April 13, 2026

To,

BSE Limited The Corporate Relationship Department Phiroze Jeejeebhoy Towers Dalal Street, Mumbai – 400 001	National Stock Exchange of India Limited Listing Department, Exchange Plaza, 5th Floor, Plot No C/1, G Block, Bandra-Kurla Complex, Bandra (E), Mumbai – 400 051
Scrip Code : 520113	**Scrip Code : VESUVIUS**

Dear Sirs/Madam,

Subject: **Business Responsibility and Sustainability Report for the financial year ended December 31, 2025**

The Business Responsibility and Sustainability Report which forms part of the Annual Report of the Company for the Financial Year ended December 31, 2025, is attached herewith.

The said report is also available on the Company's website and can be access at:

www.vesuviusindia.in → Investors → Financial Performance → Annual Report & Accounts

The Financial Year of our Company ends on December 31, every year.

Thanking you,

Yours faithfully,
For **Vesuvius India Limited**

SAHEB ALI
Digitally signed by SAHEB ALI
Date: 2026.04.13 20:50:20 +05'30'

VESUVIUS INDIA LTD. P-104, TARATALA ROAD Kol - 88

Saheb Ali
Company Secretary and Compliance Officer
Membership No. A33361

Encl.: As above

Annexure VI

Business Responsibility & Sustainability Report (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN)	L26933WB1991PLC052968
2.	Name of the Listed Entity	Vesuvius India Limited
3.	Year of incorporation	1991
4.	Registered office address	P – 104, Taratala Road, Kolkata, West Bengal – 700 088, India
5.	Corporate address	Same as above
6.	E-mail	vesuviusindia@vesuvius.com
7.	Telephone	+91 33 6109 0500
8.	Website	www.vesuviusindia.in
9.	Financial year for which reporting is being done	2025 (January 1, 2025, to December 31, 2025)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital (in ₹)	2029.61 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ashish Mukherjee, General Manager- HSE & Sustainability P – 104, Taratala Road, Kolkata – 700 088 **Email:** ashish.mukherjee@vesuvius.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on standalone basis.
14	Name of assurance provider	Not applicable
15	Type of assurance obtained	Not applicable

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Refractory Products	57
2	Services	Provisioning of refractory services	43

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

Sl. No.	Product/ Service	NIC Code	% of total Turnover contributed
1	Refractory Products	2391	57
2	Refractory Services	3312	43

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4 (at 3 locations)	1	5
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	21
International (No. of Countries)	25

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

Revenue from Export – ₹ 6152 Lakhs (2025)

% of Total Turnover of the Company – 2.9% (2025)

c. A brief on types of customers

Vesuvius India Limited is a leading provider of molten metal flow engineering and technology solutions, serving customers operating in demanding high-temperature environments across the steel and refractory sectors. As part of the global Vesuvius Group, a recognized leader in refractory and flow control solutions, the Company benefits from deep technical expertise, advanced research and development capabilities, and a strong legacy of innovation. Leveraging this global knowledge base, Vesuvius India combines cutting-edge technology with local manufacturing, engineering, and service capabilities to support customers across India. Our solutions are designed to enhance process efficiency, improve safety, optimize resource use, and support customers in navigating increasingly complex operational, sustainability challenges and de-carbonization of their journey. A brief view of our journey in helping various sectors in their ESG journey:

Steel producers: Vesuvius supports steel manufacturers with advanced refractory products, flow control systems, and process measurement solutions designed for demanding high-temperature environments. Serving as a trusted partner to the global steel industry, the Company combines high-performance refractories for furnaces, ladles, and tundishes with robotics, mechatronic installations, and digital technologies to enhance efficiency, safety, and product consistency. These solutions help maintain molten metal quality, optimize flow control, minimize heat loss, and improve operational reliability throughout the casting process, from refining to final steel products. By delivering energy-efficient refractory and flow control technologies, Vesuvius also enables customers to reduce fuel consumption, improve productivity, and lower carbon emissions, supporting more sustainable and responsible steel production practices.

Cement and Lime Plants: Cement and lime manufacturers depend on Vesuvius for durable refractory solutions used in rotary kilns and key calcination processes. Designed to perform reliably under extreme temperatures, chemical exposure, and abrasive conditions, these products help enhance equipment lifespan, reduce maintenance downtime, and support consistent clinker production. Vesuvius' innovative refractory technologies contribute to improved thermal efficiency by limiting heat loss and optimizing fuel usage. Through these advancements, the Company enables cement and lime producers to enhance operational performance while reducing energy consumption and associated emissions, supporting their efforts toward more efficient and environmentally responsible manufacturing practices.

Petrochemical and Non-Ferrous Industries: Vesuvius provides advanced refractory solutions to refineries, petrochemical facilities, and non-ferrous metal producers, including the copper, aluminum, and nickel sectors. Engineered to perform in harsh chemical environments and extreme temperatures, these materials help improve operational efficiency, minimize emissions, and enhance equipment durability. The Company's innovative refractory technologies support better thermal management, enabling reduced energy usage and improved process reliability. By helping customers optimize performance while lowering carbon intensity, Vesuvius contributes to more sustainable industrial operations and supports the ongoing decarbonization initiatives of energy-intensive industries seeking efficient and environmentally responsible production practices.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	395	370	93.67%	25	6.33%
2	Other than Permanent (E)	455	448	98.46%	7	1.54%
3	**Total employees (D + E)**	**850**	**818**	**96.23%**	**32**	**3.76%**
WORKERS						
4	Permanent (F)	257	257	100%	0	0%
5	Other than Permanent (G)	2413	2397	99.34%	16	0.66%
6	**Total workers (F + G)**	**2670**	**2654**	**99.40%**	**16**	**0.60%**

b. Differently abled Employees and workers

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11%
Key Management Personnel	3	Nil	NA

22. Turnover rate for permanent employees and workers

	FY 2025 (Turnover rate in current FY)			FY 2024 (Turnover rate in previous FY)			FY 2023 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (%)	7.8%	12.5%	8.1%	8.30%	17.40%	8.90%	8.39%	25.00%	9.20%
Permanent Workers (%)	1.2%	Nil	1.2%	0.50%	Nil	0.50%	Nil	Nil	Nil

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

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

Sl. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Vesuvius Group Limited	Holding Company	55.57%	Yes- Vesuvius plc, the ultimate holding company is a direct signatory to UNGC (United Nation Global Compact)

VI. CSR Details

24. (i) **Whether CSR is applicable as per section 135 of the Companies Act, 2013:** Yes

(ii) **Turnover (in ₹):** ₹ 2,10,433 Lakhs (2025)

(iii) **Net worth (in ₹):** ₹ 1,66,389 Lakhs (2025)

Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web link for grievance redress policy)	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending for resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending for resolution at the close of the year	Remarks
Communities	https://vesuviusindia.in/#/policiesanddisclosures	Nil	Nil		Nil	Nil	
Investors (Other than shareholders)	NA						
Shareholders	https://vesuviusindia.in/#/policiesanddisclosures	13	Nil		13	Nil	
Employees and workers	https://vesuviusindia.in/#/policiesanddisclosures	108	28		43	Nil	All complaints are resolved
Customers	https://vesuviusindia.in/#/policiesanddisclosures	Nil	Nil		Nil	Nil	
Value Chain Partners	https://vesuviusindia.in/#/policiesanddisclosures	Nil	Nil		1	Nil	All complaints are resolved
Other (please specify)	NA						

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

The Company's sustainability initiatives are guided by a clear focus on addressing the most significant environmental, social, and governance opportunities and risks associated with its operations. Adopting a structured double materiality approach, aligned with the European Sustainability Reporting Standards (ESRS) and consistent with the methodology followed by Vesuvius PLC, the Company evaluates and prioritizes key sustainability topics across two dimensions: the impact of its activities on the environment and society, and the potential implications for business performance, including financial risks and strategic opportunities.

Materiality assessment forms an integral part of the Company's broader risk management framework, enabling the identification of both immediate operational risks and long-term macroeconomic and industry trends. Areas of focus include technological advancements in steelmaking, the growing adoption of renewable energy, the evolution of electric mobility, and emerging regulatory developments related to carbon emissions. The Company also considers national sustainability priorities, including initiatives such as India's Green Steel Taxonomy, which supports the transition towards lower-carbon steel production.

By embedding materiality into its sustainability strategy, the Company ensures that resources and actions are directed toward issues that are most relevant to its stakeholders, business objectives, and environmental responsibilities. This approach enhances transparency, strengthens decision-making, and supports consistent ESG performance improvement. Active stakeholder engagement further strengthens the process, with regular consultations involving operational teams across environment, safety, human resources, and community-related functions. Through this inclusive and forward-looking framework, the Company aims to address evolving sustainability challenges while creating long-term value for both society and business.

Sl. No.	Material issue identified	Indicatev 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.	Our Planet	Opportunity	At Vesuvius, we are committed to reducing CO_2 emissions by prioritizing energy efficiency and sustainable practices. Our high-quality products, designed with a customer-centric approach, contribute to a lower carbon footprint for our customers. As a result, we anticipate revenue growth driven by the positive environmental impact of our solutions and the increasing market demand for sustainable products. **Our key focus areas include:** • Renewable Energy • Solid Waste Management • Wastewater Management • Environmental Management • Biodiversity Preservation The Board's vigilant oversight and our operational team's proactive approach to environmental protection serve as guiding lights in formulating highly stringent environmental policies and associated key performance indicators. **Key Elements:** • Board's oversight • Proactive approach • Environmental policy • GHG policy	It is an opportunity	Positive
2.	Our customers	Opportunity	Our Research and Development (R&D) and new product development efforts are strategically centered on advancing technologies that support green steelmaking. This focus reflects our commitment to driving industry innovation and sustainability. By developing low-carbon refractory solutions, we are well-positioned to meet the rising demand for sustainable products and support the industry's transition to greener practices. These initiatives not only align with emerging market trends but also create exciting opportunities for growth and value creation. **Key Elements:** • Sustainable prod ucts (durability, recyclability) • Recovered and recycled materials	It is an opportunity	Positive
		Moderate Risk	Transition from traditional BF-BOF route of steelmaking to EAF route may culminate into reduced market size leading to weaker position in market. **Key Elements:** • Adjustment of R&D and new product development priorities • Focusing on emerging market	Vesuvius has already positioned its R&D and new product development priorities to align mitigate the risk. Repositioning is currently being considered to meet the demand.	Minor negative impact.

Sl. No.	Material issue identified	Indicatev 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)
3.	Our People	Opportunity	Safety stands as our foremost priority. Our aspiration is to evolve into a zero-accident company, positioning ourselves as a best-in-class organization for safety performance and leadership. While there is ongoing work to attain and sustain our zero-accident goal, we remain unequivocally dedicated to integrating safety into every facet of our operations and cultural fabric resulting into highly dedicated and efficient workforce. **Key Elements:** • Occupational health and safety • Employee well-being • Diversity, equity and inclusion • Employee representation • Engagement and development	It is an opportunity	Positive
4.	Our communities	Opportunity	Science-based approach of Vesuvius's CSR activity has always been a cornerstone of how we engage with the communities. Our social welfare activities positioned us as a responsible corporate citizen resulting into a fair brand image. **Key Elements:** • STEM education support to girl students • WASH (Water, Sanitation and Hygiene) in schools Bio toilet and Hygien training • Supplementary education via digital classes in Vesuvius Learning Centres	It is an opportunity	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section outlines the governance structures, policies, systems, and internal processes established by the Company to operationalise and embed the National Guidelines on Responsible Business Conduct (NGRBC) Principles and their Core Elements. The disclosures in this section demonstrate the Company's approach to accountability, transparency, stakeholder engagement, and continuous improvement, ensuring that sustainability considerations are systematically incorporated into decision-making and performance management across the organisation.

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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Policies - Vesuvius								
2.	Whether the entity has translated the policy into procedures?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. ForestStewardshipCouncil,Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO-9001, ISO-14001 & ISO-45001 We also do have multiple Policies/standards issued by Vesuvius PLC, which are fully adopted and deployed by Vesuvius India Limited. (Refer-Section C and Principles for more details)								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Vesuvius India's Kolkata and Visakhapatnam units operate under a fully implemented Integrated Management System (IMS), reflecting the Company's commitment to quality, environmental stewardship, and occupational health and safety.

