Huhtamaki

April 10, 2026

Department of Corporate Services
BSE Limited
Phiroze Jeejeebhoy Towers
Mumbai – 400001
Scrip Code - 509820

The Listing Department,
National Stock Exchange of India Ltd.,
Exchange Plaza,
Bandra Kurla Complex
Bandra (East),
Mumbai 400 051
Symbol – HUHTAMAKI

Sub.: **Business Responsibility and Sustainability Report for the Financial Year ended December 31, 2025**

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations), as amended from time to time, we hereby submit, the Business Responsibility and Sustainability Report for the Financial Year 2025, which also forms part of the 76th Annual Report of the Company for the financial year ended December 31, 2025, as submitted to the stock exchanges earlier in the day.

We request you to kindly take the same on your record.

The Business Responsibility and Sustainability Report 2025 is also available on the Company's website at www.flexibles.huhtamaki.in

We request you to kindly note the same and acknowledge receipt.

Thanking you.

For Huhtamaki India Limited

ABHIJAAT AKHILESH SINHA

Digitally signed by: ABHIJAAT AKHILESH SINHA
DN: CN = ABHIJAAT AKHILESH SINHA C = IN O = Personal
Date: 2026.04.10 13:13:09 +05'30'

Abhijaat Sinha
Company Secretary & Legal Counsel

Encl. As above

Registered & Corporate Office:
Huhtamaki India Ltd.
7th floor, Bellona,
The Walk, Hiranandani Estate,
Ghodbunder Road,
Thane (W) 400 607
Maharashtra.

Tel: +91 (022) 6174 0100
CIN: L21011MH1950FLC145537
www.flexibles.huhtamaki.in

Business Responsibility & Sustainability Reporting (BRSR)

Section A: General Disclosures

We are happy to present the BRSR disclosure for the financial year ended December 31, 2025. This report provides our stakeholders with a holistic view of our Company's impact on the economy, environment, and society, underscoring our commitment to sustainable development. With a focus on transparency, it highlights our strategic initiatives aimed at creating long-term value for stakeholders while effectively navigating external risks.

1. Details of the listed entity

Corporate Identity Number (CIN) of the Listed Entity	L21011MH1950FLC145537
Name of the Listed Entity	Huhtamaki India Limited
Year of incorporation	12th June 1950
Registered office address	7th Floor, Bellona, The Walk, Hiranandani Estate, Ghodbunder Road, Thane West- 400 607, Maharashtra
Corporate address	Same as Registered Address
E-mail	investor.communication@huhtamaki.com
Telephone	+91 (022) 61740100
Website	www.flexibles.huhtamaki.in.
Financial year for which reporting is being done	January 1, 2025 to December 31, 2025
Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE), BSE Limited (BSE)
Paid-up Capital	₹151.1 million
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Abhijaat Sinha +91 (022) 6174 0100 E-mail ID: abhijaat.sinha@huhtamaki.com Company Secretary & Legal Counsel
Reporting boundary	Disclosures made in this report are on a standalone basis and pertain to Huhtamaki India Limited. The company does not have any subsidiary or associate companies.

2. Products/services

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

S. no.	Description of main activity	Description of business activity	% Of turnover of the entity (FY25)
1	Manufacturing and sale of flexible packaging material	We are committed to helping businesses enhance their first impressions by offering innovative and sustainable packaging solutions. Over the course of seven decades, we have built up a strong position as a pioneer in flexible packaging and decorative labelling solutions in India. Whether a customer wants recyclable high barrier applications, clever apertures, or a unique finish, we offer creative solutions for each one. We offer a range of packaging designs and formats. Our blueloop solutions are engineered for recyclability, prioritising mono-material structure, reduced complexity, maintenance, barrier performance and functionality.	97.96%

3. 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	Flexible Packaging Material and allied Products	32009	97.96%

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

Location	Number of plants	Number of offices	Total
National	Total 10 • Taloja, Khopoli, Ambernath (Three plants in Maharashtra) • Sri City (Andhra Pradesh) • Silvassa (Dadra and Nagar Haveli) • Guwahati (Assam) • Rudrapur (Uttarakhand) • Baddi (Himachal Pradesh) • Bengaluru (Two plants in Karnataka)	Total 5 • Office in Thane • 1 R&D Centre in Khopoli, (Maharashtra) • Delhi office • Kolkata office • Bengaluru office	15
International	Zero	1 office in United Kingdom	1

5. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States and Union Territories)	28 Indian states along with 8 Union territories
International (No. of Countries)	We serve 67 countries beyond India, spanning Europe, Africa, Oceania, Southeast Asia, Australia, North America, and South America. Notably, we are among the few packaging manufacturers in India catering to Central and South America, reinforcing our global presence and commitment to delivering high-quality packaging solutions worldwide.

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

Exports contributed 33.51 % of the total turnover of our entity for the FY 2025.

c. A brief on types of customers:

We manufacture state-of-the-art packaging solutions for a diverse range of products while upholding the highest quality standards. Our portfolio includes lightweight, innovative, and increasingly sustainable flexible packaging materials, pouches, and labels.

Catering primarily to the FMCG sector worldwide, over 55% of our packaging solutions are used in the food and beverage (F&B) industry, with the remainder serving categories such as home care, personal care, cosmetics, industrial applications, and many more.

6. Employees

Details as at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	867	760	87.66%	107	12.34%
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total employees (D + E)**	**867**	**760**	**87.66%**	**107**	**12.34%**
	WORKERS					
4.	Permanent (F)	1458	1449	99.38%	9	0.62%
5.	Other than Permanent (G)	692	670	96.82%	22	3.18%
6.	**Total workers (F + G)**	**2150**	**2119**	**98.56%**	**31**	**1.44%**

* Retained the erstwhile definition in this Report to ensure comparability with the previous year.

b. Differently abled Employees and workers

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

Currently, we do not have differently-abled employees or workers in our workforce. However, Huhtamaki India is an equal-opportunity employer, committed to fostering a workplace free from discrimination based on race, colour, religion, sexual orientation, physical or mental ability, age, or any other characteristic.

We are dedicated to creating a safe, engaging, and high-performance culture that reflects the diversity of the country. Our focus is on ensuring both physical and psychological safety, while embedding diversity and inclusion into our daily behaviors, policies, and practices.

Our goal is to attract, develop, and retain a workforce that values equity, respect, and belonging. We will look for opportunities to design inclusive workplaces that accommodate the specific needs and preferences of differently-abled employees across our existing locations and future offices.

7. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29 %
Key Management Personnel	2	0	0 %

8. Turnover rate for permanent employees and workers

	FY 2025			FY 2024			FY 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.68%	8.41%	8.65%	3.83%	13.07%	7.80%	12.73%	27.27%	14.47%
Permanent Workers	4.97%	0%	4.94%	3.96%	2.30%	15.38%	8.03%	44.44%	8.25%

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

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

Holding Company – Huhtavefa B V

We do not have any subsidiary / associate companies / joint ventures.

10. CSR Details

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

(ii) Turnover (in ₹) – 23,890.4 Million INR

(iii) Net worth (in ₹) – 12,935.3 Million INR

11. Transparency and Disclosures Compliances

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 Current Financial Year		FY 2024 Previous Financial Year	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes. The Company has a dedicated e-mail ID investor.communication@huhtamaki.com for redressal of investors/shareholders grievances. For speedy redressal of any shareholder grievances/requests pertaining to shares, dividends, etc, the details of Registrar & Share Transfer Agents (RTA) is available on the website of the Company at: https://www.huhtamaki.com/en-in/flexible-packaging/investors/investors-service-department-contact/ The Company also has various employee and vendor related policies updated on its website at: https://www.huhtamaki.com/en-in/flexible-packaging/investors/corporate-governance-and-policies/policies/	0	0	0	0
Investors (Other than shareholders)		0	0	0	0
Shareholders		2	0	8	0
Employees and Workers		1	1	0	0
Customers (Quality complaints)		449	0	574	3
Value Chain Partners		0	0	0	0
Others (Please specify)		0	0	0	0

12. 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

Globally, we regularly update our materiality assessment to ensure that our sustainability aspirations align with the most critical concerns for us and our stakeholders. We continue to address material issues through cross-functional teams, consistently enhancing our policies and procedures to achieve world-class performance in these areas.

To keep our sustainability efforts focused on the most pressing issues, we continuously monitor the latest developments and trends in sustainability, regulatory changes, and stakeholder feedback. Our materiality assessment is updated regularly to reflect these insights.

The following materiality assessment presents a risk and opportunity matrix from an India-specific perspective.

