type: none"> 1. Customer trade shows 2. Customer service 3. Key account relationships 4. Customer requests 	Continuous, As and when required	Information on business offerings
Communities	Yes	<ol style="list-style-type: none"> 1. CSR initiatives, donations / contributions and volunteering 2. Direct communication with community representatives, local municipal and rural bodies for development projects. 	Continuous, As and when required	<ol style="list-style-type: none"> 1. To develop and implement CSR projects for the community according to the needs assessment and priorities 2. Community engagement on improving basic needs infrastructure, education, skilling, healthcare and livelihood opportunities that could be created through CSR initiatives.
Suppliers	No. TTKHCL encourages suppliers from all sections. However, final engagement depends upon the quality and timely delivery.	<ol style="list-style-type: none"> 1. Supplier meets 2. Vendor management and onboarding assessments 3. Emails, conference calls, virtual meetings 	Continuous, As and when required	Understand new market trends and educating the suppliers.



Business Responsibility & Sustainability Report (Contd.)

Leadership Indicators	
1	<p>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>
	<p>NIL</p> <p>The Company has formulated several Committees of which Board Members are a part to address stake-holders concerns. These are as follows:</p> <ol style="list-style-type: none"> 1. Audit Committee: 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. 2. Nomination and Remuneration Committee: 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. 3. Stakeholders Relationship Committee: This committee oversees the timely and appropriate resolution of investor complaints. Members of this committee also formulate policies to service this stakeholder group. 4. Risk Management Committee: 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. 5. CSR Committee: 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>Besides the above, the Board is also briefed regularly on various aspects of sustainability and ESG by the Managing Director and CFO as part of their presentations to the Board.</p>
2	<p>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.</p>
	<p>Yes. The stakeholder consultation is used to support the identification and management of environmental and social topics of importance.</p>
3	<p>Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups.</p>
	<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 and 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>

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 5	Businesses should respect and promote human rights
	Our commitment to human rights governance is based on fairness and equality. These values are integral to our culture and the way we do business, contributing to a more sustainable and responsible business environment.

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	2025-26			2024-25		
		Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	
						% (D/C)	
	Employees						
	Permanent	1,165	700	60.09	1,118	52	4.65
	Other than permanent	94	64	68.09	169	8	4.73
	Total Employees	1,259	764	60.68	1,287	60	4.66
	Workers						
	Permanent	219	219	100.00	221	221	100.00
	Other than permanent	2,155	-	-	2,147	-	-
	Total Workers	2,374	219	9.22	2,368	221	9.33

2	Details of minimum wages paid to employees and workers, in the following format:										
	Category	2025-26				2024-25					
		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	1,095	-	-	1,095	100.00	1,050	-	-	1,050	100.00
	Female	70	-	-	70	100.00	68	-	-	68	100.00
	Total	1,165	-	-	1,165	100.00	1,118	-	-	1,118	100.00
	Other than Permanent:										
	Male	59	-	-	59	100.00	103	-	-	103	100.00
	Female	35	-	-	35	100.00	66	-	-	66	100.00
	Total	94	-	-	94	100.00	169	-	-	169	100.00
	Workers										
	Permanent:										
	Male	219	-	-	219	100	221	-	-	221	100.00
	Female	-	-	-	-	-	-	-	-	-	-
	Total	219	-	-	219	100	221	-	-	221	100.00
	Other than Permanent:										
	Male	1,191	76	6.38	1,115	93.62	1,168	346	29.62	822	70.38
	Female	964	10	1.04	954	98.96	979	24	2.45	955	97.55
	Total	2,155	86	3.99	2,069	96.01	2,147	370	17.23	1,777	82.77



Business Responsibility & Sustainability Report (Contd.)