Vesuvius India has fourteen policies that aligns with applicable national regulations, the UN Sustainable Development Goals (UNSDGs), and the global policies and standards of Vesuvius PLC as well. This structured approach supports consistent governance, regulatory compliance, risk management, and continuous improvement across operations.

VIL Policies	UN SDGs	BRSR Principles
Environment Policy	SDG-6, SDG-7, SDG-9, SDG-11, SDG-12, SDG-13, SDG-14, SDG-15, SDG-17	Principle 6 (Environment)
Health & Safety Policy	SDG-1, SDG-2, SDG-3, SDG-6,	Principle 3 (Employee well-being)
Quality Policy	SDG-4, SDG-8, SDG-12	Principle 2 (Sustainable and Safe Goods)
Preservation of Document Policy	SDG-10, SDG-8	Principle 9 (Customer value and Responsibility)
Policy for Determination of materiality of events	SDG-12	Principle 2 (Sustainable and Safe Goods)
Prevention of Sexual Harassment Policy	SDG-5, SDG-8, SDG-10,	Principle 5 (Human Rights)
Business Responsibility and Sustainability Reporting Policy	SDG-1, SDG-2, SDG-3, SDG-4, SDG-5, SDG-6, SDG-7, SDG-8, SDG-9, SDG-10, SDG-11, SDG-12, SDG-13, SDG-14, SDG-15, SDG-16, SDG-17	All Principles of BRSR- (P1, P2, P3, P4, P5, P6, P7, P8, P9)
Remuneration Policy	SDG-8, SDG-10	Principle 1 (Ethics, Transparency, & Accountability)
Principle 8 (Inclusive Growth and Social Development)		
Risk Management Policy	SDG-8, SDG-9, SDG-11	Principle 9 (Customer value & Responsibility)
Corporate Social Responsibility Policy	SDG-11, SDG-16, SDG-17	Principle 4 (Stakeholder Engagement)
Related Party Transaction Policy	SDG-8, SDG-17	Principle 7 (Public Policy Advocacy)
Dividend Distribution Policy	SDG-8, SDG-16	NA
Anti-Bribery and Corruption Policy	SDG-8, SDG-10, SDG-16	Principle 1 (Ethics, Transparency, and Accountability)
Speak up and Incident Reporting Policy	SDG-5, SDG-8, SDG-10	Principle 5 (Human Rights)

Governance, leadership, and oversight

7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)**

The Company's fourth Business Responsibility and Sustainability Report (BRSR) for the financial year January 2025 to December 2025 highlights its continued commitment to responsible growth, ethical governance, and sustainable value creation. The report provides a comprehensive overview of performance across key environmental, social, and governance (ESG) parameters and demonstrates how sustainability considerations are embedded within strategy, operations, and decision-making processes. It reflects ongoing efforts to strengthen transparency, accountability, and stakeholder engagement while addressing emerging risks and opportunities. Through this disclosure, the Company reaffirms its dedication to long-term resilience, regulatory compliance, and creating meaningful impact for all stakeholders. Our approach remains aligned with the UN Global Compact (UNGC), the UN Sustainable Development Goals (UNSDGs), and the broader sustainability framework established by our parent organisation, Vesuvius plc. By strengthening our focus on environmental stewardship, social responsibility, and sound governance, we aim to build stakeholder confidence and reinforce our position as a trusted partner in the global industrial ecosystem.

A central pillar of our sustainability journey is our commitment to achieving Net Zero carbon emissions by 2050. During the year, we continued to advance initiatives focused on energy efficiency, resource optimisation, and the increased adoption of cleaner energy sources. Our efforts to expand renewable energy usage, supported by the voluntary procurement of Renewable Energy Certificates (RECs), demonstrate our proactive approach toward managing) electricity-related emissions. These initiatives not only reduce our environmental footprint but also enable us to support our customers in their own decarbonisation efforts by delivering solutions that enhance operational efficiency and sustainability performance. For Vesuvius India, sustainability is embedded within our business strategy and organisational culture rather than viewed as a standalone obligation. The actions we take today are designed to shape a resilient future for our business, our partners, and the wider society. Through this report, we aim to provide transparent insight into how sustainability considerations are integrated into our operational practices, governance structures, and decision-making processes. Safety remains a core priority across all our operations, guided by our Zero-Accident Vision.

	We continue to strengthen occupational health and safety standards through comprehensive training, proactive risk management, and robust monitoring systems that support a safe and secure working environment. This ongoing commitment helps protect our workforce while enhancing operational reliability and performance. By embedding ESG principles throughout our operations, we strive to deliver innovative, high-performance solutions that address evolving industry challenges while maintaining strong stakeholder trust. Our progress in reducing energy intensity and managing our carbon footprint reflects our long-term commitment to responsible growth and transparent reporting. Continuous evaluation of our ESG performance enables us to refine our strategies, respond to emerging trends, and drive meaningful improvements year after year. We remain grateful to our stakeholders for their continued support and confidence in our journey. Their trust inspires us to innovate responsibly, strengthen our sustainability efforts, and work collaboratively toward building a more sustainable and resilient future.	
8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**	**Mr Ashish Mukherjee** General Manager- Sustainability & HSE
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.**	We have a Sustainability Steering Committee that looks after the ground level monitoring activities related to ESG. This Steering committee consists of process heads, unit heads, R&D experts, and group level employees, which have individual cross functional groups as well. This Sustainability Steering committee is headed by Mr. Ashish Mukherjee (General Manager- Sustainability and HSE).

Principle wise Procedures-

Principle wise BRSR policy can be accessed through the web link - www.vesuviusindia.in

10. Details of Review of NGRBCs by the Company:

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

		P1	P2	P3	P4	P5	P6	P7	P8	P9
11.	**Has the entity carried out independent assessment/ evaluation of the working of Its policiesbyanexternal agency? (Yes/No). If yes, provide name of the agency.**					No.				

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/ No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)					Not applicable				
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.



Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	8	ABC, HSE, POSH, GHE, Data Protection, Insider Trading Code, Diligent, Cyber Security	100%
Key Managerial Personnel	8	SEBI PIT, ABC, HSE, POSH, GHE, Data Protection, Insider Trading Code, Diligent, Cyber Security	100%
Employees other than BoD and KMPs	12*	We organize monthly campaign throughout the year which covers multiple topics on ESG	100%
Workers	12*	We organize monthly campaign throughout the year which covers multiple topics on ESG	100%

The Company has implemented a comprehensive training and awareness framework covering all levels of the organisation. During the year, the Board of Directors and Key Managerial Personnel each participated in eight structured programmes addressing critical areas such as Anti-Bribery and Corruption (ABC), Health, Safety and Environment (HSE), POSH, GHE, Data Protection, Insider Trading Code, Diligent governance tools, and Cyber Security, achieving 100% coverage. Employees and workers were engaged through twelve monthly ESG-focused campaigns covering diverse sustainability, safety, and governance topics. These initiatives ensured full participation across categories, reinforcing a strong culture of compliance, ethics, and responsible business conduct.

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					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an Appeal been preferred (Yes/No)
Penalty/ Fine		NIL	NIL	NA	NA
Settlement		NIL	NIL	NA	NA
Compounding fees		NIL	NIL	NA	NA

Non-Monetary				
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an Appeal been preferred (Yes/No)
Imprisonment		NA	NA	NA
Punishment		NA	NA	NA

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
NA	NA

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.**

Yes. Vesuvius India Limited follows the Vesuvius Anti-Bribery and Corruption (ABC) Policy, which reinforces the ethical principles outlined in the Vesuvius Code of Conduct and promotes fair, transparent, and responsible business practices across all operations. The policy clearly defines the roles and responsibilities of directors, officers, employees, and associated parties in maintaining a zero-tolerance approach toward bribery and corruption. It also provides practical guidance on identifying, preventing, and addressing potential ethical risks. As part of its implementation, the Company screens suppliers and vendors against ABC requirements before initiating business relationships, and applies strict standards relating to gifts, hospitality, and entertainment that extend to supply chain partners. Regular reviews and monitoring processes support effective implementation and continuous improvement of ethical practices. The detailed policy is available on the Company's website at: Policies - Vesuvius

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

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

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

	FY 2025 (Current Financial Year)		FY 2024 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors.	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs.	NIL	NA	NIL	NA

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

Not applicable.

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Number of days of accounts payable	114 Days	104 Days

In FY 2025, we have maintained an accounts payable cycle of 74 days, reflecting a structured and balanced approach to working capital management. This payment period demonstrates Vesuvius India's ability to efficiently manage cash flows while sustaining stable and long-term relationships with its suppliers and service providers. The slight increase compared to the previous financial year is aligned with operational and procurement dynamics and remains within a reasonable and industry-appropriate range. The Company continues to follow transparent and responsible payment practices, ensuring that vendor commitments are honored in a timely manner while maintaining financial discipline and supporting the stability of its value chain partners.

9. Open-ness of business

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

	Metrics	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	13%	7%
	b. Number of trading houses where purchases are made from	124	163
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	81%	68%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0.50%	0.48%
	b. Number of dealers / distributors to whom sales are made	3 • Cera Trade India private limited • Varsha Refractories pvt ltd • Maruthi Engineering India LLP	2 • Cera Trade India private limited • Varsha Refractories pvt ltd
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0.50%	0.48%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	15%	15%
	b. Sales (Sales to related parties / Total Sales)	3%	3%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	NIL	NIL

The Company maintains a diversified procurement and sales structure, reflecting openness and balanced business relationships. Purchases from trading houses constitute a limited proportion of total procurement, with sourcing spread across a wide vendor base, thereby reducing concentration risk. Sales through dealers and distributors represent a very small percentage of total sales, indicating a predominantly direct business model. Transactions with related parties are conducted in the ordinary course of business and at arm's length, with a moderate share in purchases and minimal contribution to sales. There were no loans, advances, or investments in related parties during the year, demonstrating prudent financial governance.

Leadership Indicators

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

Topics / principles covered under the training	Total number of awareness programmes held	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
ESG	12*	100%*

During the financial year, Vesuvius India conducted multiple awareness initiatives for value chain partners, focusing primarily on ESG and occupational health and safety practices. A total of 12 awareness programmes were organized, covering key sustainability principles and reinforcing safe working standards across operations. During the reporting year, HSE awareness sessions for critical manpower suppliers increased significantly, reflecting the Company's proactive approach toward strengthening safety culture beyond its own workforce. These programmes were conducted both at manufacturing facilities and customer sites, and where required, supported by specialized external agencies.

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

Yes, at Vesuvius India, we have established structured processes to manage and mitigate potential conflicts of interest, supported by its Conflict-of-Interest Policy and Code of Conduct. These frameworks provide clear guidance on ethical behavior, disclosure requirements, and appropriate handling of sensitive relationships or transactions that may influence decision-making. The policy applies across the organization and reinforces transparency, accountability, and integrity in governance practices. Regular awareness sessions and training programmes are conducted to help employees and leadership identify, disclose, and appropriately manage situations that may give rise to conflicts of interest. Board members and employees are expected to adhere to defined ethical standards to ensure that business decisions remain objective and aligned with the Company's best interests. Through these mechanisms, Vesuvius India strengthens governance oversight, safeguards stakeholder trust, and promotes responsible and transparent business conduct in line with BRSR expectations.

The link to the policy and code of conduct: Policies - Vesuvius

PRINCIPLE 2:

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



Essential Indicators

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

	Current Financial Year (2025)	Previous Financial Year (2024)	Details of improvements in environmental and social impacts
R&D	11%	60.4%	* Invested in R&D for high end PSD analysis equipment * Expanded Computerized Flow modelling set up
Capex	3%	4%	* Digital water flow meters * Energy Management System * Dust collector * Accessories for castable waste reduction at Precast * Goods passenger elevator * Infrastructure for Battery charging for EV truck * Dumbwaiter for canteen * Metal palets for mix storage * Robotic welding station for LS & split can * Replacement ACs with energy saver ACs

* Our commitment to environmental stewardship and social responsibility is integral to our strategic decision-making. We ensure that capital investments are evaluated for alignment with our sustainability objectives, with a focus on creating long-term value for the business and its stakeholders. Environmental impact assessments are systematically conducted for all capital projects, recognizing the critical role of investment decisions in strengthening future sustainability performance, particularly in relation to CO_2 emissions reduction.