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 safety	Risk	Since our primary customers are from the pharmaceutical and FMCG sectors, packaging material plays a critical role in maintaining the composition of medicines and food quality, shelf life, safety during shipment and any critical shortcoming in product safety or quality could negatively impact the Company's reputation, resulting in an impact on sales.	We employ stringent quality control methods in all our production activities, as well as formal testing processes for new products and materials. Quality and hygiene management systems, such as ISO 9001 and BRCGS, providing a strong foundation for ensuring consistency in product safety.	We primarily offer our packaging solutions to B2B clients, where any decline in sales owing to a loss of reputation can result in significant revenue losses as the business coming from them is mostly bulk and recurring purchases. Also, the Company will have to incur additional expenses to replace and resolve client complaints.
2	Materials management	Risk and Opportunity	Material management is an important aspect of the packaging industry since it can lead to a high chance of product damage during shipping and distribution, resulting in significant financial and reputation loss. Furthermore, if the proper packing material is not used, it might compromise the quality of the customer's products in addition to resulting in the accumulation of hazardous waste in the environment.	As part of our innovation process, we are focused on sustainable packaging solutions that provide functionality in terms of protecting the packaged product. This functionality enables the distribution of products across wide geographies while maintaining the life of the packaged product. A strong capability on research, established manufacturing and quality processes help us mitigate any risks arising. The partnerships with customers in terms of feedback in case of any issues and implementing corrective and preventive actions as applicable is critical to ensure resolution of any identified concerns as well.	The right packaging solution not only extends the shelf life of the product and keeps the products safe for consumption but also helps to develop brand image for the Company and reduce environmental impact for the society
3	Energy	Risk and Opportunity	Improving energy efficiency throughout our activities is a key component of our Energy Strategy. This is extremely critical given our high growth goals; we must always develop methods to produce more effectively in order to offset the emissions caused by increased output. Increasing the percentage of renewable power is another important tool for combatting our emissions.	The company's environmental strategy and activities toward energy efficiency are driving the tremendous improvement in energy reduction. The policy's objective is to ensure that everyone in the organisation understands our environmental obligations. designing and implementing a global energy plan to enhance energy efficiency, transition to low-carbon fuels, and raise the global proportion of renewable power.	Shifting more towards renewable energy in manufacturing of packaging solutions can lower maintenance cost and requirements. It also helps in cleaner and greener environment thus contributing to sustainable ecosystem.

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)
4	Climate and emissions	Risk	Extreme environmental changes can harm any organisation by disrupting the procurement of raw materials, the production process, and the supply chain. Government regulations and norms on climate and emissions can also have a huge impact on business.	We have started identifying and evaluating climate change risks to the company as part of our due diligence procedures and take necessary mitigating and adapting action. Our climate goals are validated by the Science based targets initiative. This will also aid in the transition to a carbon-neutral society. Our goal is to reach carbon-neutral production by 2030.	Climate change can have both direct and indirect impact on our company. Direct impact may include physical damage, loss of essential resources and indirect impact may include supply chain disruption, rising costs in different phases of production and other adverse impacts.
5	Transition to a circular economy	Both as Risk and Opportunity	Currently in India, most flexible packaging is intended for single-use and is discarded rather than reused or recycled. Packaging consumes a lot of resources, including energy, water, chemicals, petroleum, minerals, wood, and textiles. Its production frequently produces air pollutants such as greenhouse gases, heavy metals, and particulates, as well as hazardous wastewater and/or sludge.	We are ensuring our products are recyclable, compostable, or reusable and minimising our environmental footprint across the value chain by focusing on designing for circularity and promoting sustainable end-of-use for packaging. Our blueloop™ program was initiated with this objective of ensuring that all our packaging solutions are recyclable, reusable or compostable by 2030. Our innovation and research efforts are strongly focused on delivering packaging solutions that adhere to this design philosophy. We are also compliant on the plastic waste management rules in India and are ensuring that we meet our Extended Producers' Responsibility (EPR) targets	Packaging waste accounts for a large portion of landfill waste, which contributes to climate change and air pollution and can endanger ecosystems and species adversely. There is no quantifiable financial implication, however, it does have an impact on our overall business operation.
6	Waste and recycling				

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)
7	Water	Risk	We value water as a precious natural resource that is essential for food, people, and the environment and in Huhtamaki, water is essential as it is utilised in manufacturing activities. Recognising the human right to water and sanitation, we concentrate on controlling and reducing our effect on water resources.	In our water management strategies, we emphasize controlling and reducing our impacts on water resources. We safeguard water ecosystems especially in water stress areas. The plans include alignment with the Huhtamaki strategy, site-specific water risk assessments, targets connected with performance indicators, and control and monitoring metrics that permit follow-up and detection of issues. The global sustainability unit is driving this strategic endeavor by assisting local stakeholders in undertaking water resource analysis and management. We have initiated our focus to achieve zero liquid discharge status for our factories. Four of our sites have already achieved ZLD status.	Water scarcity can disrupt manufacturing activities and water storage and transfer infrastructure can incur substantial amounts of costs to the company.
8	Human rights	Opportunity	Businesses that respect human rights exhibit their dedication to developing long-term, mutually beneficial relationships with people who affect or are influenced by their activities, such as consumers, communities, workers, and investors.	We reviewed our existing policies and processes, as well as conducted a worldwide evaluation of our possible human rights risks and implications.	Huhtamaki India conforms to the Program on Responsible Sourcing under the AIM-PROGRESS consortium. Under this program, the process of verification / audit of compliance is called SEDEX (SUPPLIERS ETHICAL DATA EXCHANGE) and the Model Responsible Sourcing Audit is call SMETA (SEDEX Members Ethical Trade Audit). The scope of SMETA audit are (a) Business Integrity (b) Health & Safety (c) Labor (d) Environment. There is a prescribed audit checklist for the audit, where in the auditors look for compliance to applicable local law and /or the customer specific requirement, whichever is stricter. This certification can be done using the services of approved certifying agencies. There are few customers who have their own model, which is similar to SMETA. For those customers, applicable conversion of report is done by the certification body engaged .

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)
					SMETA audit doesn't lead to any certification and Individual customers are expected to review the audit report of the site. Minimum Compliance is for 1 year, and maximum can be 3 years. As a good practice, Huhtamaki India ensures that all its packaging and label manufacturing sites undergo SMETA audit at least once a year. At a global level, as a pilot project, Huhtamaki has conducted its first human rights impact assessment at one of our sites. The findings of both the global review and the local level evaluation will help us increase our human rights due diligence and expand other aspects of social sustainability throughout the organisation.
9	Diversity and equal opportunity	Opportunity	We seek to foster an inclusive and diverse workplace, and to achieve that we aim to attract, develop, and retain the finest talent in a conducive work environment, by imparting appropriate training programs, by modifying polices and by embracing the differences.	We celebrate diversity and promote equality by being inclusive of all.	We believe that diverse teams, in terms of gender, ethnicity, and characteristics, bring fresh views, greater creativity and innovation to the table. Diversity in teams increases performance, efficient decision making, and effective collaboration.
10	Employee attraction and retention	Opportunity	When it comes to talent, hiring the right people and putting in place the necessary measures to allow them to flourish are critical to building a productive, high-performing culture. By adhering to our principles of Care, Dare, and Deliver, we all become the driving force behind putting our plan into action.	We strive to provide employment experience in which employees feel protected, appreciated, and included, as well as an atmosphere in which they can make their distinctive contribution.	Developing our diverse talent is a key component of our 2030 Strategy and it is the key to our future success. Talent development is the process through which we improve our workers' talents and capacities so that they may thrive in their positions.

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)
11	Employee training	Opportunity	At Huhtamaki, we believe that learning is the foundation of superior performance and employees should carve their own path by determining where they want to go in their careers. We help them by offering organised learning, on-the-job training, opportunities to learn from others and various training and development programs.	We provide continuous skill development and learning opportunities through organised training programs, career conversations, and individual development programs for high performance and career progression.	Training and development help in attracting and retaining top personnel, increasing employee satisfaction and morale, increasing productivity, and increasing profits.
12	Labour retention	Opportunity	We believe that labour relations are essential in manufacturing focused business. We have followed principles set out by International Labour Organisation	Good Labour relations translate in overall productivity and leads to higher work satisfaction levels.	Our various Projects focuses on improving efficiency of manufacturing network, labour productivity and reduce wastages from operations to boost the long-term competitiveness of the Company
13	Occupational health and safety	Risk	It is vital to provide a safe working environment in order to minimise absenteeism and boost employee morale. Risks related to incidents that potentially compromise health and safety can impose various threats to human lives associated with the company.	Huhtamaki places a high priority on occupational health and safety (OHS). We are developing a safe work culture to integrate safety across the company. Huhtamaki's objective is to create a mindset along with training targeted towards the aim that no one is affected, and everyone returns home safely at the end of the day. Machine safety has always been a top priority for Huhtamaki.	Working days are lost owing to work-related illness and injury, which impedes our product production and supply.
14	Supply chain and responsible sourcing	Risk	Supply chain interruption may expose the company to different types of risks. Since the majority of our clients manufacture and use our packaging material for their products and commodities that are fast moving and essential, the stock must be replenished and supplied to retailers within the stipulated time to meet the growing demands of customers.	Huhtamaki's enhanced supply chain due diligence methodology is designed to detect supply chain risks and covers all ethical, social, and environmental standards. All-important suppliers, accounting for the top 80% of procurement expenditure, are now systematically screened in the Group's supplier monitoring tool against sanctions lists, watch lists, and unfavorable media, assisting Huhtamaki in identifying and addressing issues in the supply chain.	Supply chain interruptions caused by political instability / wars and other unprecedented challenges can result in unusual input cost inflation in raw resources, freight, energy, and labour.