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	14,65,000.00	2	8,01,000.00
		- Executive Directors	2	3,93,39,325.00	-	-
		Key Managerial Personnel (KMPs)	2	2,45,22,424.00	1	27,70,694.00
		Employees other than BoD and KMPs	1,151	5,79,552.00	104	4,99,068.00
	Workers	219	3,84,252.00	-	-	
b	Gross wages paid to females as % of total wages paid by the entity, in the following format:					
		2025-26		2024-25		
	Gross wages and salaries paid to females as % of total wages and salaries.	6.41%		6.40%		

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 At the Factories - the Factory Managers For the Company, as a whole - Head HR
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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. For access to grievance and remedy, 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.
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6	Number of complaints on the following made by employees and workers:						
		2025-26			2024-25		
		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	1	1	The complaint is under investigation by ICC.			
	Discrimination at workplace	NIL			NIL		
	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 Re-dressal) Act, 2013, in the following format:		
		2025-26	2024-25
	Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	NIL
	Complaints on POSH as a % of female employees / workers	0.09	NIL
	Complaints on POSH upheld	Under Investigation	NIL

Business Responsibility & Sustainability Report (Contd.)

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, prevention of 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 modified business process as a result of addressing human rights grievances / complaints.
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
4	Details on assessment of value chain partners:	
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
	Sexual Harassment Discrimination at workplace Child Labour Forced / Involuntary Labour Wages Others – Please specify	100%
		As per the Company's policy on Ethics, Bribery & Anti-corruption for Value Chain Partners (VCPs) and/or business contracts, agreements and purchase orders, all of them must treat their employees with respect and dignity and exhibit zero tolerance towards unacceptable 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.
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	None



Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 6	Businesses should respect and make efforts to protect and restore the environment
	<p>TTKHCL recognizes that environmental degradation and particularly climate change, as a significant threat to both people and the planet as well as a material risk to their business. To address this challenge, the Company has set ambitious targets and is committed to delivering impact faster through focussed, urgent and systemic actions. We are committed to reducing emissions within our operations by transitioning to renewable energy over the next few years, enhancing energy efficiency and reducing emissions.</p> <p>TTKHCL cares deeply for the environment and endeavours to create awareness of the importance of protecting the environment among its people including our VCP's. This is reflected in our commitment in terms of developing products that are environmentally safe, durable, energy efficient and safe. Further, all the facilities and operations of the Company are singularly focused on preserving the environment and energy conservation. Besides implementing ISO 14001 in almost all its locations and getting certified, the real focus is on grasroot level assimilation of the principles and really caring for the environment on a daily basis.</p>

Essential Indicators

1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
	Parameter	2025-26 (in Gigajoule)	2024-25 (in Gigajoule)
	From Renewable Sources		
	Total Electricity Consumption (A)	18,253.69	17,463.60
	Total Fuel Consumption (B)	60,619.80	68,663.61
	Energy consumption through other sources (C)	-	-
	Total Energy Consumption from Renewable Sources (A+B+C)	78,873.49	86,127.21
	From Non - Renewable Sources		
	Total Electricity Consumption (D)	62,165.69	62,161.61
	Total Fuel Consumption (E)	7,911.51	8,096.78
	Energy consumption through other sources (F)	-	-
	Total Energy Consumption from Non - Renewable Sources (D+E+F)	70,077.20	70,258.39
	Total energy consumed (A+B+C+D+E+F)	1,48,950.69	1,56,385.60
	Energy intensity per rupee of turnover in crores (Total energy consumption / Revenue from Operations) (GJ/ INR)	173.75	195.12
	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)* (IN MILLION)	353.46	403.11
	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	
	<p>* 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) The latest available PPP conversion rate for 2026 is used. (Source: World Economic Outlook (April 2026) - Implied PPP conversion rate) https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC</p>		
	Note: Administrative offices have also been included in the reporting.		

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
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3	Provide details of the following disclosures related to water, in the following format:		
	Parameter	2025-26	2024-25
	Water withdrawal by source (in kilolitres)		
	(i) Surface Water	–	–
	(ii) Groundwater	32,396	27,284
	(iii) Third party water	49,808	48,111
	(iv) Seawater / Desalinated water	–	–
	(v) Others	–	–
	Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)*	82,204	75,395
	Total volume of water consumption (in Kilolitres)	79,068	73,192
	Water intensity per rupee of turnover in crores (Water consumed / Revenue from operations)	92.23	91.32
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)** (IN MILLION)	187.63	188.67
	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
	* Total volume of water consumption has gone up on account of significant ramp of production volume in one of the manufacturing units. ** The latest available PPP conversion rate for 2026 is used. (Source: World Economic Outlook (April 2026) - Implied PPP conversion rate)		

4	Provide the following details related to water discharged:		
	Parameter	2025-26	2024-25
	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*	2,520	2,960
	With treatment – please specify level of treatment	38,420	36,553
	(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*	2,294	2,192



Business Responsibility & Sustainability Report (Contd.)