During the reporting period, the proportion of capital expenditure (CAPEX) allocated to sustainability initiatives declined, primarily due to increased investments in greenfield projects. Notwithstanding this shift, the Company achieved a significant milestone by nearly doubling its absolute expenditure on sustainability-related initiatives, underscoring its continued commitment to environmental responsibility and the integration of sustainable solutions within its growth strategy.

By embedding sustainability at the core of its investment framework, the Company remains focused on delivering long-term positive outcomes for the environment, society, and business.

2396 KL
Water Saved in RWH

1888289 kWh
Electricity Saved through Captive Solar Capacity

2. a. **Does the entity have procedures in place for sustainable sourcing?**

   Yes

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

   Vesuvius aims to drive meaningful sustainability practices across its supply chain by encouraging suppliers to align with the UN Global Compact principles and actively assess and reduce upstream CO_2 emissions. The quality, safety, and reliability of Vesuvius' products—as well as the efficiency of internal operations—are underpinned by a resilient

and responsible supplier network. Accordingly, the Company is committed to sourcing high-quality raw materials from reliable and well-developed suppliers, guided by the principles set out in the Vesuvius Sustainable Procurement Policy and supporting processes.

Key focus areas of the Sustainable Procurement Policy include:

- Human rights and labour practices
- Conflict minerals
- Ethical and compliant business conduct
- Environmental management
- Quality standards
- Business continuity

85%
major suppliers assessed

To support decarbonization, Vesuvius is progressively strengthening its understanding of supplier-related CO_2 emissions, including emissions data by raw material and supplier. Through the RFQ process, suppliers are requested to disclose information on energy sources, CO_2 emissions, and associated reduction initiatives, enabling the Company to establish targeted improvement plans and reduce upstream emissions.

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.

Vesuvius follows a structured and controlled process to safely reclaim waste, ensuring environmental protection, regulatory compliance, and alignment with circular economy principles.

The process begins with systematic evaluation of waste streams, where all wastes generated across operations are identified, classified, and assessed for their potential to be reused, recycled, or recovered. This evaluation enables Vesuvius to prioritize reclamation opportunities while ensuring that health, safety, and environmental risks are appropriately managed.

Once evaluated, waste is segregated and stored in designated areas using approved containers and infrastructure designed to prevent contamination, leakage, or accidental release. Clear labeling of waste ensures full traceability, safe handling, and compliance with statutory requirements throughout the reclamation lifecycle.

Reclaimable waste is then processed for reuse or recycling, either through reintegration into internal operations or through engagement with authorized and certified recovery partners. All transportation and off-site processing are conducted in accordance with applicable regulations, ensuring that materials are reclaimed responsibly and efficiently.

To mitigate risks, Vesuvius maintains robust emergency preparedness and response procedures, enabling rapid and effective action in the event of spills, leaks, or other unforeseen incidents related to waste handling or storage.

The effectiveness of the waste reclamation process is supported through regular training and awareness programs for employees, ensuring that personnel understand waste segregation protocols, safe handling practices, and emergency response measures.

Through this disciplined and proactive approach, Vesuvius ensures the safe reclamation of waste, reduces reliance on virgin resources, and advances its commitment to sustainable operations and responsible environmental stewardship.

Vesuvius is committed to responsible and sustainable waste management, embedding the principles of reuse, recycling, and resource recovery across its operations. Our structured waste management framework ensures that all waste streams generated from operational activities—including plastics, wood, batteries, metals, and plastic drums—are systematically segregated at source to enable optimal reuse and recycling.

- **Reintegration into the Value Chain:** Materials suitable for reuse are reintroduced into internal processes wherever feasible, supporting circularity and resource efficiency.
- **Recycling through Authorized Partners:** Recyclable waste is managed through certified and authorized recycling partners, ensuring full compliance with applicable environmental regulations and industry standards.
- **Environmentally Sound Disposal:** Used lubricants are treated through the on-site Effluent Treatment Plant (ETP) prior to disposal and are subsequently handed over to approved vendors, ensuring safe handling and adherence to stringent environmental and safety requirements.

6. **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.**

   Extended Producer Responsibility (EPR) No- IM-17-000-10-AAACV8995Q-23

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?**

   The Company is committed to developing market-leading sustainable products that deliver superior environmental performance across their entire lifecycle. In support of this commitment, we have established a Product Sustainability Benefits Scorecard, a structured and comprehensive framework designed to assess the sustainability performance of our products from raw material sourcing and manufacturing through transportation, use, and end-of-life management.

   The World Refractory Association (WRA), in collaboration with major refractory manufacturers including Vesuvius, has finalized general guidelines for conducting life cycle assessments (LCA) of refractory products, defining consistent scope and boundary conditions. In alignment with these guidelines, Vesuvius is committed to undertaking life cycle assessments across its entire product portfolio in the coming year. In parallel, and reflecting our forward-looking approach, we have already implemented an internal assessment tool to evaluate and manage the environmental impacts of our products.

   This internal framework benchmarks product performance against industry standards and evaluates key sustainability criteria, including:

   • Health and Safety | • Environmental Impact | • Greenhouse Gas (GHG) Emissions | • End-of-Life Processing

   Consistent with our commitment to reducing CO_2 emissions—both within our operations and across our customer value chains—GHG emissions and overall environmental impact are assigned significant weighting within the evaluation methodology. The framework also identifies and recognizes products that demonstrate exceptional performance in CO_2 reduction, reinforcing our strategic focus on climate action and sustainable innovation.

   Sustainability considerations are fully embedded within our Research & Development (R&D) and new product development processes. Through application of the Product Sustainability Benefits Scorecard, we systematically assess our R&D pipeline from the earliest design stages, ensuring alignment with our long-term sustainability objectives, particularly those related to climate change mitigation and decarbonization.

   The insights generated from these assessments inform strategic decision-making, enabling us to refine priorities, optimize resource allocation, and accelerate the development of innovative, high-performance sustainable solutions.

   We define market-leading sustainable products as those that demonstrate clear, measurable, and verifiable sustainability advantages over conventional market offerings. These products reflect our commitment to delivering value-enhancing solutions that support our customers in achieving their sustainability objectives, reducing environmental impacts, and advancing their decarbonization journeys.

   Through this disciplined, proactive, and purpose-driven approach, the Company continues to lead in sustainable innovation—delivering tangible impact and driving positive change for our customers, communities, and the environment.

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

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.**

   None of our products has any significant social or environmental concern/ risks. However, as a forward-looking organization, the company has already initiated a plan to reclaim our end-of-life products to reintroduce in our value chain furthering our commitment to circular economy.

Name of Product/Service	Description of the risk/concern	Action Taken
NA	NA	NA

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Magnesia, Alumina, Micro-Silica, Coal Tar	2.79%	4.59%

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

	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste			NA			
Hazardous waste						
Other waste (Refractory Waste)		3730.00			4632.03	

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

The company is actively evaluating methodologies to enhance data collection for measuring the impact of our sustainable initiatives. As part of our commitment to resource efficiency and circularity, we have launched a project to reclaim and reuse packaging materials by transitioning from wooden boxes to reusable metallic boxes. Currently, metallic boxes are in circulation for few of the selected products, contributing to waste reduction and sustainable resource management. We are in the process of gathering additional data points to assess the project's performance, scalability, and long-term impact.

This initiative reflects our dedication to innovative, sustainable solutions that minimize environmental impact while driving operational efficiency.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Packaging Material	Returnable packaging implemented commercially. Data points for reclaimed packaging materials are currently being mapped.

PRINCIPLE 3:

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



Essential Indicators

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

Category	Total (A)	% of employees covered by: 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	370	370	100%	370	100%	N/A	N/A	0	0%	0	NA
Female	25	25	100%	25	100%	25	100%	NA	NA	0	0%
Total	**395**	**395**	**100%**	**395**	**100%**	**25**	**100%**	**0**	**0%**	**0**	**0%**
Other than Permanent Employees											
Male	448	448	100%	448	100%	N/A	N/A	0	0%	0	NA
Female	7	7	100%	7	100%	7	100%	NA	NA	0	0%
Total	**455**	**455**	**100%**	**455**	**100%**	**7**	**100%**	**0**	**0%**	**0**	**0%**

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

Category	Total (A)	% of employees covered by									
		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	257	257	100%	257	100%	N/A	N/A	0	0%	0	0%
Female	0	0	NA	0	NA	N/A	N/A	NA	NA	NA	NA
Total	**257**	**257**	**100%**	**257**	**100%**	**N/A**	**N/A**	**0**	**0%**	**0**	**0%**
Other than Permanent Employees											
Male	2397	2397	100%	2397	100%	NA	NA	0	0%	0	0%
Female	16	16	100%	16	100%	16	100%	NA	NA	NA	NA
Total	**2413**	**2413**	**100%**	**2413**	**100%**	**16**	**100%**	**0**	**0%**	**0**	**0%**

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	**6.76%**	**6.21%**

Vesuvius India Limited recognises that employee wellbeing goes beyond maintaining safe workplaces and managing occupational risks. The Company is committed to creating a supportive and inclusive work environment that promotes the overall physical, mental, and emotional health of its workforce. This commitment is embedded within its organisational culture and is reflected through a range of proactive health and wellness initiatives designed to support employees at every stage of their professional journey.

A key aspect of this approach is the implementation of regular health check-up programmes for employees and workers, and in certain cases their family members, enabling early identification of health concerns and encouraging preventive care. In addition to physical health, the Company places strong emphasis on mental and emotional wellbeing. Employees are provided with access to counselling support, awareness workshops, and stress management initiatives that help them maintain a balanced and healthy work-life environment.

Vesuvius India also adopts a participative and employee-centric approach to wellbeing. Through periodic surveys, feedback sessions, and open engagement platforms, the Company gathers valuable insights into employee needs and expectations. These inputs help senior leadership design and implement targeted wellness programmes that remain relevant and effective. By continuously evolving its wellbeing initiatives, the Company fosters a culture of trust, care, and inclusiveness across its operations.

Through these sustained efforts, Vesuvius India aims to nurture a positive workplace environment where employees feel supported, valued, and empowered, reinforcing the belief that the wellbeing of its people is fundamental to long-term organisational resilience and sustainable growth. (digital tool)

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

Benefits	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	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/NA)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0%	2%	Yes	0%	2%	Yes
Other (NPS)	19%	0%	Yes	10%	0%	Yes

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Vesuvius India Limited, currently does not have any Differently Abled Employee (DAE). However, we believe in creating an inclusive workplace for all. Our production locations and office location are designed to provide limited access to Differently Abled people.

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.**

Vesuvius India Limited operates in alignment with the global standards of Vesuvius PLC and adheres to a common Code of Conduct that clearly defines expectations relating to Employees and Human Rights.

ws. In addition, the Company strives to make its production facilities and office premises accessible, with provisions to support differently abled individuals wherever feasible. Through adherence to the Code of Conduct and continuous reinforcement of inclusive practices, Vesuvius India upholds dignity, fairness, and equal opportunity as fundamental pillars of responsible business conduct. Link to the Code of Conduct: https://www.vesuvius.com/en/sustainability/our-policies/code-of-conduct.html

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work rate	Retention Rate	Return to Work rate	Retention Rate
Male	100%	92.43	NA	105.8
Female	100%	5.91	NA	0
Total	**100%**	**97.84**	**NA**	**105.8**

'Our People' remains a central pillar of our business philosophy, and we recognise that employee wellbeing is fundamental to sustainable performance and long-term success. Among these benefits, eligible employees are provided with paid paternity leave, reflecting our inclusive approach to family support and shared parental responsibility. This initiative reinforces our belief that personal milestones should be supported with dignity and flexibility. We are proud to note that our current retention rate stands at 100%, demonstrating strong employee engagement, satisfaction, and trust in the organisation.