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)
15	Customer satisfaction	Opportunity	We customise our packaging solutions to the client's product specifications and requirements, and we feel that this allows us to better understand their demands and offer our products to them, lowering the primary expense of major modifications or wasteful manufacturing.	We commit to and offer solutions to our customers with honesty and as a team and are ambitious for going above and beyond in terms of performance for customer satisfaction.	Customer satisfaction leads to increased customer retention, higher lifetime value, and a more positive brand reputation.
16	Anticorruption and ethics	Opportunity	The Huhtamaki Ethics and Compliance program focuses on Huhtamaki's commitment to ethics and legal compliance. The program is a toolbox that assists Huhtamaki in operating its business in accordance with laws, rules, and ethical principles, as well as ensuring that the company has proper processes in place to prevent Huhtamaki from engaging in unethical business practices.	At Huhtamaki, we believe that strong ethics make excellent business sense, and our business operations reflect this commitment to upholding the highest ethical standards.	The significant advantage of an ethical code is that it will build an environment of trust, ethical behaviour, integrity, and excellence amongst the company, its employees and all the stakeholders.

Section B: Management and Process disclosures

Huhtamaki's goal in this section is to highlight how the NGRBC Principle and its Core Elements have been adopted through the structures, policies, and procedures that have been put in place.

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

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) [UNSDG: 16.6]	Y	Y	Y	Y	Y	Y	N	Y	Partially
b. Has the policy been approved by the Board? (Yes/No) [UNSDG: 16.6]	The Board has approved and signed all mandatory policies required by Indian laws and regulations. Other internal operational policies are authorised and signed by management and the Managing Director/Director.								
c. Web Link of the Policies, if available** [UNSDG: 16.6]	The web link for the policies is https://www.huhtamaki.com/en-in/flexible-packaging/investors/corporate-governance-and-policies/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No) [UNSDG: 5.5, 16.7]	Y	Y	Y	Y	Y	Y	N	Y	Partially
3. Do the enlisted policies extend to your value chain partners? (Yes/No) [UNSDG: 12.2, 12.4, 12.5, 12.8]	We are committed to ensuring that our supply chain adheres to the Huhtamaki Code of Conduct for Suppliers and that we engage with responsible suppliers across all our global operations. This Code forms the foundation of our supply chain due diligence, outlining the compliance and ethical standards we expect from suppliers on social and environmental parameters. The NAVEX Risk Rate tool tracks the number of significant suppliers who have acknowledged the Code. Additionally, Huhtamaki's suppliers are responsible for ensuring compliance among their subcontractors. If a supplier's own Code of Conduct meets Huhtamaki's standards, we may accept it as a substitute.								
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.									
Principle 1 Principle 2 Principle 3 Principle 4 Principle 5 Principle 6 Principle 7 Principle 8 Principle 9	We have the below mentioned national and international codes/certifications/ labels/standards 1. Principle 1 and 5: SMETA 2. Principle 3 : ISO 45001 3. Principle 6 : Forest Stewardship Council, ISO 14001 In 2024, we received the ISCC+ certification process for our Khopoli factory. 4. Principle 9 : ISO 9001, ISO 22000, BRCGS Packaging, US FDA, HALAL We have not mapped our operations to any other codes/certifications/labels/ standards than the ones mentioned above.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any. [UNSDG: 5.5, 12.2, 12.4, 12.5]	Huhtamaki India has identified targets with respect to renewable electricity and GHG reduction, water, waste, product recyclability, material use in terms of product, etc.								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	We aim to achieve carbon-neutral production by 2030. In 2025, our absolute Scope 1 and Scope 2 emissions totalled 58422 tons. We have successfully recycled 99.4% of our non-hazardous waste, surpassing our target of 90%. Our Health & Safety Lost Time Frequency Rate (LTFR) for 2025 stood at 0.37 for employees and workers combined.								
Governance, leadership, and oversight									
7. Executive Chairperson's statement A detailed summary of our Chairman's statement on sustainability goals, commitments and our contribution till now is available in our Annual Integrated report for the FY 2025. [UNSDG: 5.5, 16.7]									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies [UNSDG: 12.2]	Managing Director of Huhtamaki India Limited								
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. [UNSDG: 12.2]	The Corporate Social Responsibility Committee of the Board is currently responsible for decision making on ESG related matters. Recommendations from the CSR Committee are considered by the Board of Directors of Huhtamaki.								

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	P4	P6	P7	P8	P9	P1	P2	P3	P4	P4	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, we continuously track and update our policies as per the national guidelines and in alignment to the global group policies																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	All our policies are as per the requirements under NGRBC guidelines. We are compliant with legal requirements.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P4	P6	P7	P8	P9
	The accreditation process involves ongoing periodic assessments along with internal and external audits covering Quality, Safety & Health, Human Rights, and Environmental Policies. The effectiveness of other policies is routinely evaluated through internal audit procedures. Additionally, various Committees and the Board regularly review Company Policies at periodic intervals.								

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	P4	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	The questions outlined here are not applicable to Principles 1, 2, 3, 4, 5, 6, and 8, as they are already considered and covered under Huhtamaki's policy. While we do not have a separate policy under Principle 7, our Global Code of Conduct enunciates the principles of transparent and fact based communication under all circumstances, including in matters relating to public affairs. While we do not have a standalone policy for Principle 9, we have a structured framework in place to ensure prompt resolution of customer complaints.								
The entity is not at a stage where it or in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



Our ethical and transparency framework defines how we engage with our stakeholders, including employees, customers, communities, and the environment. It fosters trust and instils a sense of pride among employees, knowing they work for a company committed to the highest ethical standards.

We have established the Global Huhtamaki Working Conditions Requirements, covering ethics, employment, and occupational health and safety procedures, which all employees must adhere to.

The Huhtamaki Ethics and Compliance Program reinforces our commitment to ethics and legal compliance. It serves as a comprehensive toolbox that helps ensure our business operations align with applicable laws, regulations, and ethical principles. The program also provides structured processes to prevent unethical business practices.

Essential Indicators

1. **Percentage coverage by training and awareness programmes on any of the principles during the fiscal year:**
   [UN SDG: 16.3,16.7]

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%Age of persons in respective category covered by the awareness Programs
Board of Directors Key Managerial Personnel		The Company has an Induction Program for new directors joining the Board. This program familiarizes them with the packaging industry in general, the Company and its history, market, customers, competition, products, technology, research and development capabilities, opportunities, threats, and challenges, long-term and short-term strategy, key policies and processes, regulatory environment, compliance and governance matters and other essential matters. This helps directors effectively execute their roles on the Board and its Committees. At every quarterly meeting, the Executive Directors present key updates to the Board. These include the Company's performance during the quarter, the current business environment, key customers and suppliers, and market trends. The presentation also covers the competition landscape, opportunities and threats, potential risks, the innovation pipeline, and future plans. This provides Directors with a holistic view of the Company in relation to both external and internal factors. Apart from these quarterly meetings, the Board meets twice a year for strategic discussions. The first meeting, in the second quarter, focuses on performance review and any necessary course corrections to achieve the Company's objectives. The second meeting, in the last quarter, focuses on the outlook for the following year. Details of the Company's Familiarization Program for Directors have been placed on the website of the Company and can be accessed from following URL: https://www.huhtamaki.com/en-in/flexible-packaging/investors/corporate-governance-and-policies/policies/	100%

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%Age of persons in respective category covered by the awareness Programs
Employees other than BoD and KMPs	867	The training modules have been designed with the core values of Care, Dare and Deliver at the forefront. **Human rights** training encompasses topics such as the Code of Conduct and Prevention of Sexual Harassment. **Professional and digital skills training** includes major courses such as Microsoft Excel, Microsoft Power Point, Critical Thinking and Business Communication, personal development. **Leadership Development training programs** include sessions on Leader's Imprint, Feedback, and Development Conversations. **Employee Wellness** comprises of monthly courses on themes such as nutrition, stress management, yoga, fitness conditioning, building resilience and establishing workplace connections. **Occupational health and safety training** includes fire safety, first aid, chemical and machinery handling, on-site emergency response, and women's safety as the major topics **Specific trainings on Sustainability, Operations, Legal & compliance, Quality, Maintenance, Supply Chain** were conducted throughout the year.	100%
Workers	1458		100%

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

Monetary

	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	There were no material 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				
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	There were no material 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			
Punishment				

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

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

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. [UN SDG: 16.5]**

Yes, our Company's Code of Conduct includes a comprehensive Anti-Corruption and Anti-Bribery Policy, which has been disseminated to employees and workers through e-learning modules and face-to-face training sessions. These initiatives enhance awareness and equip employees with the knowledge to assess scenarios and make responsible decisions.

The Huhtamaki Code of Conduct is the cornerstone of Huhtamaki's Global Ethics and Compliance Program. It serves as a guiding framework, ensuring consistent legal and ethical judgment across the Group's daily operations. Anti-bribery and corruption provisions are integral to the Code and are also embedded in the Huhtamaki Supplier Code of Conduct.

The Global Ethics and Compliance function oversees the implementation of the Ethics and Compliance Program, providing guidance and support to ensure business is conducted with high integrity and in full compliance with laws and regulations, including anti-bribery and corruption provisions.

Huhtamaki firmly believes that conducting business with integrity is both the right thing to do and its license to operate. The structured Ethics and Compliance Program also addresses the increasing expectations of external stakeholders while ensuring a standardised, systematic approach to ethics and compliance across all Huhtamaki units globally.