	(v) Others				
	No Treatment	-	-		
	With treatment – please specify level of treatment	-	-		
	Total water discharged (in kilolitres)	43,234	41,705		
	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 discharged water is taken to the common treatment plant in the Industrial Estates.				
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	2025-26	2024-25
	NOx	(µg/M ³)	80	18.53	18.40
	Sox	(µg/M ³)	80	10.35	10.90
	Particulate Matter (PM)	(µg/M ³)	100	49.97	63.95
	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 emission parameters at the plant locations according to a specific schedule to ensure compliance with permissible limits. These tests complement the internal monitoring systems.			
	The reporting under this parameter is based on approved UoM. The emissions are far below the specified limits.				
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 CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	8,072.42	7,535.30	
	Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	12,260.46	12,259.65	
	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)		23.72	24.70	
	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)		48.25	51.03	
	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 2025 is used. (Source: World Economic Outlook (April 2025) - Implied PPP conversion rate)				

Business Responsibility & Sustainability Report (Contd.)

8	Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details:	Yes. The Company has many Energy reduction projects which are in progress.	
9	Provide details related to waste management by the entity, in the following format:		
	Parameter	2025-26	2024-25
	Total Waste generated (in metric tonnes)		
	Plastic Waste (A)	54.62	68.55
	E-waste (B)	1.26	0.65
	Biomedical Waste (C)	0.07	0.05
	Construction and Demolition Waste (D)	-	-
	Battery Waste (E)	3.90	0.88
	Radioactive Waste (F)	-	-
	Other Hazardous waste. Please specify, if any. (G) - PDD - Chemical Sludge, Used Oil, Oil soaked waste: FOODS- LAB FRY OIL (Spent Oil)	8.81	5.17
	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) Foods- (Carton box, RM bags, wet waste, sweeping waste, MS scrap, ALB2 scrap, Al scrap, SS scrap) AWD- Paper, Metal Scrap)	988.46	1,103.45
	Total (A + B + C + D + E + F + G + H)	1,057.11	1,178.74
	Waste intensity per rupee of turnover in crores (Waste generated / Revenue from operations)	1.23	1.47
	Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated / Revenue from operations adjusted for PPP)* (IN MILLIONS)	2.51	3.04
	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 2026 is used. (Source: World Economic Outlook (April 2026) - 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	2025-26	2024-25
	(i) Recycled	1,056.71	1,178.43
	(ii) Re-used	-	-
	(iii) Other recovery operations	-	-
	Total	1,056.71	1,178.43
	For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
	Category of waste	2025-26	2024-25
	(i) Incineration	0.40	0.31
	(ii) Landfilling	-	-
	(iii) Other disposal operations	-	-
	Total	0.40	0.31
	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	



Business Responsibility & Sustainability Report (Contd.)

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) and / 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, wild-life sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals / clearances are required, please specify details in the following format:	Not Applicable. None of our operations are in ecologically sensitive areas.				
	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.		
12	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:	No				
	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
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:	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.				
	S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by the regulatory agencies such as Pollution Control Boards or by Courts	Corrective action taken, if any	
Leadership Indicators						
1	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):	Not Applicable. 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:					
	Parameter	2025-26		2024-25		
	Water withdrawal by source (in kilolitres)					
	(i) Surface Water					
	(ii) Groundwater					



Business Responsibility & Sustainability Report (Contd.)

(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			
Water discharge by destination and level of treatment (in kilolitres)			
(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		
Total water discharged (in kilolitres)			
Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.			No

2	Please provide details of total Scope 3 emissions & its intensity, in the following format:	Scope 3 emissions are indirect GHG emissions that occur outside the organization, including both upstream and downstream emissions. We do not yet measure Scope 3 emissions.		
	Parameter	Unit	2025-26	2024-25
	Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 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.				

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
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Business Responsibility & Sustainability Report (Contd.)