When employees and workers return to the workplace following extended leave, they are supported through structured refresher training programmes. These sessions, guided by the Human Rights function, help individuals reintegrate smoothly into their roles, refresh their knowledge of workplace policies, and reaffirm their understanding of safety, compliance, and ethical standards. Through these measures, we continue to cultivate a respectful, inclusive, and people-centric workplace culture.

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

Yes, the Company has a structured grievance redressal mechanism applicable to both employees and workers, ensuring fair, transparent, and timely resolution of concerns. The process enables individuals to raise issues through defined reporting channels, with proper review, escalation, and closure protocols in place, reinforcing trust, accountability, and a respectful workplace culture.

WHY?	Vesuvius maintains high ethical standards globally through compliance with all applicable laws, the Vesuvius Code of Conduct and the Vesuvius Policies and Procedures.
WHO?	All Vesuvius employees, those representing Vesuvius and those acting on its behalf are required to comply with the law, the Code of Conduct and the Policies including raising any concerns or suspicions that they have in relation to breaches of the Code or the Policies or the law wherever they are in the world.
WHAT?	If you have a concern or a suspicion you should report it as soon as practicable through one of the reporting channels

HOW?	**IN PERSON:** Reports can be made to your line manager, or alternatively to any member of senior management who you feel comfortable talking to (including the Chairman of the Audit Committee, the Managing Director or Legal Director). All reports made in-person will be treated as confidential. **BY PHONE OR ONLINE:** Call our helpline number publicised at the Company's premises or make a report online at https://secure.ethicspoint.eu/domain/media/en/gui/106679/index.html. Reports will be treated sensitively and confidentially and, if absolutely essential, callers can remain anonymous.
What happens next?	**IN PERSON:** Reports can be made to your line manager, or alternatively to any member of senior management who you feel comfortable talking to (including the Chairman of the Audit Committee, the Managing Director or Legal Director). All reports made in-person will be treated as confidential. **BY PHONE OR ONLINE:** Call our helpline number publicised at the Company's premises or make a report online at https://secure.ethicspoint.eu/domain/media/en/gui/106679/index.html. Reports will be treated sensitively and confidentially and, if absolutely essential, callers can remain anonymous.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Mechanism is same as above that is mentioned for the employees.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

The grievance reporting and redressal mechanism is actively communicated through workplace posters and regular email communications to ensure awareness among employees and workers. It is fully aligned with Vesuvius plc's "Speak Up" (Whistleblower) Policy, which is also adopted by Vesuvius India. This alignment reinforces a transparent, confidential, and ethical reporting culture, enabling individuals to raise concerns without fear and supporting timely and fair resolution of grievances.

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	**395**	**NIL**	**0%**	**372**	**NIL**	**0%**
Male	370	NIL	0%	349	NIL	0%
Female	25	NIL	0%	23	NIL	0%
Total Permanent Workers	**257**	**228**	**89%**	**240**	**215**	**90%**
Male	257	228	89%	240	215	90%
Female	0	0	0	Nil	Nil	NA

Vesuvius India follows the overarching principles and practices established by Vesuvius plc in supporting freedom of association and the right to collective bargaining. In alignment with Group commitments, the Company respects applicable local laws and maintains open communication with employee representatives, work councils, and relevant trade unions wherever applicable. Through structured consultation processes and transparent engagement, Vesuvius India promotes constructive dialogue between management and the workforce. This approach strengthens mutual trust, encourages responsible decision-making, and contributes to a positive workplace culture while supporting sustainable business performance.

8. Details of training given to employees and workers:

Category	FY 2025 (Current Financial Year)					FY 2024 (Previous Financial Year)				
	Total (A)	On health and safety measures		On skill up gradation		Total (D)	On health and safety measures		On skill up gradation	
		Number (B)	% (B/A	Number (C)	% (C/A)		Number (E)	% (E/A)	Number (F)	% (F/A)
Employees										
Male	818	818	100%	818	100%	698	698	100%	698	100%
Female	32	32	100%	32	100%	25	25	100%	25	100%
Total	**850**	**850**	**100%**	**850**	**100%**	**723**	**723**	**100%**	**723**	**100%**
Workers										
Male	2654	2654	100%	2654	100%	2079	2079	100%	2079	100%
Female	16	16	100%	16	100%	12	12	100%	12	100%
Total	**2670**	**2670**	**100%**	**2670**	**100%**	**2091**	**2091**	**100%**	**2091**	**100%**

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	818	818	100%	698	698	100%
Female	32	32	100%	25	25	100%
Total	**850**	**850**	**100%**	**723**	**723**	**100%**
Workers						
Male	2654	2654	100%	2079	2079	100%
Female	16	16	100%	12	12	100%
Total	**2670**	**2670**	**100%**	**2091**	**2091**	**100%**

10. Health and safety management system:

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

Vesuvius India Limited has established, implemented, and continues to maintain a robust Safety and Health Management System designed to protect employees, contractors, and all relevant stakeholders. The system is aligned with applicable national legislation and internationally recognized standards, including ISO 45001, ensuring a structured and systematic approach to occupational health and safety management. This framework reflects the Company's strong commitment to preventing workplace injuries, occupational illnesses, and unsafe conditions across its operations.

The core focus of the management system is proactive risk identification and mitigation. The Company emphasizes systematic hazard identification, comprehensive risk assessments, and the implementation of effective engineering, administrative, and behavioural controls. By embedding preventive measures into daily operations, Vesuvius India fosters a culture where safety is prioritized at every level and integrated into operational decision-making processes.

As part of its governance and assurance framework, the Company conducts periodic Group Safety Audits (GSA). These audits are performed by experienced and qualified professionals with expertise in occupational health and safety. The objective of these audits is to evaluate the effectiveness of the Safety and Health Management System, verify compliance with internal and statutory requirements, identify improvement opportunities, and ensure consistent implementation of safety standards across all sites.

Vesuvius India also ensures strict adherence to all applicable national health and safety regulations. Management actively monitors regulatory developments to remain compliant with evolving legal requirements, industry benchmarks, and corporate safety expectations. The system is subject to periodic review by senior leadership to assess performance trends, address emerging risks, and confirm its ongoing relevance and effectiveness. Through continuous monitoring, structured audits, and leadership oversight, the Company reinforces a strong safety culture and drives continual improvement in occupational health and safety performance.

We want to become a zero-accident company and are striving to become a best-in-class organization for safety performance and leadership.

Organization and responsibilities

- We regard health and safety matters as a mainstream management responsibility. Executives and line managers are directly responsible for health and safety matters in operations under their control. Management is accountable for health and safety performance against objectives
- All employees have a responsibility to take care of themselves and others whilst at work. We expect everyone to participate positively in the task of preserving workplace health and safety
- We will encourage our suppliers to adhere to the same health and safety standards as we do

Our beliefs

- Good health and safety is good business
- Safety is everybody's responsibility
- Working safely is a condition of employment
- All work-related injuries and work-related ill-health are preventable

Our aims

- No accidents
- No repeat injuries
- No harm to people

97.3%
SIO opportunities resolved in FY2025

Our commitments

- We will abide by simple and non-negotiable standards
- We will report transparently and thoroughly investigate any incident to learn, share and avoid repeats
- Risk assessments will be undertaken to identify hazards, prioritize any deficiencies and correct them in an appropriate way, as well as to develop appropriate safe work procedures
- Every business facility will follow the agreed health and safety plans, committing to reduce the frequency and severity of injuries, improve workstation ergonomics, prevent exposure to hazardous substances and minimize the risk of occupational diseases
- We will ensure awareness about health and safety issues and provide training for all new employees and contractors, and then at least annually, to ensure that they understand their responsibilities and are able to act accordingly
- Every business facility will have an appointed health and safety manager

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

The Company follows a structured and proactive approach to identifying work-related hazards and assessing risks across both routine and non-routine activities. Through its comprehensive risk management processes, potential hazards- referred to as Safety Improvement Opportunities (SIO) are systematically identified, evaluated, and addressed through permanent corrective actions known as SIOPA. This approach enables timely mitigation of risks and supports the Company's commitment to maintaining a safe and resilient working environment. Regular risk assessments form a key component of the Company's safety framework, helping to evaluate operational risks and implement appropriate control measures. These include engineering solutions designed to eliminate or reduce hazards at source, procedural controls such as training and internal audits, and clearly defined work instructions developed in collaboration with employees. To ensure accessibility and understanding, work instructions often include visual illustrations and translations into local languages. The Company also provides personal protective equipment (PPE) to employees at no cost, reinforcing safe working practices.

Hazard identification and mitigation activities are supported by a dedicated digital platform, VSAT, which enhances tracking, reporting, and closure of SIO actions. During FY 2025, the Company successfully addressed 97.3% of identified SIO opportunities, reflecting strong operational discipline and effective risk management practices. In addition, members of the Senior Leadership Group conduct regular Executive Safety Walks across sites and customer locations. These

engagements encourage open dialogue with employees, promote visible leadership commitment, and drive continuous improvement through actionable safety initiatives, complemented by routine safety audits under the Company's Safety Breakthrough programme.

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

Yes, the Company has established a systematic framework that enables workers to report work-related hazards and, where necessary, remove themselves from unsafe situations. Active worker participation is a key element of the Occupational Health and Safety Management System, supporting continuous improvement and effective risk reduction across operations. Employees are encouraged to contribute through regular safety audits, during which they can highlight potential concerns and suggest corrective actions. The VSAT digital platform is widely used to record and track hazards, ensuring timely resolution and removal of risks from the workplace. For employees who may not have direct access to VSAT, alternative channels such as Line PPS Boards and Toolbox Talk registers provide accessible avenues to raise safety issues.

In addition, the Company promotes proactive risk awareness through the "Take 2" initiative, which encourages employees to pause briefly before undertaking high-risk or non-routine tasks. During this process, team members review the activity, identify potential hazards, and confirm necessary control measures prior to commencing work. This approach strengthens safety ownership, promotes informed decision-making, and reinforces a culture where employees feel empowered to prioritise their wellbeing.

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

Employees and workers are provided access to non-occupational medical and healthcare support through the Group Mediclaim Policy and coverage under ESI. The Company has established partnerships with a wide network of hospitals across India to ensure timely medical assistance during emergencies. Alongside medical coverage, Vesuvius actively promotes a culture of well-being through diverse health initiatives. These include expert-led wellness sessions, health awareness events, team sports and outdoor activities, and programs that encourage healthier lifestyles such as smoking cessation, weight management, and regular exercise. Nutritious food options in workplace canteens further support employees in maintaining overall health and well-being.

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

Safety Incident/Number	Category	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.0	0.0
	Workers	0.26	0.0
Total recordable work-related injuries	Employees	0	0
	Workers	2	0
No. of fatalities	Employees	0	NIL
	Workers	0	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	NIL
	Workers	0	NIL

At Vesuvius India Limited, 'Our People' remains a fundamental pillar of our business philosophy, and the safety of our employees and workers is our highest priority. We are firmly committed to achieving our long-term vision of becoming a 'Zero Accidents' organisation, where every individual returns home safely each day. This commitment is reinforced through our comprehensive Health & Safety Policy, which provides a structured framework for risk management, hazard control, employee engagement, and continuous safety improvement.

While our aspiration is zero harm, during FY 2025 the Company recorded two work-related injury incidents. We deeply regret these occurrences and recognise that even a single incident is one too many. Immediate medical support and necessary assistance were extended to the affected individuals, and management remained closely involved in ensuring their wellbeing and recovery. Each incident was thoroughly investigated using established root cause analysis methodologies to identify contributing factors and systemic gaps. Based on the findings, corrective and preventive actions were implemented across relevant sites, including reinforcement of safety controls, refresher training, and strengthened monitoring mechanisms. Lessons learned were communicated across the organisation to prevent recurrence and promote shared accountability.

These experiences have further strengthened our resolve to enhance our safety culture. Through proactive leadership engagement, structured audits, and employee participation initiatives, we continue to advance toward our Zero Accidents vision, reaffirming that safety excellence is integral to operational excellence and sustainable growth.