Please click here to access the policies:

https://www.huhtamaki.com/en/sustainability/reports-and-policies/

https://www.huhtamaki.com/en-in/flexible-packaging/investors/corporate-governance-and-policies/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. [UN SDG: 16.5]**

	FY 2024	FY 2023
Directors	--	--
KMPs	--	--
Employees	--	--
Workers	--	--

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

[UN SDG: 16.6]

	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	--	--	--	--
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	--	--	--	--

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

[UN SDG: 16.5]

Not applicable

Leadership Indicators

1. **Awareness programs conducted for value chain partners on any of the principles during the financial year: [UN SDG: 16.7]**

   The Code of Conduct for Huhtamaki Suppliers forms the foundation of our supply chain due diligence, outlining the compliance expectations for our suppliers. It covers business ethics, social responsibility, and environmental sustainability.

   We monitor the acknowledgment of the Code among key suppliers through the NAVEX RiskRate tool, while compliance for other suppliers is tracked at the unit level. Additionally, Huhtamaki's suppliers are responsible for ensuring that their subcontractors adhere to these requirements.

   Suppliers also have the opportunity to share their own Code of Conduct with us. If their Code meets Huhtamaki's requirements, we may accept it as a substitute.

   To uphold compliance and ethical practices, suppliers and workers across the value chain can report any violations of the Huhtamaki Supplier Code of Conduct or other company policies through Huhtamaki's global whistleblowing system, the Huhtamaki Speak Up channel.

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.**

   All Directors are obligated to disclose to the Board their nature/conflict of interest during their onboarding and any subsequent modifications have to be intimated timely. Transactions or any matters concerned with the board members must be authorised by the audit committee. In such instances, the interested directors abstain themselves from the meeting. We also have a Policy on 'Related Party Transactions' and a 'Code of Conduct' in place, both of which apply to our board members.

   Weblink : https://www.huhtamaki.com/en-in/flexible-packaging/investors/corporate-governance-and-policies/policies/

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



Huhtamaki is making significant investments in innovation and research, recognizing that it enables the development of cutting-edge, sustainable products that add value for our customers and meet the evolving needs of their end consumers.

We are committed to supporting local vendors, vulnerable groups, and other supply chain partners who align with our strategic goals and long-term sustainability aspirations. By empowering them, we contribute to the broader economic growth and success.

Essential Indicators

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

	FY 2025	FY 2024	Details of improvements in environmental and social impacts
R&D	39.3 MINR	14.3 MINR	The investments help in the manufacturing of mono-material laminates which are recyclable in the Indian eco-system, thus enabling circularity in flexible packaging.
Capex	112.4 MINR	1,133.5 MINR	

2. **Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?**

   [UNSDG: 5.2, 8.8,16.1]

Our supplier network comprises global key suppliers and a broad network of local partners near our manufacturing units. Responsible sourcing is built on close collaboration, incorporating new supplier screening tools, processes, and third-party verifications to ensure compliance with established standards. As a responsible company, we are committed to ensuring that our suppliers meet the environmental, social, and governance (ESG) expectations outlined in the Code of Conduct for Huhtamaki Suppliers.

The Code of Conduct for Huhtamaki Suppliers serves as the foundation of our supply chain due diligence, setting clear compliance expectations. It covers business ethics, social responsibility, and environmental sustainability.

A key component of responsible procurement is the NAVEX Risk Rate tool, which screens all critical suppliers against sanction lists, watchlists, Politically Exposed Persons (PEP) lists, and negative media. This screening remains active for all strategic suppliers, ensuring continuous risk assessment. If a match is detected on any of these lists, RiskRate immediately notifies us with detailed case information.

During the supplier onboarding process, a risk-based questionnaire is administered. All suppliers must declare compliance with the Huhtamaki Suppliers Code of Conduct. Medium-risk suppliers are assessed for corruption risks and legal compliance, while high-risk suppliers undergo further scrutiny, including sanctions, ethics, and compliance-related questions.

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.**

   [UNSDG: 3.9, 6.3, 6.6, 8.4, 11.6, 12.4]

   Since our product forms an integral part of our customer's product, we are not able to reclaim or recycle the products. However as per the Extended Producers responsibility targets, we are collecting post-consumer used plastics and recycling or implementing end of life treatment as applicable.

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, Extended Producer Responsibility is applicable to our activities, and we are compliant with the Plastic Waste Management Rules Requirements regarding the same.

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?**

   [UNSDG: 12.4]

   Huhtamaki India Ltd. does not currently perform Life Cycle Assessments (LCA) for any of its goods or services, but we hope to establish LCA capabilities in India in the upcoming years. Our global headquarters has started the LCA process, and over the next few years, we look to learn and replicate it to our operations as Huhtamaki India Limited.

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.**

   [UNSDG: 3.9, 6.3 8.4, 11.6, 12.4]

   This question is not applicable as per the above-mentioned statement.

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).**
   [UNSDG: 8.4, 12.2, 12.5]

   Huhtamaki is working to develop the value chain for incorporating recycled content into its packaging solutions. Packaging solutions with inclusion of recycled content is a key focus area for Huhtamaki India and capabilities towards the same are being implemented. Our Khopoli factory has been certified for ISCC+ certification, thus enabling us to provide traceability on recycled content inclusion.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed of.
[UNSDG: 8.4, 12.2, 12.5]

	FY 2025			FY 2024		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	Huhtamaki India is currently not using any reclaimed material in their products.					
E-waste	NA					
Hazardous waste	NA					
Other waste	NA					

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
[UNSDG: 8.4, 12.2, 12.5]

As per the regulations, we are currently recycling 100% of our EPR targets by recycling and end of life treatments as applicable.

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



Employee satisfaction is paramount to us, as it fosters higher engagement, productivity, and morale while reducing turnover. Employees are our most asset, serving as a crucial link with customers and contributing significantly to the organisation's success. We acknowledge and value employee feedback, considering their perspectives essential to our growth and improvement. To ensure their well-being and satisfaction, we provide industry-leading benefits to our entire workforce. Additionally, our Speak Up channel and other redressal mechanisms empower employees to report concerns from anywhere within the organisation, enabling swift and effective resolution. This commitment to transparency and responsiveness helps create a supportive and inclusive work environment.

Essential Indicators

1. a. Details of measures for the well-being of employees.
[UN SDG: 3.2,5.4,8.5,8.6]

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	760	760	100%	760	100%	0	0%	760	100%	0	0%
Female	107	107	100%	107	100%	107	100%	0	0%	0	0%
Total	**867**	**867**	**100%**	**867**	**100%**	**107**	**100%**	**760**	**100%**	**0**	**0%**

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	1449	1449	100%	1449	100%	0	-	0	0	0	0
Female	9	9	100%	9	100%	9	100%	0	0	0	0
Other than Permanent workers											
Male	670	670	100%	670	100%	0	0%	0	0%	0	0%
Female	22	22	100%	22	100%	22	100%	0	0	0	0
Total	**2150**	**2150**	**100%**	**2150**	**100%**	**31**	**100%**	**0**	**0**	**0**	**0%**

2. Details of retirement benefits.

Benefits	FY 2025			FY 2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	As per the ESIC Act	As per the ESIC Act	Y	As per the ESIC Act	As per the ESIC Act	Y
Others – please specify	We currently do not offer any other benefits apart from those mentioned above					

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?

At our corporate office in Thane, we provide designated restrooms and other facilities for people with disabilities. We plan to design our new workplaces to meet specific needs of differently-abled personnel.

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

Yes, we have a global equal employment opportunities policy which is also extended to India operations. All employees' distinct characteristics and opinions are valued. Everyone is treated and given equal opportunities for employment regardless of race, colour, religion, gender, sexual orientation, national origin, age, disability, veteran, married or domestic partner status, citizenship, familial affiliation, or any other comparable feature.

Link: https://www.huhtamaki.com/en-in/flexible-packaging/investors/corporate-governance-and-policies/policies/

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

[UN SDG: 5.1,5.4,8.5,8.6]

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

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

[UN SDG :16.6]

	(If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, we have a procedure in place for handling employee and worker issues for potential violation of Code of Conduct, sexual harassment, harassment at the workplace, health and safety matters, grievances under The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, The Rights of Persons with Disabilities Act, 2016, etc. There are Committees constituted, grievance officers appointed, relevant personnel identified or tools and systems made available to employees to prefer a complaint (even anonymously if they choose to do so, depending on the nature of the complaint.
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: [UN SDG: 8.8]

Category	FY 2025			FY 2024		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	% (B / A)	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	% (D / C)
	(A)	(B)		(C)	(D)	
Total Permanent Employees	**867**	**0**	**0 %**	**997**	**0**	**0 %**
Male	760	0	0%	871	0	0%
Female	107	0	0%	126	0	0%
Total Permanent Workers	**1458**	**418**	**28.7%**	**1468**	**418**	**28.4 %**
Male	1449	418	28.9%	1461	418	28.6 %
Female	9	0	0%	7	0	0 %

8. Details of training given to employees and workers:

[UN SDG: 4.3,5.1,8.2,8.5,10.3]

Category	FY 2025					FY 2024				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
	(A)	No. (B)	% (B / A)	No. (C)	% (C / A)	(D)	No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent employees and workers										
Male	2209	1899	85.97%	2110	95.52%	2332	1938	83.1%	2172	93.1%
Female	116	89	76.72%	113	97.41%	133	95	71.4%	127	95.5%
Total	**2325**	**1988**	**85.51%**	**2223**	**95.61%**	**2465**	**2033**	**82.5%**	**2299**	**93.3%**
Contractual employees and workers										
Male	We do not differentiate between contractual and permanent workers when it comes to health & safety management. All our contractual workers undergo job relevant trainings on Health & Safety.									
Female										
Total										

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

[UN SDG: 4.3,5.1,8.5,10.3

Category	FY 2025			FY 2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	760	760	100 %	854	845	98.9 %
Female	107	104	97.2 %	123	117	95.1 %
Total	**867**	**864**	**99.6 %**	**977**	**962**	**98.4 %**
Workers						
Male	1449	983	67.8 %	1461	996	68.1 %
Female	9	6	66.7 %	7	6	85.7 %
Total	**1458**	**989**	**67.8 %**	**1468**	**1002**	**68.2 %**

10. Health and safety management system:
[UN SDG: 3.3,3.5,3.8,8.8,16.7]

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

Yes. We have an occupational health and safety management system that has been implemented and covers all our permanent and contractual employees and workers.