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:	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.	
S. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Initiation of Clean Energy Transition for Operational Sustainability and Cost Resilience (PDD - Virudhunagar)	Renewable Energy from Solar & Wind: As a measure of reducing carbon-intensive energy with renewable alternatives to reduce our ecological footprint, the Virudhunagar Plant during Q4 has entered into an agreement to source 250,000 units (kWh) of renewable electricity per month. This initiative was strategically launched to reduce non-renewable grid consumption, resulting in an immediate reduction of our carbon footprint.	By integrating clean energy into our core operations, we are reinforcing our commitment to environmental stewardship while simultaneously enhancing our bottomline resilience through efficient resource management. From a financial perspective, the switch to renewable power acts as a structural cost-optimization measure. The initiative was driven by our commitment to displacing carbon-intensive power and supporting global climate goals. While the financial impact in the current reporting year remains modest due to the project's initiation in Q4, we anticipate that this strategic move will yield progressive cost-savings and operational resilience in the future.
2	Energy Optimization through Integrated Compressed Air Network Reconfiguration (Or-tho Division)	In June 2025, the Ortho factory undertook a significant infrastructure reconfiguration of its compressed air supply system to enhance operational reliability and energy efficiency, wherein independent systems were integrated into a single, common pipeline network interconnecting multiple buildings. This centralized "Common Header" arrangement allows for a dynamic load-sharing model. The new operating mode utilizes a lean configuration of one compressor and two dryers in active operation, while maintaining an identical set (one compressor and two dryers) in a hot-standby mode. This streamlined setup ensures that high-quality, dry compressed air is delivered across the facility with minimal idle energy waste.	The standby arrangement allows for periodic rotation of equipment, reducing wear and tear, extending the lifecycle of the assets and minimizing the environmental footprint associated with frequent component replacements. The interconnection provides a fail safe mechanism where the standby system can immediately compensate for any fluctuations, ensuring zero production downtime and eliminating energy surges associated with system restarts. Since implementing this revised arrangement, the system has operated continuously without any breakdowns, significantly improving efficiency and reliability and ensuring uninterrupted production.
3	Resource Efficiency through Process Optimization in Valve Production and Quality Control (HVD)	Optimization of sterilization cycles to reduce wastages; Reduction in sterility containers, EO cartridges	1) Reduction in the usage of Ethylene oxide cartridges used for producing similar quantity of valves 2) Reduction in the wastage of polycarbonate containers used for QC samples
4	Others		Improved waste efficiency and cost reduction.

Business Responsibility & Sustainability Report (Contd.)

5	Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link.	<p>Yes. All our 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 critical also to ensure the Plants can manage these risks well.</p> <p>This is achieved by: developing a comprehensive emergency plan to handle various identified and potential emergencies, implementing the plan and training the people, improving response through regular conduct of mock drills and 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: a. By the listed entity b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners"	NIL

PRINCIPLE 7

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

Our initiatives in TTKHCL address environmental sustainability, waste management, resource efficiency and health and safety. By collaborating with our stakeholders, we aim to create a positive change and wider impact.

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																									
		<table border="1"> <thead> <tr> <th>S. No.</th> <th>Name of the trade and industry chambers / associations</th> <th>Reach of trade and industry chambers / associations (State / National)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>The Confederation of Indian Industry (CII)</td> <td rowspan="10">National & State</td> </tr> <tr> <td>2</td> <td>Indo German Chamber of Commerce (IGCC)</td> </tr> <tr> <td>3</td> <td>India-ASEAN-Sri Lanka Chamber of Commerce & Industry</td> </tr> <tr> <td>4</td> <td>Indian Drug Manufacturers Association (IDMA)</td> </tr> <tr> <td>5</td> <td>Delhi Chambers of Commerce</td> </tr> <tr> <td>6</td> <td>Association of Indian Medical Device Industry (AIMED)</td> </tr> <tr> <td>7</td> <td>Ambattur Industrial Estate Manufacturers' Association (AIEMA)</td> </tr> <tr> <td>8</td> <td>Kerala Small Scale Industries Association (KSSIA)</td> </tr> <tr> <td>9</td> <td>KINFRA Entrepreneurs Association</td> </tr> <tr> <td>10</td> <td>The Advertising Standards Council of India (ASCI)</td> </tr> </tbody> </table>	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)	
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)																										
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9	KINFRA Entrepreneurs Association																										
10	The Advertising Standards Council of India (ASCI)																										



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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.	NIL	
	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
	Our commitment to diversity within our workforce is reflected in our hiring practices, professional development programs and employee engagement initiatives. We aim to build a strong organisation through the collective strengths of our diverse team. Our commitment to community development is also unwavering.