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

The Company has implemented a range of structured and proactive initiatives to promote a safe, healthy, and secure workplace for its employees and workers. These measures focus on risk prevention, continuous safety training, health monitoring, leadership engagement, and strict adherence to safety standards, reinforcing a strong culture of wellbeing and operational safety.

Strong Safety Philosophy & Zero-Accident Goal

The Company has implemented a comprehensive and proactive framework to promote a safe, healthy, and secure working environment for its employees and workers. Anchored in a strong safety philosophy, Vesuvius India firmly believes that all work-related injuries are preventable and remains committed to achieving its long-term goal of becoming a Zero-Accident organisation. This commitment is embedded across policies, operational procedures, and leadership priorities.

Safety Breakthrough & Turbo S Initiatives

A key driver of this approach is the Safety Breakthrough programme, designed to strengthen safety behaviours and embed consistent standards across sites. Building on this foundation, the Turbo S (Turbo Safety) initiative institutionalises structured safety practices through targeted training, systematic audits, cross-site learning, and continuous improvement mechanisms.

Engagement & Leadership Commitment

Leadership engagement remains central to sustaining this culture. Senior management conducts regular safety tours and reinforces accountability at all levels. Employees and workers actively participate in safety audits, hazard identification, and reporting processes, promoting shared ownership and personal responsibility.

Training & Behavioral Campaigns

The Company conducts focused training and behavioural campaigns covering hand safety, machine safety, material handling, Lock, Tag and Try (LTT), permit-to-work systems, and other critical risk areas. Modern learning tools, including Virtual Reality-based training modules, are used to enhance practical understanding of safe work practices.

Structured Risk Management & Continuous Improvement

Structured risk management processes include detailed incident investigations using methodologies such as 8D problem-solving, regular safety audits, and adherence to defined Group Safety Standards. These standards encompass areas such as contractor control, process safety, gas safety, ergonomics, high-risk activities, occupational health, on-site vehicle operations, electrical safety, lifting and handling, housekeeping, road safety, and comprehensive risk assessments.

Recognition & External Performance

Vesuvius teams at customer sites have achieved strong safety performance with long periods without lost-time injuries and received awards from major customers, reinforcing safety leadership and culture.

Together these practices create a proactive safety culture grounded in leadership engagement, employee participation, continual learning, training, and rigorous risk control—driving progress toward zero accidents.

Group Safety Standards:

To ensure consistency and robust risk control across all operations, the Company has established comprehensive Group Safety Standards. These standards define minimum mandatory requirements, clarify roles and responsibilities, and provide structured guidance to manage operational, occupational, and process-related risks effectively across sites, contractors, and customer locations.

- Accident & Incident Reporting
- Control of Contractors
- Customer Location
- Ergonomics
- Explosive Dust and Powder Process Safety
- Gas Safety
- High-Risk Activities
- Homeworking
- Housekeeping
- Inspection, Maintenance and Testing of Fixed Electrical Installations
- Isostatic Presses
- Lifting and Handling
- Lock, Tag and Try
- Machine Safety
- Occupational Health
- On-site Vehicle Operations
- Permit to Work
- Personal Protective Equipment
- Plant Color Standard
- Process Safety
- Road Safety
- Risk Assessment

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

	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	46	13		4	Nil	
Health & Safety	33	9		Nil	Nil	

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% by IRCLASS & Internally by Group standard auditors
Working Conditions	100% by IRCLASS & Internally by Group standard auditors

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

The Company follows a structured and disciplined approach to managing safety incidents, ensuring that all accidents and serious dangerous occurrences are thoroughly investigated and addressed. For FY 2025, incident investigations, including Lost Time Injuries (LTI) and high-risk events, were conducted using the established 8D Problem Prevention System (8D PPS) methodology. Investigation findings and action plans were reviewed by senior management, followed by the issuance of safety alerts and 'lesson learned' communications to promote awareness and enable organisation-wide learning. This process supports timely closure of corrective measures and encourages the horizontal deployment of improvements across operations to prevent recurrence.

A key component of risk mitigation is the implementation of the 8 Core Safety Rules, which define essential safety expectations and responsibilities for all employees and workers. These rules have been embedded into operational procedures and contractual requirements, ensuring consistent adherence at every organisational level. Employees are encouraged to actively report any non-compliance or unsafe practices, reinforcing accountability and proactive risk management. Where breaches occur, appropriate corrective actions and disciplinary measures are applied in line with Company policies. Through continuous monitoring, structured investigations, and clear safety expectations, Vesuvius India continues to strengthen its safety culture, enhance operational resilience, and maintain a strong focus on preventing incidents across its workplaces.

Addressing Significant Risks and Concerns through the 8 Core Safety Rules which are as follows:

- I always wear mandated personal protective equipment
- I only operate equipment or vehicles if trained and authorised
- I do not remove, bypass or tamper with machine guarding and safety devices
- I lock, tag and try before any intervention on a machine
- I make sure all high-risk activities are covered by a daily Permit to Work
- I always ensure my fall protection is secure before working at height
- Before entering a confined space, I check that I will be able to breathe and escape
- I only perform electrical work if certified and authorised

To systematically manage critical risks, Vesuvius has implemented the 8 Core Safety Rules, which clearly define the fundamental safety responsibilities expected from every colleague. These rules have been formally rolled out across all locations and apply uniformly to employees at every level of the organization. They serve as mandatory safety requirements designed to prevent serious incidents and reinforce disciplined work practices. To ensure effective implementation, the Company has established structured procedures, monitoring mechanisms, and supervisory controls that support compliance with these rules. The 8 Core Safety Rules are embedded within employment terms and conditions, reinforcing their importance as non-negotiable standards of conduct. All employees are required to promptly report any observed breaches or unsafe behaviours. Where violations occur, appropriate corrective and disciplinary measures are taken in line with company policy. This structured approach strengthens accountability, promotes proactive reporting, and reinforces a strong and consistent safety culture across the organization.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

   Yes, All the employees and workers are covered with Term Life Insurance policy.

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

   Vesuvius India has established structured controls to ensure that statutory dues are duly deducted and deposited by its value chain partners. Under the Vesuvius Group's Sustainable Procurement Policy all suppliers and contractors are required to comply with applicable legal and regulatory requirements, including timely payment of statutory obligations such as wages, social security contributions, taxes, and other mandatory dues.

   This expectation is formally incorporated into supplier onboarding processes, contractual agreements, and vendor codes of conduct. The Company also reserves the right to seek compliance declarations, support documentation, and conduct reviews or audits, where necessary. Non-compliance may lead to corrective actions, suspension, or termination of business relationships, reinforcing responsible and lawful practices across the value chain.

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

	Total number 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 (Current Financial Year)	FY 2024 (Previous Financial Year)	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

   NO

5. **Details on assessment of value chain partners on Health and safety practices and working conditions**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	85% at the Group level which includes India operation.
Working conditions	

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.**

   The Company has initiated structured assessments of its value chain partners, including suppliers and vendors, to evaluate their alignment with sustainability, statutory, and ethical compliance requirements. Based on the assessment outcomes, appropriate corrective and improvement actions will be implemented in a time-bound manner. In FY2025, the Company further expanded the number of value chain partners brought under this assessment framework, strengthening oversight and enhancing responsible practices across the broader supply chain network.

PRINCIPLE 4:

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



Essential Indicators

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

   The internal and external groups/bodies whose activities, participation and aspirations are integral to the business and have immediate and significant impact on the operations of Vesuvius, are regarded as key stakeholder groups and have been identified accordingly.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	NO	• Training • Goal Setting and Performance • Appraisal Meetings/ Review • Exit Interviews • Union meetings • Wellness initiatives • Grievance mechanism • Email • Intranet • Websites • Poster campaigns • In-House magazines • Circulars • Quarterly publication • Newsletters	Ongoing	• Performance analysis and career path setting, • Innovation • Operational efficiencies • Improvement areas • Long-term strategy plans • Training and awareness • Health, safety and engagement initiative
Shareholders and Investors	NO	• Annual General Meeting • Stock Exchange Disclosures • Quarterly and Half Yearly Results Publication • Email communications/ letters • Press Release • Complaints and Resolutions	AGM- Annual H/ Y Results- Half yearly Q/ Y Results- Quarterly Others- Ongoing	• Financial Results, Dividend • Financial Stability Share price appreciation • Changes in shareholding • Growth prospects

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
Customers	NO	• Website eCRM, • Achievers' meets • Senior leader customer meets / visits • Customer plant visits • Focus group discussion • Trade body membership • Complaints management • Helpdesk • Conferences • Information on changes • Customer surveys	Ongoing	• Product quality and availability • Responsiveness to needs • Increase of sales targets • Business responsibility guidelines
Supply Chain Partners	NO	• Prequalification / vetting • Communication and partnership meets • Plant visits • MoU and framework agreements • Trade association meets/ seminars • Contract management / review • Product workshops / on site presentations • Satisfaction surveys • Help desks	Ongoing	• Quality • Timely delivery and payments • ESG consideration (sustainability, safety checks, compliances, ethical behaviour) • ISO standards • Collaboration, innovations
Communities	YES	• Community visits and projects • Partnership with local charities • Volunteerism	Ongoing	• Waste management • Integrated water management • Clean water • Climate change impacts • Community development • Self-sustainability Livelihood support • Disaster relief • Support of the United Nations Sustainable Development Goals (UN SDGs)
Government and Regulatory Authorities	NO	• Meetings with local administration / state government authorities on need basis	Ongoing	• Compliance with ESG practices (frameworks for sustainability and beyond compliance changes in regulatory frameworks • Skill and capacity building • Employment • Environmental measures) • Policy advocacy Timely contribution to exchequer.

Leadership Indicators

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

   Yes, during the Annual General Meetings (AGMs), the Board of Directors actively engages with shareholders and addresses their queries relating to financial performance, operational matters, governance practices, and sustainability initiatives. The forum provides an open and transparent platform for shareholders to seek clarifications and share their perspectives. All relevant concerns and suggestions raised during these interactions are carefully noted, evaluated, and, where appropriate, considered in shaping future strategies and decisions. This structured engagement process reflects the Company's strong commitment to transparency, accountability, and responsiveness to shareholder interests, while reinforcing trust and long-term stakeholder confidence.

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

   Yes. Stakeholder consultation forms an integral part of Vesuvius India's approach to identifying, prioritising, and managing environmental and social topics. The Company places strong emphasis on structured and continuous engagement with both internal and external stakeholders to ensure that material issues such as safety, sustainability, climate action, and responsible business practices are effectively addressed. Insights gathered through these engagements are systematically reviewed and incorporated into operational practices, policy refinements, and strategic initiatives.

   1. **Internal Stakeholder Engagement: Vesuvius India engages internal stakeholders through regular monthly and quarterly forums to align on sustainability, safety, and performance priorities. Key platforms include:**
      - V-Connect: A dedicated platform that encourages knowledge sharing, cross-functional dialogue, and collaborative problem-solving.
      - SLG (Senior Leadership Group) Meet: Strategic discussions with senior leaders to review ESG performance, emerging risks, and long-term goals.
      - Management Reviews: Periodic evaluations of safety performance, sustainability initiatives, compliance status, and improvement opportunities.

      Feedback from these forums supports updates to internal policies, strengthens safety programs, and drives continuous improvement across operations.

   2. **Customer and Value Chain Engagement: The Company maintains a structured engagement programme with customers and value chain partners, aligned with Vesuvius' global calendar, and actively participates in customer-led initiatives. Key initiatives include:**
      - Safety Day Celebrations: Collaborative events at customer locations to reinforce shared safety standards and best practices.
      - Sustainable Packaging Projects: Joint development of environmentally responsible packaging solutions.
      - CO_2e Reduction Initiatives: Partnerships leveraging advanced technologies to reduce carbon emissions in steelmaking processes.

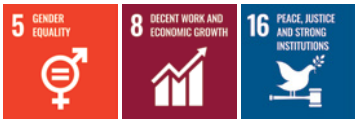
      Inputs from these engagements directly inform sustainability strategies, operational enhancements, and decarbonisation initiatives, reinforcing shared value creation and long-term collaboration.