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

All units undertake hazard identification and risk assessment programs each year to ensure mitigation of risks on the respective sites. The risk assessments are done for both routine as well as non-routine activities. Additionally, learnings and input on implementation of controls on specific risks are also taken from the global locations and teams and implemented as applicable. Training is conducted for employees periodically on the procedure and process to be followed for risk assessments so as to ensure the accuracy of the same. The risk assessments are driven by the site leadership team and the action plan to mitigate risks is monitored by them.

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

Yes, near miss reporting, unsafe acts and unsafe conditions reporting is a formalized process at all units and workers are encouraged to report any hazards or risks. The closure of these identified risks is also monitored monthly and reviewed centrally.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, the company conducts periodic health checkups for all its employees including new joiners. The company provides health insurance for all permanent employees. A support system for mental health and psychological welfare has been set up and employees are encouraged to avail themselves of the same if required.

11. Details of safety related incidents, in the following format:
[UN SDG: 3.3,3.43.6,3.9,8.8,16.1]

Safety Incident/Number	Category	FY 2025	FY 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.424
	Workers	0.37	1.31
Total recordable work-related injuries	Employees	0	2
	Workers	7	11
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.
[UN SDG: 3.6,8.8,16.1]

Our business has a comprehensive health and safety policy that is implemented at all levels of the organization. We are committed to enforcing strict controls over all relevant health and safety concerns while continuously working to minimize risks. As part of the induction process, all new employees undergo site- and job-specific health and safety training, which is regularly reinforced.

Each unit head and their leadership team are responsible for managing the health and safety program at their respective locations, while performance is evaluated at the national level by the Managing Director and Head of Operations. Assessments include reviewing leading and lagging indicators and implementing lessons learned from accidents across all sites. Proactive safety measures such as reporting and closing near-miss incidents, identifying opportunities for improvement, conducting audits, and leadership walks are actively implemented. To enhance employee involvement, monthly awareness campaigns cover key topics such as hand safety, fire safety, working at heights, and process safety. Additionally, line management ensures the daily implementation of health and safety protocols through regular checks, toolbox discussions, and standard operating procedures.

We also place strong emphasis on ensuring that contract workers are fully integrated into our health and safety programs. Safe working procedures are clearly defined, and risk assessments are conducted for all processes, with necessary control measures put in place. The Behavioral Safety Program has been introduced to encourage safe behaviors, while periodic mock drills, internal inspections, and audits are carried out to identify gaps and implement necessary corrective actions.

13. Number of complaints on the following made by employees and workers
[UN SDG: 16.6]

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

We have received zero (0) complaints from employees and workers on working conditions and health and safety. We are continually revising our health and safety regulations in response to changing work requirements and upgrading the technologies we use to ensure that health and safety remains a top priority for us.

14. Assessments for the year

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

Our factories are certified to ISO 45001 and SEDEX, and are audited annually by accredited third-party agencies. In addition, all manufacturing units undergo health and safety management assessments as required under applicable law.

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.

[UN SDG: 8.8]

Every safety-related occurrence is investigated and root cause determined. After that, the necessary corrective and preventative actions are implemented in the affected area, and then they are deployed in all other relevant units. Investigations are conducted into all incidents that have taken place inside the group globally, and any lessons learned are put into practice. For instance, the implementation of a gap analysis and mitigation programme that covered work at height at each site was spurred by the Company's global sites. Action plans are developed in these circumstances, and closure is tracked until it is complete.

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).

[UN SDG: 5.4,8.5]

Yes, our company extends life insurance or any compensatory package in the event of death of Employees/ Workers.

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

Respective sites have a systemized process to ensure that statutory dues are paid by relevant value chain partners. Evidence regarding actual transfer of dues is collected and timely payment of dues is ensured. Our internal audits also check on this aspect on a sample basis and if any concern is identified, the same is addressed immediately.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025	FY 2024	FY 2025	FY 2024
Employees	0	0	0	0
Workers	0	0	0	0

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)

[UN SDG: 4.3,8.5,10.3]

We undertake case specific assistance programs for management of career endings through either termination or retirement.

5. Details on assessment of value chain partners:

[UN SDG: 5.2,8.8,16.1]

A key component of Huhtamaki's due diligence process is the NAVEX RiskRate tool, which is used to screen all key suppliers against sanction lists, watchlists, Politically Exposed Persons (PEP) lists, and adverse media. This screening remains active throughout the supplier's engagement with Huhtamaki. If a match is identified in any of these lists, RiskRate automatically alerts us with detailed case information, enabling swift assessment and necessary action.

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.

[UN SDG: 3.6,8.8,16.1]

Based on the supplier's initial profile risk level, they are required to complete a questionnaire as part of the due diligence process. All suppliers must acknowledge compliance with the updated Code of Conduct for Huhtamaki Suppliers. Medium-risk suppliers are assessed with questions that help evaluate corruption risks and legal compliance, while potential high-risk suppliers must respond to additional questions on sanctions, ethics, and compliance.

We have established risk scoring criteria for the questionnaire responses, and if necessary, each answer is individually reviewed to determine whether further actions or explanations are required from the supplier. The final risk rating combines the results of both the supplier screening and the questionnaire assessment and follows a three-level classification system: low, medium, or high risk.

Internal review and approval processes are in place to evaluate the final risk rating, with varying levels of scrutiny depending on the assigned risk category.

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



For Huhtamaki, primary stakeholders include the government, shareholders, consumers, suppliers, investors, and communities, all of whom seek insights into our sustainability performance across various areas. To ensure transparency and clear communication, we recognize the importance of continuously recording and disclosing both quantitative and qualitative indicators. This allows us to address key sustainability issues that impact business performance effectively.

Collaboration and co-creation with stakeholders are fundamental to achieving our sustainability goals. Engaging in stakeholder dialogue not only helps align our objectives and initiatives with the expectations of diverse groups but also provides valuable insights into potential risks and opportunities associated with our operations.

Essential Indicators

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

   [UNSDG: 16.7]

   To identify stakeholders and communicate with them, we employ a variety of tools and techniques, including both structured and ad hoc methods. In our materiality assessments, for instance, we use surveys like the global employee engagement survey and the stakeholder survey.

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

   [UNSDG: 16.7]

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
Government and regulatory authorities	No	E-mail, website, postal communication, panel meetings, conferences, facility visits, industry associations.	Periodically or event based	Advocacy, Compliance assurance, thought leadership, preparing representation on policy matters as may be needed
NGOs	No	E-mails, community meetings	Periodically as required	To understand community's social and other needs, partnering to deliver impact through various CSR activities
Academia,	No	E-mails, official meetings	No defined periodicity	Performance and talent management, build a safe and inclusive working culture, communicate vision and strategy of the company, seek feedback
Employees	No	E-mails, notice boards, meetings, town-halls, internal websites, digital tools, Employee engagement surveys, Appraisals, Reward & recognition programs, grievance mechanism	Weekly, monthly, quarterly, half yearly, annually	Performance and talent management, build a safe and inclusive working culture, communicate vision and strategy of the company, seek feedback
Customers	No	E-mails, official meetings, website	Periodically, Event Based	To understand customer needs, ensure prompt service to the customers, seeking feedback, addressing concerns or grievances if any
Suppliers	No	E-mails, official meetings, website, digital applications, Supplier checks, Supplier visits	Periodically, Event Based	Ensure business continuity, ensure material quality, confirmation on supplier code of conduct
Local community	Yes	Through CSR initiatives	Periodically	To understand the needs of the local community, support the communities on social needs
Investors	No	Website, financial reports, Stock Exchange, newspaper publication, Investor calls and grievance redressal mechanisms	Quarterly, half yearly, annually, event based	Communicate financial results/ material occurrences.
Shareholders	No	Website, financial reports, Stock Exchange, newspaper publication, and grievance redressal mechanisms	Quarterly, half yearly, annually, event based	Communicate financial results/ material occurrences, as well as a grievance redressal process.

Leadership Indicators

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

   [UNSDG: 16.7]

   Huhtamaki is aware of the importance of discussion of ESG topics between our stakeholders and the Board. Matters relating to ESG are discussed at meetings of the Corporate Social Responsibility Committee. The Company continues to improve the rigor and focus on ESG related matters.

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

   At Huhtamaki, we have a deep understanding of our stakeholders' expectations, particularly regarding the identification and management of our social and environmental performance. This remains a key priority in our engagement with various stakeholders, significantly shaping our policies and procedures. By integrating stakeholder insights, we ensure that our business operations align with our vision, mission, and stakeholder expectations, fostering responsible and sustainable growth.