Essential Indicators						
1	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year:				NA	
	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
	NIL					

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

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. 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.
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4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:		
		2025-26	2024-25
	Directly sourced from MSMEs / Small Producers	17%	18%
	Directly from within India	97%	95%

Business Responsibility & Sustainability Report (Contd.)

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	2025-26	2024-25
	Rural	0.17%	0.13%
	Semi - Urban	13.36%	10.32%
	Urban	21.26%	27.57%
	Metropolitan	65.21%	61.98%
(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):		No (Not Applicable)
	Details of negative social impact identified	Corrective action taken	
2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by Government Bodies:		NIL
	S. No.	State	Aspirational District Amount Spent (In INR)
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.
	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:		None
	S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No) Benefit Shared (Yes / No) Basis of calculating benefit share
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.		NA
	Name of Authority	Brief of the case	Corrective action taken



Business Responsibility & Sustainability Report (Contd.)

6	Details of beneficiaries of CSR Projects:		
S. No.	CSR Project	No. of Persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	For providing educational / medical assistance to the deserving people.	214	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.	78	
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	
6	For providing education based on Gandhian values.	689	
7	For financial support for setting up a Centre of Excellence in a new facility in Chennai for reducing the untreated dyslexia cases by providing parental awareness, creating best-in-class content for remediation, establishing resource centres in schools and training teachers on special education measures to cover all primary schools both Government and Private, across India.	-	
8	For financial support for the Rotary Retina Centre added to the Multi-Speciality Charitable Hospital.	-	

PRINCIPLE 9	Businesses should engage with and provide value to their consumers in a responsible manner
	<p>TTKHCL firmly believes that our customers represent our core purpose of our existence. We constantly endeavour to develop and strengthen our products and services to build lasting relationships with our customers.</p> <p>We are also committed to protecting our digital infrastructure from cyber threats and employ robust cyber security measures to safeguard customer data and ensure secure transactions and maintain the trust of our customers.</p>

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 business operations / services. 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"> Contact helplines available 24/7 via dedicated toll-free telephone number and email of the Company. Customer satisfaction surveys conducted periodically. Customer and business partner meetings and events. Periodic interaction of the sales and service representatives of the Company with the customers.

2	Turnover of products and / services as a percentage of turnover from all products / service that carry information about.	
		As a percentage to total turnover
	Environmental and social parameters relevant to the product	100
	Safe and responsible usage	100
	Recycling and / or safe disposal	100

Business Responsibility & Sustainability Report (Contd.)

3	Number of consumer complaints in respect of the following:						
		2025-26		Remarks	2024-25		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	
	Advertising	NIL	NIL		NIL	NIL	
	Cyber-security	NIL	NIL		NIL	NIL	
	Delivery of essential services	NIL	NIL		NIL	NIL	
	Restrictive Trade Practices	NIL	NIL		NIL	NIL	
	Unfair Trade Practices	NIL	NIL		NIL	NIL	
Other	176	NIL		213	5		

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

5	Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes / No). If available, provide a web-link of the policy.	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 SHRM Portal for the employees.
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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 are regularly carried out by CERT-IN empanelled vendors and preventive actions are initiated, where necessary. The Company has proactively instituted a DPDP Compliance Framework and a Data Protection Committee will be formed in the FY 2026-27.
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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

Leadership Indicators		
1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	Website: www.ttkhealthcare.com Details can also be obtained by sending a mail to customer service.
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 the category of essential services and hence this disclosure is not applicable.



Business Responsibility & Sustainability Report (Contd.)

4	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable). If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	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 / retailers are in constant touch with the customers to ensure that this is communicated transparently across the value chain.
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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 30, 2026

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