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

      The Company has not engaged into any such action. If need arises, the Company will act accordingly.

PRINCIPLE 5:

Businesses should respect and promote human rights



Essential Indicators

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	395	395	100%	372	372	100%
Other than permanent	455	455	100%	351	351	100%
Total Employees	850	850	100%	723	723	100%
Workers						
Permanent	257	257	100%	240	240	100%
Other than permanent	2413	2413	100%	1851	1851	100%
Total Workers	**2670**	**2670**	**100%**	**2091**	**2091**	**100%**

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

Category	FY 2025 (Current Financial Year)					FY 2024 (Previous Financial Year)				
	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										
Male	370	NIL	NA	370	100%	349	NIL	NA	349	100%
Female	25	NIL	NA	25	100%	23	NIL	NA	23	100%
Other than Permanent										
Male	448	NIL	NA	448	100%	349	NIL	NA	349	100%
Female	7	NIL	NA	7	100%	2	NIL	NA	2	100%
Workers										
Permanent										
Male	257	NIL	NA	257	100%	240	NIL	NA	240	100%
Female	0	NIL	NA	0	NA	0	N/A	NA	0	NA
Other than Permanent										
Male	2397	NIL	NA	2397	100%	1839	NIL	NA	1839	100%
Female	16	NIL	NA	16	100%	12	NIL	NA	12	100%

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

   a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakhs)	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakhs
Board of Directors (BoD) (Non-Executive Directors)	4	48,34,658	1	35,69,315
Key Managerial Personnel	3	1,50,58,130	0	NA
Employees other than BoD and KMP	367	16,03,040	25	8,76,689
Workers	257	8,45,168	0	NIL

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Gross wages paid to females as % of total wages	Negligible	Negligible

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)

From the group level Vesuvius is deeply committed to upholding human rights and promoting fair labour practices across our global operations. Our Human Rights and Labour Policy is rooted in internationally recognized frameworks, including the UN Universal Declaration of Human Rights, the International Labour Organization's (ILO) Fundamental Conventions on Labour Standards, and the principles of the UN Global Compact, of which we are a proud signatory. This policy reflects our unwavering dedication to fostering a safe, inclusive, and respectful workplace for all employees across the Group. It sets clear principles for our actions and behaviors in business operations, guiding our approach to human rights and ensuring alignment with global standards.

Promoting Equality, Inclusion, and Ethical Practices

- We champion equal opportunities and promote a workplace free from discrimination in all employment practices.
- We uphold the freedom of association and respect the right to collective bargaining, fostering a culture of open dialogue and mutual respect.
- We maintain a zero-tolerance approach to forced, compulsory, or child labour, ensuring ethical practices throughout our operations and supply chain.

Our commitment to human rights extends beyond our internal operations. We expect our global supply chain partners to uphold the same high standards of ethical business practices as outlined in our Code of Conduct, which is aligned with international human rights frameworks.

To ensure compliance and accountability, we have implemented comprehensive internal monitoring systems, including:

- Group Safety Audits to uphold workplace safety standards.
- HR Sustainability Surveys to assess human rights practices across our operations.
- A 'Speak Up' Whistleblowing Process, enabling employees and stakeholders to report concerns confidentially and without fear of retaliation.

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

The Company has a Vigil Mechanism and Whistle-blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct – in confidence and without fear of any retaliation. A detailed process of the same has been explained under Essential Indicator 6 in Principle 3.Web link of Speak Up- http://www.vesuvius.ethicspoint.com/

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

	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil		Nil	Nil	
Discrimination at workplace	19	7		Nil	Nil	
Child Labour	Nil	Nil		Nil	Nil	
Forced Labour/ Involuntary Labour	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human rights related issues	Nil	Nil		Nil	Nil	

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

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

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

Addressing discrimination and harassment effectively requires a structured, fair, and protective framework that safeguards the rights and dignity of all individuals involved. The Company has established comprehensive mechanisms to ensure that complaints are handled with the highest standards of confidentiality, sensitivity, and professionalism. Strict measures are in place to protect the identity of the complainant and any witnesses, thereby creating a secure and trusted reporting environment.

A core element of this framework is an impartial and independent investigation process. All cases are examined objectively, based on evidence and established procedures, ensuring fairness to both the complainant and the respondent. The Company clearly communicates its zero-tolerance stance on retaliation, assuring employees and workers that raising concerns in good faith will not result in any adverse consequences.

In addition to formal redressal procedures, the Company invests in regular awareness and training programmes to help employees recognise inappropriate behaviour, understand reporting channels, and uphold respectful workplace standards. These initiatives reinforce a culture of dignity, equality, and accountability. Through preventive education, leadership commitment, and strong governance, the Company fosters an inclusive and safe work environment where every individual feels respected and protected.

Web link of Speak Up- http://www.vesuvius.ethicspoint.com/

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

Yes, it is part of vendor contracts. Vesuvius has partnered with an independent third-party service provider – EcoVadis – to rate our raw materials suppliers using a detailed set of criteria. These cover four themes and 21 criteria based on international standards: labour and human rights; ethics; environment; and sustainable procurement.

The supplier sustainability assessment methodology complies with international standards (e.g. ISO 26000, GRI, ILO, UN Global Compact). It includes the assessment of policies, measures, certifications and reporting, along with the endorsement of external CSR initiatives and principles.

Supplier assessments are carried out via a combination of questionnaires completed by suppliers, the collection of supporting documents and evidence, and the monitoring of a large number of sources (government agencies, compliance databases, sustainability networks, international organisations, NGOs, trade unions and specialised press).

10. **Assessments for the year:**

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

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

At Vesuvius, we uphold the highest standards of quality by maintaining a robust approach to managing raw materials and other critical inputs in our processes. Our proactive supplier management system ensures swift identification and resolution of quality concerns, reinforcing our commitment to excellence.

When a supplier's performance falls short of expectations, we initiate a formal Supplier Corrective Action Request. Leveraging our structured 8D methodology, we conduct a thorough investigation to identify the root cause and define effective corrective actions.

To enhance collaboration and transparency, we provide suppliers with access to a web-based portal, where they can document:

- Containment actions implemented
- Investigation outcomes
- Corrective measures proposed

This allows our teams to review and monitor progress, ensuring alignment on resolution steps.

In most cases, issues are resolved promptly, thanks to efficient communication and problem-solving. For suppliers with recurring issues or insufficient corrective actions, we conduct a Supplier Quality Audit, reinforcing accountability and driving continuous improvement.

Our structured approach not only strengthens supplier relationships but also safeguards the integrity of our products, ensuring they consistently meet customer expectations and industry standards.

Leadership Indicators

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

   None

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

   It is done routinely as a part of supplier due-diligence process.

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

   The Offices of the Company are partially accessible by differently abled visitors at this point in time.

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

   As part of our commitment to sustainable operations, Vesuvius has implemented a Supplier Sustainability Assessment Programme. This initiative covers all suppliers contributing to our manufacturing processes and those providing resale products, ensuring alignment with our sustainability standards across the entire value chain.

   To uphold global best practices, we have partnered with an independent third-party service provider, EcoVadis, to assess and rate our raw material suppliers. The evaluations are based on a comprehensive set of criteria across four key themes:

   - Labour and Human Rights
   - Ethics
   - Environment
   - Sustainable Procurement

   Our supplier sustainability assessment methodology is designed to meet international standards, including ISO 26000, GRI, ILO, and the UN Global Compact. It encompasses a thorough review of:

   - Policies and measures implemented by suppliers
   - Certifications and reporting practices
   - Commitment to external CSR initiatives and principles

   The assessment process is both rigorous and collaborative, involving:

   - Supplier questionnaires to gather detailed insights
   - Collection of supporting documents and evidence
   - Monitoring from diverse sources such as government agencies, compliance databases, sustainability networks, international organizations, NGOs, trade unions, and specialized publications

   Through this comprehensive approach, we promote responsible practices within our supply chain, fostering long-term partnerships that align with our sustainability goals. This initiative not only enhances transparency but also drives positive environmental and social impacts, reinforcing our dedication to sustainable growth.

	% of value chain partners (by value of business done with such partners) that were assessed *
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – Anti-bribery	100%

* Applicable for Strategic business partners.

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

Not applicable

PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment



Essential Indicators

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

Parameter	FY 2025 (Current Financial Year) (Giga Joules)	FY 2024 (Previous Financial Year) (Giga Joules)
From renewable sources		
Total electricity consumption (A)	6160	5719.5
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**6160**	**5719.5**
From non-renewable sources		
Total electricity consumption (D)	48821	33505
Total fuel consumption (E)	172472	146508
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**221293**	**180013**
Total energy consumed from renewable and non-renewable sources (A+B+C+D+E+F)	**227453**	**185732.5**
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operation) (approx.) (KJ/INR)	10.83	9.96
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (KJ/ USD) (PPP conversion factor taken=20.20)	**218.79**	**201.17**
Energy intensity in terms of physical output (GJ/Ton)	1.68	1.84
Energy intensity (optional)- the relevant metric may be selected by the entity		

Vesuvius India has established a structured and governance-driven Energy Management System (EMS) to enhance energy efficiency, reduce environmental impact, and support sustainable operations. The EMS follows a continuous improvement framework built around three core stages: Data & Planning, Implementation, and Review & Verification.

The process begins with systematic data collection and analysis to identify significant energy uses, performance baselines, and improvement opportunities. Based on these insights, clear objectives, targets, and action plans are developed. In the

implementation phase, identified initiatives such as process optimization, technology upgrades, and behavioral awareness programs are executed with defined responsibilities and timelines.

The Review & Verification stage ensures performance monitoring against established targets through regular audits, measurement, and reporting. Findings are used to refine strategies, creating a closed-loop system of continuous improvement.

The governance structure strengthens accountability at every level. The Board of Directors provides strategic oversight and direction. The Energy Management Steering Committee translates strategy into policies, allocates resources, and reviews progress. The EMS Implementation Team manages on-ground execution, monitoring, and reporting, while providing operational feedback and data upward.

This integrated framework ensures alignment between strategy and operations, enabling Vesuvius India to drive energy efficiency, regulatory compliance, and long-term sustainability performance.

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 – Not Applicable

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.**

None of our manufacturing units is identified as a DC under the PAT scheme of Government of India.

3. **Details of the following disclosures related to water, in the following format:**

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface Water	Nil	833.39
(ii) Ground Water	32790.10	26753
(iii) Third party water	47477.77	51930
(iv) Seawater/ desalinated water	Nil	Nil
(v) Others (Rainwater harvested)	1436	Nil
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	**81703.87**	**79516.39**
Total volume of water consumption (in kilolitres)	**81703.87**	**79516.39**
Water intensity per rupee of turnover (Water consumed/revenue from operations) (KL/lakhs INR)	**0.0039**	**0.0043**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumed / Revenue from operations adjusted for PPP)	**0.000078**	**0.000085**
Water intensity in terms of physical output	**0.603**	**0.789**
Water intensity (*optional*)- the relevant metric may be selected by the entity		

Water stewardship is a core pillar of the Company's commitment to sustainable operations. As the business expands through increased production capacity and workforce growth, the Company is proactively implementing measures to enhance water-use efficiency and reduce overall water intensity.

From the Group level, a comprehensive assessment of all Vesuvius manufacturing sites has been conducted using the Aqueduct Water Risk Atlas, which identified a limited number of operating locations in water-stressed areas. At these sites, the Company places strong emphasis on minimizing freshwater withdrawal through extensive water reclamation, recycling, and reuse practices. The Company's objectives include reducing both process-related freshwater consumption and domestic water use, with a particular focus on minimizing wastewater generation.

Water efficiency is driven through improved water management practices and recycling initiatives across manufacturing operations. No water is used for quenching or cooling of products. In finishing operations, water is recovered and recirculated wherever feasible. Manufacturing sites have implemented a range of technological solutions across the production value chain—from raw material preparation to finishing operations—to reduce water consumption and wastewater discharge, including grinding, cleaning, and degreasing processes. Investments have also been made in wastewater treatment infrastructure to enable safe reclamation and reuse.