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

   We did not have any instances where in any concern was raised by any vulnerable/marginalized stakeholders. As part of our CSR initiatives, we engage with various vulnerable/marginalized groups and the social initiatives are aimed at bringing a positive impact on the lives of the people from said stakeholder groups.

   [UNSDG: 16.7]

Principle 5: Businesses should respect and promote human rights



Our foremost priority is to ensure a healthy, safe, and inclusive working environment for our employees. We actively promote and extend human rights policies and benefits not only to our employees but also to our value chain partners. Committed to continuous improvement, we have initiated measures to integrate human rights into our operations and establish a systematic framework for managing them effectively.

Our social responsibility efforts focus on ensuring decent working conditions across our global operations, protecting human rights for all stakeholders, and upholding fair employment practices everywhere. We invest in talent development and embed diversity and inclusion into our workplace culture. As a responsible corporate citizen, we are dedicated to positively impacting the communities in which we operate.

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:**
   [UN SDG: 4.3, 8.5, 8.8, 10.3, 16.5, 16.7]

Category	FY 2025			FY 2024		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	867	861	99.31%	997	988	99.1%
Other than permanent	-	-		-	-	-
Total employees	**867**	**861**	**99.31%**	**997**	**988**	**99.1%**
Workers						
Permanent	1458	1455	99.79%	1468	1458	99%
Other than permanent	-	-		-	-	-
Total workers	**1458**	**1455**	**99.79%**	**1468**	**1458**	**99%**

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

[UN SDG: 1.2, 5.1, 8.5, 10.3]

Category	FY 2024					FY 2023				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	867	-	-	867	100%	977	-	-	977	100%
Total employees	**867**	**-**	**-**	**867**	**100%**	**977**	**-**	**-**	**977**	**100%**
Employees										
Permanent	1458	-	-	1458	100%	1468	-	-	1468	100%
Total workers	**1458**	**-**	**-**	**1458**	**100%**	**1468**	**-**	**-**	**1468**	**100%**

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

[UN SDG: 16.7]

(Amount in ₹)

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	44,50,000	1	42,50,000
Key Managerial Personnel	3	1,87,83,220	0	-
Employees other than BoD and KMP	757	9,98,946	107	12,05,844
Workers	1449	5,89,788	9	3,29,940

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)

Huhtamaki's dedication to human rights is reflected in the Global Human Rights Policy, which takes into account the United Nations International Bill of Human Rights as well as the UN Guiding Principles on Business and Human Rights.

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

[UN SDG: 16.6]

We have established internal guidelines to effectively address grievances related to human rights. Our Code of Ethics and Behavior Policy outlines the expected behaviors and actions for employees and stakeholders, ensuring compliance with regulatory requirements, ethical standards, and the prevention of human rights violations.

Additionally, our Policy on Prevention, Prohibition, and Redressal of Sexual Harassment of Women at the Workplace has been implemented to strictly monitor and address concerns related to sexual harassment, reinforcing our commitment to a safe and respectful work environment.

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

[UN SDG: 5.1,5.2,8.7,8.8,16.2,16.6]

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		1	1	There were no cases pertaining to sexual harassment, discrimination, child labor, forced labor, involuntary labor, wages or other human rights issues
Discrimination at workplace	0	0		0	0	
Child Labor	0	0		0	0	
Forced Labor/Involuntary Labor	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

[UN SDG: 16.6]

Huhtamaki strictly prohibits all forms of workplace violence, including threats and intimidation. Employees are not permitted to carry or use firearms or other weapons while on Huhtamaki property or when conducting business on behalf of the company, ensuring a safe work environment for all. The company maintains a zero-tolerance policy for harassment, including sexual, racial, or any other form of hostile, abusive, or undignified behavior.

In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 and the applicable rules, we have implemented an Anti-Sexual Harassment Policy and established an Internal Complaints Committee (ICC). Awareness campaigns are conducted across all divisions to educate employees on treating each other with dignity and respect.

To facilitate the reporting of fraudulent activities or violations of the Company's Code of Conduct , employees can utilize multiple reporting channels under the Whistleblower Policy. This policy outlines a structured procedure for reporting, processing, and investigating unethical practices, while ensuring protection for whistleblowers. Employees may report any suspected violations to people identified in the Whistle Blowing Policy including the India Investigation Lead via email at IndiaInvestigationLead@huhtamaki.com or send a confidential letter to the registered office. The company ensures that no employee is prevented from raising concerns before the Audit Committee.

To reinforce the importance of ethics and compliance, Huhtamaki India runs regular awareness campaigns to educate employees on the Whistleblower Policy, the effective use of the Speak Up platform, and the importance of maintaining ethical conduct.

Our Code of Conduct, applicable to all employees, mandates complete protection for whistleblowers against retaliation, threats, intimidation, termination, suspension, disciplinary action, demotion, refusal of promotion, discrimination, or any other form of harassment or biased behavior. The policy strictly prohibits any direct or indirect use of authority to obstruct a whistleblower's right to perform their duties or make further disclosures. Additionally, retaliation against employees reporting any form of harassment is strictly prohibited.

Link to policies

https://www.huhtamaki.com/en-in/flexible-packaging/investors/corporate-governance-and-policies/policies

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

[UN SDG: 5.2,8.8,16.1,16.7]

Yes. Various elements of human rights aspects are incorporated into our business agreements and contracts. We have global human rights policies that demonstrate Huhtamaki's commitment to human rights as outlined in the United Nations International Bill of Human Rights, as well as the UN Guiding Principles on Business and Human Rights due diligence process built to identify and mitigate risks in the supply chain.

9. **Assessments of the year**

[UN SDG: 5.2,8.7,16.2]

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	All our factories get audited as per SMETA audit protocols, which focus on areas such as forced labor, human rights, wages, discrimination etc. At Huhtamaki, we adhere to the national and international regulations that govern Human rights issues at the workplace, which are extended at the plant level as well.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No significant risk or concern was identified in the audits.

Leadership Indicators

11. **Details of a business process being modified/introduced due to addressing human rights grievances/complaints.**

[UN SDG: 16.6]

No such modifications have been implemented as we had no cases that required modification.

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

Not applicable. However, we adhere to the highest level of Human Rights standards at work.

13. **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?**

At our corporate office in Thane, we provide designated restrooms and other facilities for people with disabilities. We plan to design our new workplaces to meet specific needs of differently-abled personnel.

14. **Details on assessment of value chain partners:**

[UN SDG: 5.2,8.7,8.8,16.1]

	% Of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	Our Code of Conduct for Suppliers outlines compliance expectations related to business ethics, social responsibility, and environmental sustainability. A key component of Huhtamaki's due diligence process is the use of the NAVEX RiskRate tool, which screens key suppliers against sanction lists, watchlists, Politically Exposed Persons (PEP) lists, and adverse media. This screening remains active throughout the supplier's engagement with Huhtamaki. If a match is detected, RiskRate automatically alerts us with detailed case information. Based on the supplier's initial risk profile, they are required to complete a questionnaire. All suppliers must acknowledge compliance with the updated Code of Conduct for Huhtamaki Suppliers. Medium-risk suppliers are assessed for corruption risks and legal compliance, while high-risk suppliers must respond to additional questions related to sanctions, ethics, and compliance. We have established risk-scoring criteria for questionnaire responses. If necessary, each answer is reviewed individually to determine whether further actions or explanations are required from the supplier. The final risk rating integrates both the screening results and questionnaire responses, classifying suppliers into low, medium, or high-risk categories. Internal review and approval processes are in place to assess the final risk rating, with varying levels of scrutiny depending on the assigned risk level.
Discrimination at workplace	
Child labor	
Forced/involuntary labor	
Wages	
Others – please specify	

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

[UN SDG: 5.2,8.7,8.8,16.1]

Not applicable since we did not receive complaints with respect to discrimination at workplace, child labour, forced labour, involuntary labour, wages, and other issues pertaining to human rights.

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



With a growing emphasis on environmental sustainability, packaging plays a crucial role in reducing food waste, which remains the most significant environmental impact of food systems on climate change. In alignment with our commitment to protecting food, people, and the environment, we have updated the Huhtamaki Group Environmental Policy to reinforce our focus on sustainable packaging solutions.

The policy aims to ensure that everyone within the organization understands our environmental responsibilities. It covers key areas such as climate and energy, water and effluent management, sustainable forestry and biodiversity, waste reduction, circular design, and chemical management.

Through innovation, we strive to raise awareness and develop the infrastructure necessary for recycling and eliminating packaging waste. This initiative not only benefits all stakeholders but also contributes to the well-being of the ecosystem at large.

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**
   [UNSDG: 7.2, 7.3, 8.4, 12.2, 13.1]

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total electricity consumption (A) in MJ	242,583,082	241,149,286.8
Total fuel consumption (B) in MJ	175,118,576	151,791,273.2
Energy consumption through other sources (C) in MJ	0	0
Total energy consumption (A+B+C) (in MJ)	**417,701,658**	**392,940,559.95**
Energy intensity per rupee of turnover (MJ/ INR Millions)	16915	16034

   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.

   As a part of our global reporting, we undergo third party assurance for our environmental reporting every year.

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.**

   [UNSDG: 7.2, 8.4 12.2, 13.2]

   Huhtamaki does not have any of their sites or facilities identified as designated consumers and hence we are not qualified for Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water, in the following format:
[UNSDG: 6.3, 6.4, 12.4]

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	69,565	64,075
(iii) Third party water (Municipal water supplies)	92,583	70,007
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**162, 148**	**134,082**
Total volume of water consumption (in kiloliters)	**162,148**	**134,082**
Water intensity per rupee of turnover (KL/ INR Millions)	6.57	5.47

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
[UNSDG: 6.3, 6.4, 6.A, 12.4]

Yes, we do work towards Zero Liquid Discharge mechanisms at relevant sites. 4 of our factories already operate at that level.

To maximize the internal consumption of treated water, sewage generated on site is treated in a sewage treatment plant or an effluent treatment plant. To ensure adherence to standards for discharge, tests are performed on the treated water's output.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:
[UNSDG: 3.9, 12.4, 14.3, 15.2]

Parameter	Please specify unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
NOx	KG	18193	971.7
SOx	KG	15929	680.2
Particulate matter (PM)	We will setup the required mechanisms to record Particulate matter, Persistent organic pollutants, Volatile organic compounds, Hazardous air pollutants and Others – Ozone Depleting Substances in the coming years.		
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – Ozone Depleting Substances (HCFC - 22 or R-22)			

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:
[UNSDG: 3.9, 12.4, 13.1, 14.3, 15.2]

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF3, if available)	MT CO_2 e	10522	10452
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT CO_2 e	46900	48606
Total Scope 1 and Scope 2 emissions per rupee of turnover	(Ton/INR Millions)	2.33	2.41

7. Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details.

[UNSDG: 3.9, 7.2, 12.4, 13.1, 14.3, 15.2]

As part of the overall Huhtamaki Group, Huhtamaki India has committed to science based targets and has consequent ambitions to reduce GHG emissions. We are working on several projects throughout the locations to reduce energy use and the resulting GHG emissions while increasing the proportion of renewable energy. For instance, Sricity's factory uses biofuel. Implementing rooftop solar three facilities, securing independent feeder at Rudrapur factory and reducing electricity consumption across all sites. We are also working continuously to implement projects that improve the energy usage intensity across our sites.

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

[UNSDG: 3.9, 6.6, 8.4, 11.2, 11.6, 12.4, 15.1]

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	2879	6766
E-waste **(B)**	44	1
Bio-medical waste **(C)**	7	0
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	6	3
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. (Chemical, chemical storage drums) **(G)**	1214	1095
Other Non-hazardous waste generated (H). (majorly includes Paper waste, stationary waste, organic waste)	13081	10147
Total (A+B + C + D + E + F + G + H)	**17231**	**18012**
Total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	17064	16821
(ii) Re-used	1	0
(iii) Other recovery operations	0	0
Total	**17065**	**16821**
Total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	155	163
(ii) Landfilling	12	13
(iii) Other disposal operations	0	0
Total	**167**	**176**

9. 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.

[UNSDG: 3.9, 6.3, 6.6, 8.4, 11.6, 12.4]

The company closely monitors waste generation across all its units and implements a comprehensive program to reduce, manage, and treat waste in an environmentally responsible and legally compliant manner. Both hazardous and non-hazardous wastes are tracked, reported, and analyzed monthly, ensuring effective waste management. Each unit sets specific waste reduction targets, with action plans monitored throughout the year.

As part of its 2030 sustainability ambitions, the company is focused on increasing hazardous waste recycling and reducing landfill dependency, maintaining strong performance against these targets. To minimize hazardous waste, the company undertakes material consumption optimization projects, addressing waste at its source. All generated waste is treated in accordance with local regulatory requirements, ensuring compliance and environmental responsibility.

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

[UNSDG: 6.6, 14.2, 15.1, 15.5]

No, Huhtamaki does not operate in any ecologically sensitive areas as identified by government bodies. Huhtamaki India undertook bio diversity based risk assessments at all factories in India and the assessment will be used to implement stewardship actions in coming years.

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

[UNSDG: 6.3, 6.A, 12.4]

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
No, we have not conducted an environmental impact assessment for any projects.					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Yes, we abide by all applicable environmental laws, rules, and directives in India. To verify our adherence to the law, we use an internal tool called LEXCARE. Monthly compliance audits are conducted. We additionally receive accreditation from external labs.				

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

[UNSDG: 7.2, 7.3, 8.4, 12.2, 13.1]

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Current Financial Year)
From renewable sources		
Total energy consumed from renewable sources in MJ	47,255,235	25,567,423
From non-renewable sources		
Total energy consumed from non-renewable sources in MJ	370,446,423	367,373,137.23

2. Provide the following details related to water discharged:

[UNSDG: 6.3]

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Current Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	6154	7299
- No treatment	0	0
- With treatment	6154	7299
(ii) To Groundwater	23348	35684
- No treatment	0	0
- With treatment	23348	35684
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment	0	0

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Current Financial Year)
(iv) Sent to third parties	15684	5590
- No treatment	14219	5266
- With treatment	1465	324
(v) Others	0	0
- No treatment	0	0
- With treatment	0	0
Total water discharged (in kilolitres)	**45186**	**48573**

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

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

(i) Name of the area:

(ii) Nature of operations

(iii) Water withdrawal, consumption, and discharge in the following format

[UNSDG: 6.3]

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Current Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not applicable as we do not have any plants/ facility in water stressed areas as mentioned by government bodies	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not applicable as we do not have any plants/ facility in water stressed areas as mentioned by government bodies	
- 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)		

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

[UNSDG: 3.9, 12.4, 13.1, 14.3, 15.2]

Huhtamaki India is a part of Huhtamaki Group and Scope 3 emissions are calculated at Group level only.

5. **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.**

   [UNSDG: 6.6, 14.2, 15.1, 15.5]

   We do not have any offices/ plants/ operation facilities in ecologically sensitive areas as mentioned by government authorities. None the less, we conducted Bio-diversity risk assessment based on the TNFD guidelines in all our factories. The assessments will help us define stewardship actions at respective sites.

6. **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:**

   [UNSDG: 8.4, 11.6, 12.2, 12.4]

   In our 2030 ambitions, we have committed to carbon neutral production (Scope 1 and 2). While on one end, we are working to switch to renewable energy, on the other hand, we are also taking actions to optimize and reduce our energy consumption, thus mitigating GHG emissions at source. When it comes to energy conservation, even small initiatives taken across the operations together bring in a lot of benefits. All our manufacturing units are undertaking various projects for both fuel and electricity consumption reduction. A few examples: Use of Variable frequency drives on motors, optimization of compressed air, optimizing insulation of heat carrying piping, LED lighting and maximizing natural lighting etc.

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

   We have a policy in place at the global level which is also applicable to our Indian operations as well.

   Link: https://www.huhtamaki.com/en/investors/corporate-governance/risk-management/

8. **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?**

   At Huhtamaki, we are aware and mindful of our actions, especially in terms of any adverse impact that may occur due to our value chain operations. At present we have not identified any significant adverse impacts caused due to this. However, going forward we are aiming to initiate the process of monitoring any such significant impacts as per the global standards.

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

   We constantly monitor our value chain partners and assess their awareness and involvement in actual / potential negative environmental impacts. However, we do not have an official assessment practice for our value chain partners.

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



Huhtamaki is committed to building capacity in the coming years to maximize positive impact across the people and markets in which we operate. We aim to engage in public policy advocacy to raise awareness of our mission, mobilize our people, and gain meaningful support from stakeholders.

We conduct our business with the highest ethical standards, striving to reduce gender disparities while fostering a fair and inclusive workplace. Our focus is on leveraging cutting-edge technology and making strategic investments in research and innovation to enhance the sustainability of our manufacturing operations. Through these efforts, we seek to address key environmental challenges, including climate change, emissions reduction, water conservation, and biodiversity protection.

Essential Indicators

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

   The major affiliations with trade and industry chambers/associations are with Indian Flexible Packaging and Folding Carton Manufactures Association (IFCA), Flexible Packaging Industrial and Trader Association, Bombay Chamber of Commerce and Industry (BCCI), FINCHAM, India Plastic Pat, The Council of EU Chambers of Commerce in India, We Care.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Flexible Packaging and Folding Carton Manufactures Association (IFCA)	National
2	Flexible Packaging Industrial and Trader Association	National
3	Bombay Chamber of Commerce and Industry (BCCI)	National
4	FINCHAM	International
5	Confederation of India Industries (CII)	National
6	India Plastic Pact	National
7	The Council of EU Chambers of Commerce in India	International
8	Resource Efficiency Circular Economy Industrial Coalition (RECEIC) – Founding member	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

[UN SDG: 16.3]

No corrective action taken or underway on any issues based on adverse orders from regulatory authorities as there were Zero (0) cases related to anti-competitive conduct. The Global Ethics and Compliance function manages the company's Ethics and Compliance program's execution by advising and supporting the conduct of business with high integrity and in compliance with laws and regulations.

Leadership Indicators

1. Details of public policy positions advocated by the entity

[UN SDG: 16.5]

We do not have a specific policy on public advocacy yet. We do take part in advocating and participate in public advocacy initiatives through industry associations such as India Plastics Pact and We care.

Principle 8: Businesses should promote inclusive growth and equitable development



Decades of globalization and technological advancement have driven rapid economic development, yet the benefits have been unevenly distributed, exacerbating economic and social disparities. As an organization, Huhtamaki is committed to addressing this imbalance, which has contributed to economic and social insecurity as well as broader global challenges.