Action plans to reduce wastewater generation include:

- Recovering and recirculating water within the same or alternative processes
- Deploying water-efficient technologies, such as replacing wet scrubbing systems with dry filtration solutions
- Optimizing cleaning processes
- Identifying and addressing above- and below-ground leakages through preventive maintenance programmes
- Optimizing production planning to minimize cleaning requirements between product changeovers

A key milestone in the Company's water stewardship journey is the Mehsana plant achieving Zero Liquid Discharge (ZLD) status, underscoring its commitment to minimizing environmental impact. Building on this achievement, the Kolkata and Visakhapatnam facilities are advancing initiatives to enhance water recyclability and reuse, aligned with the Company's objective of optimizing water use and reducing water intensity across operations.

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 – Not Applicable

4. Provide the following details related to water discharge

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water		NA
- No treatment		
- With treatment- please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment- please specify level of treatment	4680	5027
(iii) To Seawater	NA	NA
- No treatment		
- With treatment- please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment- please specify level of treatment	29554.83	46358
(v) Other		
- No treatment		
- With treatment- please specify level of treatment	4583.04	3434
Total Water Discharged (in kilolitres)	**38817.87**	**54819**

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 – Not Applicable

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

The Company has initiated multiple water conservation projects as part of its commitment to achieving Zero Liquid Discharge (ZLD) across its operations. A fully integrated ZLD system has been successfully implemented at the Mehsana facility, resulting in savings of approximately 9 KLD of water. Treated water is sustainably reused for gardening purposes, contributing meaningfully to water conservation. In addition, the facility generates only a minimal volume of industrial effluent (approximately 250 litres per month), which is managed through a forced evaporation system, ensuring full compliance with ZLD principles.

Building on the successful implementation at Mehsana, the Company is progressing ZLD initiatives at other locations. At the Visakhapatnam plant, a comprehensive feasibility assessment has been completed to identify practical pathways for achieving ZLD. At the Kolkata plant, internal teams have mapped key water consumption points and identified opportunities for treated water reuse, establishing a strong foundation for future ZLD implementation.

Apart from the already implemented ZLD system at Mehsana location, other units are engaged into multiple initiatives to conserve water. As a environmentally forward-looking organization, Vesuvius India acknowledges the importance of water and therefore has launched several unit level measuring, and monitoring projects which are detailed below:

- Installing flow-meters at all the major consumption points
- Developing water circuit diagram including domestic consumption points
- Preparing "Water balance and Loss tree"
- Maximizing ETP water usage including but not limited to gardening, road cleaning
- Feasibility study to implement ZLD system

6. **Details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
NOx	mg/Nm^3	53.00	36.40
SOx	mg/Nm^3	26.20	34.00
Particulate matter (PM)	mg/Nm^3	60.70	41.30
Persistent organic pollutants (POP)		Nil	NIL
Volatile organic compounds (VOC)		Nil	NIL
Hazardous air pollutants (HAP)		Nil	NIL
Others- please specify		Nil	NIL

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. – Not Applicable.

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	10375.41	8077.00
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	0.00	0.00
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO_2e/Lakh INR	0.05	0.04
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) (PPP conversion factor taken=20.20)	tCO_2e/USD	0.0000099	0.0000087
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.076	0.080
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – Not Applicable.

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

As a leading global provider of refractory solutions, the Company is committed to the responsible and efficient use of natural resources across its manufacturing and distribution activities, with the objective of minimizing environmental impacts throughout the value chain. Environmental stewardship is embedded within the Company's operating model, guiding decisions related to technology adoption, process optimization, and product innovation.

Recognizing the scale and urgency of global environmental challenges, the Company actively develops innovative solutions that support sustainability outcomes for its customers, communities, and the wider environment. In alignment with India's national climate ambitions and global climate action frameworks, the Company is committed to reducing greenhouse gas (GHG) emissions and progressing towards net-zero emissions. In accordance with Science Based Targets initiative (SBTi) guidance, the Company's net-zero roadmap is structured across short-, medium-, and long-term horizons, with clearly defined business objectives and implementation strategies.

The Company's pathway to net zero is anchored in five strategic focus areas:

Modernizing and upgrading existing equipment to improve energy efficiency and reduce overall energy consumption

Investing in the renewal of assets using best available technologies and transitioning to lower CO_2e-intensive energy sources

Replacing high-carbon electricity sources, where feasible, with renewable or lower-emission alternatives

Reducing energy losses through process optimization, waste heat recovery, and improved thermal management

Expanding the generation and use of clean and renewable energy

Demonstrating our dedication to reducing Scope 2 emissions, in FY 2025, the Company acquired 13,940 MWh of Renewable Energy Certificates (RECs). This achievement effectively offset 100% of our electricity consumption with clean, carbon-free energy, marking a significant step toward our net-zero ambition.

Plant/Location wise purchase of REC	In-MWH
Vesuvius India CL-Plant Kolkata	5902
Vesuvius India VS-Plant Visakhapatnam	202
Vesuvius India VP-Plant Visakhapatnam	1983
Vesuvius India VX-Plant Visakhapatnam	4953
Vesuvius India MH-Plant Mehsana	900

As a customer-centric organization, the Company also plays an active role in supporting customers to improve operational efficiency and reduce their environmental footprint, particularly CO_2 emissions. To advance consistency and transparency across the sector, the Company championed the establishment of a dedicated working group within the World Refractories Association (WRA) to harmonize methodologies and assumptions for Product Carbon Footprint (PCF) assessments across the refractory industry.

In 2024, the WRA convened this industry-wide working group, to which Vesuvius made active and substantive contributions. This collaboration resulted in the development of a common methodology and standardized assumptions for calculating product Carbon Footprints applicable across the industry. In line with this framework, Vesuvius has commenced the preparation of Product Carbon Footprint calculations, reinforcing its commitment to credible, comparable, and transparent climate-related disclosures and to supporting decarbonization across the value chain.

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

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	46.01	18.81
E-waste **(B)**	0.00	1.06
Bio-medical waste **(C)**	0.01	0.00
Construction and demolition waste **(D)**	11.70	50.32
Battery waste **(E)**	0.00	0.00
Radioactive waste **(F)**	0.00	0.00
Other Hazardous waste- please specify **(G)**	416.92	501.10
Other Non-hazardous waste generated **(H)**. Please specify, if any (Break-up by composition i.e., by materials relevant to the sector)	542.61	1340.91
Total (A+B + C + D + E + F + G + H)	**1017.24**	**1912.20**
Waste intensity per rupee of turnover (total waste generated/ Revenue from operation) Kg/INR	0.000048	0.0001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (total waste generated/Revenue from operation adjusted for PPP)	0.00097	0.00206
Waste intensity in terms of physical output	7.51	19.01

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Waste intensity (optional)- the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	588.62	1196.08
(ii) Re-used	11.70	50.32
(iii) Other recovery operations	Nil	Nil
Total	**600.32**	**1246.40**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(iv) Incineration	Nil	Nil
(v) Landfilling	416.92	716.65
(vi) Other disposal operations	0	9.64
Total	**416.92**	**726.29**

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. – Not Applicable

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

As part of our product end-of-life management programme, we are developing selected initiatives with customers, tailored to each product family, such as:

- Recovery and remanufacture of products after usage
- Recycling of mechanisms as scrap steel (applicable to 100%)
- Recovery and cleaning of spent refractory material for recycling or safe disposal
- Refurbishment of lasers and redeployment or entire disassembly and recycling of all components
- Products that cannot be recycled or must go to landfill present no danger to the environment, because they are chemically inert
- Product resource efficiency

Vesuvius operates a structured waste reclamation process designed to ensure environmental protection, regulatory compliance, and alignment with circular economy principles. Waste streams are systematically evaluated, segregated, clearly labeled, and stored to enable safe handling and identify opportunities for reuse and recycling. Reclaimable materials are either reintegrated into operations or managed through authorized recovery partners in compliance with applicable regulations. The process is supported by robust emergency preparedness, regular employee training, and comprehensive record-keeping, ensuring traceability, compliance, and continuous improvement.

Sites have built action plans to eliminate, reduce and recycle covering both hazardous and non-hazardous waste. A wide range of actions have been initiated to reduce the amount of waste, such as closed conveyor and dust extraction systems, process improvements to reduce scrap and process waste generation, re-engineering of product recipes to include internally recycled material, and identification of recycling opportunities in other industries for by-products. We have also implemented dry scrubbers, high-efficiency dust collectors and closed-loop systems to recirculate the dust captured in extractions systems; others are filtering wastewater in order to separate solids which will be reincorporated with the raw materials and water which is recirculated in the manufacturing process. Manufacturing sites ensure that hazardous and toxic materials, and waste, are stored in protected containers and kept in delineated storage areas, with sufficient

retention capability to prevent any release in case of accidental spillage. Where we handle hazardous or toxic substances, employees receive specific training on how to handle them. Whenever relevant, action plans to reduce hazardous waste are incorporated by manufacturing sites into their solid waste reduction action plans.

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

None of the manufacturing units are in/around ecologically sensitive areas

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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

The Company is complying with the laws and regulations applicable to the Company.

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

Leadership Indicators

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

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

(i) Name of the area- NA

(ii) Nature of operations

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

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)	NA	NA
(vi) Surface Water		
(vii) Ground Water		
(viii) Third party water		
(ix) Seawater/ desalinated water		
(x) Others		
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed/revenue from operations)		

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water intensity (optional)- the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water		
- No treatment		
- With treatment- please specify the level of treatment		
(ii) Into ground water		
- No treatment		
- With treatment- please specify the level of treatment		
(iii) Into seawater		
- No treatment		
- With treatment- please specify the level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment- please specify the level of treatment		
(v) Other		
- No treatment		
- With treatment- please specify the level of treatment		
Total water discharged (in kilolitres)		

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

Not Applicable

2. **Details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT CO_2e	1427.56	Not Calculated
Total Scope 3 emissions per rupee of turnover	MTCO_2e/Lakh INR	0.0068	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		0.01054	Not Calculated

Vesuvius India has initiated standalone accounting and disclosure of Scope 3 greenhouse gas (GHG) emissions at the entity level. Relevant Scope 3 emission categories, including those associated with Indian operations, are currently being collated as part of its sustainability reporting framework. Till the time of publishing the current report, only one category namely Category 3: Fuel and Energy-related Emissions which are not included in Scope 1 & 2 has been calculated and thus being disclosed. However, recognizing the increasing importance of value-chain emissions management and evolving regulatory and stakeholder expectations, Vesuvius India is committed to progressively strengthening its Scope 3 emissions management approach. Going forward, the Company will disclose to other relevant categories of its own Scope 3 emissions, aligned with the GHG Protocol and Group methodologies. This will enable enhanced transparency, improved data granularity, and more targeted emission reduction initiatives across the value chain. Through this structured approach, Vesuvius India aims to further align with Group-level climate commitments, support informed decision-making, and contribute meaningfully to the Company's long-term decarbonization and net-zero ambitions.

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.

Not Applicable

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. –** Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (web link if any, may be provided along-with summary)	Outcome of the initiative
1	Replaced Air operated pumps with electrically Operated pumps	an electrically driven, VFD-enabled smart hose-pump technology designed for efficient and consistent operation replacing traditional Air operated pumps have been commissioned at CL plant	Approx 11 tons CO_2 reduction
2	Recharging of fines generated from crushing and grinding circuit	The fines generated from crushing and grinding circuit and collected in dust collectors are being recharged back into the circuit through a pneumatic convey system to increase material yield from 90% to 97%.	Approx 500 tons of refractory waste reduced in 2025 in Basic monolithic plant
3	Re-use of cyclone dust at Fluxes manufacturing	The dust collected at the cyclone outlet of the flux spray drying unit is being recharged back into subsequent batches.	Approx 100 tons of refractory waste reduced in 2025 in Flux manufacturing plant
4	Conversion of 60 MT/year of Hazardous waste into re-cycled raw material.	Process development of firing/heat treatment of the waste to burn out hazardous effluent solvent.	Approx 175 tons/year CO_2 reduction
5	Installation of after burners	Installation of after burners for the carbonizing kilns.	To avoid VOC emission from the stacks
6	Installation of STP	Installation of STP plant at our site	To Treat Domestic wastewater

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

The Company has established a formal Business Continuity Plan to ensure operational resilience in the event of significant disruptions, including those arising from extreme weather events, accidents, political instability, civil unrest, or other incidents that could result in prolonged production interruptions exceeding 30 days.