We are actively working to embed Inclusive Growth into our core business decisions, ensuring that economic progress benefits a wider spectrum of stakeholders. Additionally, we are striving to establish a robust framework that aligns with the interests of both our company and investors, reinforcing our commitment to sustainable and equitable development.

Essential Indicators

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

   [UNSDG: 1.4, 2.3, 9.1, 9.4, 11.2]

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
We are currently not undertaking any social impact assessments for India operations.					

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

   [UNSDG: 1.4, 2.3, 9.1, 11.2]

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
We do not have any operations/facilities/plants/offices that include land acquisition from affected/displaced landowners, hence we do not have any projects that involve Rehabilitation and Resettlement (R&R).						

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

   Community stakeholders may use any of the available channels of communication to raise grievances, if any. Concerns received from community stakeholders are immediately responded on and resolved satisfactorily. Complaints received from the said stakeholders are placed before the respective Committees, which are responsible for monitoring and reviewing the mitigation of any such concerns raised.

   [UNSDG: 1.4, 2.3, 9.1, 9.4, 16.6]

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

   [UNSDG: 8.3]

Parameter	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Directly sourced from MSMEs/ small producers	11.0%	2.7%
Sourced directly from within the district and neighbouring districts	We do not have visibility on the exact supplier units which are used to supply material to our premises and hence it is difficult to exactly comment on this.	

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):

   [UNSDG: 1.4, 2.3]

   Not applicable as per the above statement.

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

   [UNSDG: 1.4, 2.3]

S. No.	State	Aspirational District	Amount spent (In ₹)
We have not undertaken any CSR projects in designated aspirational districts as identified by government bodies			

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

   No, currently we do not have a preferential procurement policy to give preference to purchase from suppliers comprising marginalized /vulnerable groups.

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

Currently we are not procuring our raw material from people belonging to marginalized/vulnerable groups as defined by NGBRC

(c) What percentage of total procurement (by value) does it constitute?

[UNSDG: 8.3, 11.2]

Not applicable as stated in clause 3 (b)

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:

[UNSDG: 8.1, 9.1, 9.5]

We do not have any Intellectual Property Rights owned or acquired by us based on Traditional Knowledge

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

Not applicable as per the statement above.

6. Details of beneficiaries of CSR Projects:

[UNSDG: 1.4, 2.3]

Sr. No.	Name of Project	Item from the list of activities in schedule VII to the Act	Location of the project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1	Health Camps using ambulance	Promotion of Health & Hygiene	Khopoli	272	100
2	Deworming Program	Promotion of Health & Hygiene	Taloja & Ambernath	5445	100
3	Menstrual Program	Promotion of Health & Hygiene	Khopoli, Taloja & Ambernath	425	100
4	LED Solar Street installation	Rural Development	Khopoli	500	100
5	Compost Bins for Domestic Use	Sustainability	Khopoli	60	100
6	Dining Hall Repair Work in School	Promotion of Health & Hygiene	Sricity	74	100
7	LED Solar Street installation	Sustainability	Silvassa	1000	100
8	Vocational Skill Development	Education	Silvassa & Rudrapur	172	100
9	Katalyst Program for Women Learners	Women Empowerment	Mumbai	4	100
10	Digital Education	Education	Khopoli	178	100
11	Digital Education	Women Empowerment	Khopoli	79	100
			Total	8209	

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



At Huhtamaki, we recognize that client satisfaction is the clearest path to success. To meet the growing demand for sustainable packaging solutions, we have launched various transformational initiatives globally, aligning with the needs of our customers and their consumers.

We are committed to excellence and collaboration across our business divisions and functions, ensuring we deliver the best possible solutions. By aligning our values with those of our customers, we foster stronger partnerships and drive greater achievements in sustainability.

Essential Indicators

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

   [UN SDG: 16.6]

   We bifurcate the customer complaints we receive into two categories - (a) Online Rejection, which is typically a small quantity of minor category of defect (b) Complaint, which is a deviation from Specification and or stated/implied condition (including packing condition, documentation requirement etc). Huhtamaki India has NCMS (non-conformance management System) portal where the complaints are logged in. As a first point of contact, the Sales team receives the information from the customer. Based on the details received, the sales team decides whether to record the same under Online Rejection or Complaint.

   1) Online Rejection - typically this is registered for a period of time over many invoices. There may be multiple reasons for these rejections. Once the same is registered into NCMS portal, the same reaches to the Quality Control (QC) head. On verification the QC head accepts or rejects the same

   2) Customer Complaint - Typically this is registered against a specific invoice. At times, there may be few consecutive invoices. Once the sales representative registers the same, the same is delivered to QC head, who checks it for its genuineness. At times, the plant representative visits the Customer's site to understand what actually the issue. Based on the initial interaction, the QC head accepts or rejects the compliant. Once accepted, the response to customer, through sales representative, is done within 15 working days. The response includes a through Root Cause Analysis, Corrective Action(s), and Preventive actions(a). The QC head of the plant is responsible for assigning the identified Corrective Action(s), and Preventive Action(s) to various colleagues. Closure of these actions are confirmed to QC head. Then, upon verification of the supplies (post closure of all actions), the Quality Assurance head closes the complaint.

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	Since we are into manufacturing tailor made packaging solutions for our customers, who in turn use our products for packing their products, it is their discretion to include information about environmental and social parameters, safe and responsible usage, and recycling or disposal methods as per the nature of their product and its specifications.
Safe and responsible usage	
Recycling and/or safe disposal	

[UN SDG: 12.8]

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

Particulars	FY 2025 (Current Financial Year)		Remarks	FY 2024 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	We have not received any Customer complaints under any of the categories mentioned. We aspire to be the most reliable solutions-focused partner for our clients by exceeding their expectations in areas such as sustainability, digitalization, and personalization. We stand at 100 % digitization of all customer transactions worldwide, which drives us to strengthen our robust framework of consumer data protection and cyber security on a regular basis.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

[UN SDG: 16.3,16.10]

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

	Number	Reasons for recall
Voluntary recalls	We design and create customized solutions for our customers; hence we have no record of forced or voluntary recalls due to safety concerns.	
Forced recalls		

[UN SDG: 16.3]

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.

[UN SDG: 16.3, 16.10]

Yes. One of the most important aspects in business growth is customer retention. Maintaining brand loyalty and reputation through a strong cyber security position is paramount for customers today. Our strong policies on data privacy and cyber security ensures protection against internal and external threats

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.

We have appointed a global security manager who is a one-point contact and who oversees, develops, and executes a consistent approach for collecting security incident reports, evaluating them, and successfully communicating them to leadership. We aim to increase security awareness by installing relevant solutions, disseminating security information, and delivering training on various issues to our workforce. For instance: To avoid the theft of personal and sensitive information, the team deploys phishing detection and e-mail security solutions.

Leadership Indicators

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

Our website outlines details about our products and services and the weblink for the same is as follows

https://www.huhtamaki.com/en/flexible-packaging/product-catalogue/flexibles-product-catalogue/product-catalogue/

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

[UN SDG: 12.8, 16.3]

We develop packaging solutions for our customers based on their product specifications and requirements, and we demonstrate usage and safety risks before they are used. Any questions or concerns are addressed by key account managers as and when they arise.

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

We have been extremely proactive in notifying customers of any possibility of disruption/discontinuation of vital services, and we have an appropriate framework in place to do so. Increased interruptions from man-made and natural disasters endanger corporate operations. Following any such interruptions, we ensure recovery and availability of corporate applications and

infrastructure has our continued service delivery. Also, when such an incident occurs, emailers are immediately sent to consumers by their individual account managers.

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.**

   [UN SDG: 12.8,16.3]

   The Company follows all applicable product labeling requirements and displays pertinent information as required by law and per the customer's specifications/instructions. The Company manufactures/supplies packaging materials which are customized as per customer requirements; hence product information rules do not apply to the Company. However, the marking and labeling requirements under the Plastic Waste Management Rules are applicable to the packaging solutions manufactured by us and we comply with them in alignment without respective customers.

5. **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 Company's Innovation Program (NASP) promotes growth and new product development by assisting our customers in two areas:

   1. New product development based on incremental ideas upgraded technology and processes, engaging with our customers frequently and using their valuable inputs

   2. Based on customer feedback, our NASP Team is always developing cost-cutting solutions without jeopardizing performance.

6. **Provide the following information relating to data breaches:**

   [UN SDG: 16.3]

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

      In 2025, the number of security incidents resulting in actual data breaches confined to the India business is zero (0)

      We have a robust data privacy policy Data privacy. We consider data privacy implications during all projects' design phases. We are committed towards demonstrating compliance with data protection principles and document all processing activities under its responsibility for the safety of all our stakeholders.

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

      We had zero instances of data breach involving personally identifiable customer information. We at Huhtamaki handle customer personal data with the highest safety and security, ensuring that the data is used in a lawful, fair, and transparent way for processing and exclusively for intended legitimate purposes. Personal data retention periods are determined in the Group Record Retention Schedule and other record retention criteria used by the Group. Appropriate technological and organisational safeguards are put in place to ensure the confidentiality, integrity, and availability of personal data. These measures must cover the whole lifespan of personal data and provide a degree of security commensurate with the risks posed by the processing and type of personal data.