To support business continuity and operational efficiency in an increasingly complex risk environment, the Company has implemented a range of innovative initiatives leveraging its IT infrastructure. These capabilities were effectively demonstrated during a major cyber incident in 2023, from which operations were restored within a short timeframe. The rapid recovery was enabled by well-defined business continuity protocols and the deployment of resilient and robust IT solutions, underscoring the Company's preparedness to manage and mitigate operational disruptions.

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

The Company remains firmly committed to advancing its contribution to a more sustainable world. This commitment is realized through the development of products and services that enhance safety, improve environmental performance, reduce greenhouse gas emissions, and support the transition to a circular economy. The Company's solutions enable customers to significantly reduce and avoid greenhouse gas emissions compared with conventional practices. In partnership with customers, the Company actively collaborates to assess and quantify the CO_2e emission reductions delivered across their value chains, reinforcing shared progress toward decarbonization objectives.

The sustainability competitive edge that our products offer to customers:

- Reduced heat losses
- Extend production sequence length, reduce downtime
- Increase metal yield in castings

- Reduce downgrading, re-melting of scrap and repair of defects
- Improve metal performance
- Maximize casting speed and throughput
- Reduce and avoid greenhouse gas emissions

Through innovative refractory design, the Company has successfully increased average tundish sequence length, resulting in improved productivity and reduced refractory consumption. In parallel, the Company has initiated engagement with upstream value chain partners, with plans to progressively strengthen and expand this collaboration in line with Group policy.

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

During the reporting year, approximately 85% of our suppliers are assessed on sustainability parameters by the Vesuvius plc. which includes India operation as well.

PRINCIPLE 7:

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



Essential Indicators

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

The Company is a member of four such association at present.

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

Sl. No.	Name of the trade and industry chambers/association	Reach of trade and industry chambers/ associations (State/National)
1	IRMA (Indian Refractory Manufacturer Association)	National
2	CII (Confederation of Indian Industry)	National
3	BCCI (Bengal Chambers of Commerce & Industry)	State
4	Mehsana Industries Owner Association	State

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.**

Not applicable

Name of authority	Brief of the case	Corrective action taken
NA		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Not applicable

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/Others – please specify)	Web Link, if available
NA					

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development



Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web link
NA					

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

Not applicable

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	No. of Project Affected Families (PAFs)	Amounts paid to PAFs in the FY (In ₹)
NA						

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

Yes, through Speak Up- Web link for Speak Up-http://www.vesuvius.ethicspoint.com/ . For details see section Principal 3(1)(6)(C)

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	9%	14%
Directly from within India	36%	46%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Location	FY 2025 (Current Financial Year)		FY 2024 (Previous Financial Year)	
	Employee	Worker	Employee	Worker
Rural (0-10,000)	NA	NA	NA	NA
Semi-urban (10,001- 1,00,000)	NA	373742	NA	324555
Urban (1,00,001- 10,00,000)	NA	386806	NA	330833
Metropolitan (more than 10,00,000)	22,35,065	8,34,842	21,56,452	7,70,932

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Dropout of Girls – 6-18 years	Reducing dropouts, reinstating them back in schools, providing infrastructure support with enabling resources to support children's education.
Enabling women in STEM, promoting education in scientific fields	Scholarships for low-income group female students in top engineering schools as well as technical courses for all female students in core subjects through Vesuvius Women's Clubs

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

S. No.	State	Aspirational District	Amount Spent (in ₹)
NA			

Vesuvius India Limited is focused on reaching at grassroot levels in extremely rural pockets. The Ministry of Education and Health recommends one toilet for every 20 girls and one toilet for every 25 boys in schools. A lack of clean drinking water and hygiene awareness was observed during periodic visits to schools around Taratala (near the Kolkata plant) and in schools across various customer locations. With reviewed interests we have found new schools to intervene in different sites. These intervention areas include Angul, Jajpur, Bokaro, and 11 other sites. Many children, especially girls, lacked basic knowledge of hygiene practices, including menstrual hygiene management. Sensitizing them on these topics to foster behavioral change is crucial for ensuring better health, education, and attendance.

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

   The Company follows sustainable procurement policy issued by the Group Company.

   b. From which marginalized /vulnerable groups do you procure?

   Not applicable

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

   Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
NA				

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

Name of authority	Brief of the case	Corrective action taken
	NA	

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	Yr-2025	
		No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Rehabilitation of Cerebral Palsy Children	40	100%
2	Medical Aid to children with HIV/AIDS	100	100%
3	Detoxification of Children and rehabilitation	20	100%
4	Support of local people with Mosquito nets	1250	100%
5	Learning support for Underprivileged children	140	100%
6	Vesuvius Activity Centre (3 locations)	1085	100%
7	Technical education for women	12	100%
8	Vesuvius Women's Club- Technical courses for Higher education – female students	190	80%
9	Promotion of STEM (Science, Technology, Engineering and Mathematics): STEM related training	120	90%
10	Inclusive education for Girls	145	100%
11	WASH (Water, Sanitation and Hygiene) in schools	9800	90%
12	General healthcare for female Sex workers	3500	100%

PRINCIPLE 9:

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



Essential Indicators

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

The Company addresses customer complaints through a structured and robust management system designed to ensure timely and effective resolution. The process begins with the initiation of a Customer Corrective Action Request (CCAR), which is recorded in a centralized CCAR database. This platform enables systematic tracking, monitoring, and closure of each case, ensuring transparency and accountability throughout the lifecycle of the complaint.

Once registered, the issue is analysed and resolved using the well-established 8D problem-solving methodology, which focuses on root cause identification, corrective actions, and preventive measures. This disciplined and time-bound approach ensures high-quality resolution and continuous improvement in customer satisfaction.

CCAR Procedure

Initiation- A CCAR can be recorded by any Vesuvius employee for any product or service that has been provided to the Customer. Sales is responsible for ensuring that the issue is communicated immediately and that actions are taken to define and contain the issue within 24 hours of learning of the occurrence. The CCAR should be formally submitted within 4 days of learning of the occurrence. The principle is that any customer issue linked to our product, its application or our service at the customer, direct or indirect should lead to a CCAR. In any case, a CCAR must be submitted in any of the following circumstances, regardless of whether we think the problem is our responsibility:

- Any written customer complaint formally communicated to us.
- Any phone call from the customer requesting an urgent visit for a quality related issue.

- Any verbal expression of dissatisfaction by the customer during a visit; only exception: – if this relates to the application of our product and can be resolved during the same visit, then a CCAR is not needed, but nevertheless, be mentioned in the visit report. – If a further visit is needed to resolve the issue, than a CCAR is required
- Any incident where our product is involved
- Any free of charge replacement of product already received by the customer if quality related. • Any credit note(s) if quality related.
- Any product non-conformance discovered at the customer site (delivery, packaging, broken pcs, specification…)

Containment actions- As soon as wwe learn about an incident, customer protection is an absolute priority. It includes but is not limited to:

- Immediate visit to the customer
- Quarantine and replacement of doubtful products all along the supply chain.
- Inspection and sorting of the quarantined products; this may require third-party involvement. • Adequate communication with the customer to protect the relationship. The removal of products in customer hands must be considered as a mandatory containment action to protect the customer. It does not entail acknowledgement of our responsibility. The immediate containment actions have in any case to be implemented before the next shipment.

Repeats- A repeat CCAR is required for any similar problem with a similar product at the same customer, for any subsequent shipment within 24 months. The statistics count only repeats within 12 months. Exception is when the customer or the Group Quality Director formally grants a concession for a defined time or number of shipments. In such circumstances, an additional repeat CCAR shall be raised each month for any additional customer rejects. In the case of the trial to confirm corrective actions (D7) failing.

- if the execution of the trial was a failure, then a CCAR is needed.
- if however the result of the trial is that the proposed fix did not work, then that is not a CCAR

Severity- Assigning Severity to a CCAR is mandatory, and is defined as follows:

Severity 1: an injury; a dangerous occurrence that could result in a severe accident/incident*; a problem at our external customer's customer, Another significant customer disruption or potential financial impact*

Severity 2: a production/installation stoppage at our customer; delivery issues stopping the customer or forcing him to change his production schedule.

Severity 3: other dangerous occurrences; reduced service life of the product; significant delivery issues; other failures.

Severity 4: other product or service issues; other delivery timing/quantity issues

CCAR is handled, resolved with proper root cause analysis using 8D PPS (8-Discipline of practical problem solving) methodology and learning of it is implemented to prevent recurrence and further shared for horizontal deployment at other Vesuvius plants and locations.

D1 – Clarify the Problem	summary of occurrence
D2 – Grasp the Current Situation	problem categorization, ownership assignment in the plant, and evaluation of risk to similar products
D3 – Contain and Set Targets	immediate containment actions
D4 – Analyze the Causes	root cause analysis of the non-conformance and the non-detection
D5 – Corrective Actions	for the non-conformance and corrective actions for the non-detection
D6 – Execute and Track Progress	effectiveness review of the corrective actions at plant
D7 – Check Results	effectiveness review of the corrective actions at the customer (Sales)
D8 – Standardize and Establish Control	lessons learned – prevention of repeats – close the CCAR

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

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

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

	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	Nil	NA		NIL	NA	
Advertising	Nil	NA		NIL	NA	
Cyber-security	Nil	NA		NIL	NA	
Delivery of essential services	272	82	The 82 cases which are pending will be closed as we reach to the final root cause	219	65	Customer Corrective Action Request (CCAR)
Restrictive Trade Practices	Nil	NA		NIL	NA	
Unfair Trade Practices	Nil	NA		NIL	NA	
Other				NIL	NA	

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

Not applicable

	Number	Reasons for recall
Environmental and social parameters relevant to the product	NA	NA
Voluntary recalls		
Forced recalls		

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

Yes, the Company has adopted a comprehensive Global Data Protection Policy, which is fully implemented and adhered to across its operations. This policy esta\blishes clear guidelines for the collection, processing, storage, and protection of personal and sensitive information, ensuring compliance with applicable data privacy laws and global standards. - www.vesuvius.com

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.**

With rapid technological advancement and increasing digital integration, data security has become a critical priority for every organisation, and the Company is no exception. Recognising the evolving cyber risk landscape, the Group has implemented a robust and forward-looking Data Protection Policy that is mandatory for all employees and workers. This policy establishes clear standards for responsible data handling, confidentiality, and information security.

To strengthen awareness and preparedness, the Company conducts regular mandatory training sessions on cyber security best practices, including "dos and don'ts" for data protection. These programmes include periodic assessments, simulated phishing exercises, and awareness campaigns to enhance vigilance and reinforce a strong culture of information security.

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

a. Number of instances of data breaches – Nil

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

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

Leadership Indicators

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

The Company operates primarily under a B2B business model and therefore does not maintain consumer-facing retail or public product distribution channels. Product and service information is shared directly with customers through dedicated business interactions, technical discussions, contractual communications, and official corporate platforms, ensuring controlled, accurate, and need-based dissemination of information.

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

The Company undertakes structured initiatives to inform and educate customers on the safe and responsible use of its products and services. Regular webinars, technical seminars, and awareness programmes are conducted, particularly when introducing new products, technologies, or process improvements. These sessions provide detailed guidance on product application, safe handling practices, operational precautions, and performance optimization. Through interactive knowledge-sharing platforms and expert-led discussions, the Company ensures that customers are well equipped to use its solutions safely, efficiently, and in compliance with relevant safety and environmental standards.

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

Yes, such mechanism exists.

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

The Company ensures that all products are labelled in full compliance with applicable local regulations as well as Vesuvius' internal global standards. Product labelling is designed to provide clear and accurate information to customers regarding safe usage, handling, storage, and potential hazards. In addition, comprehensive Safety Data Sheets (SDS) are provided for relevant products, detailing health, safety, environmental, and emergency response information to support responsible handling across the value chain.

To strengthen customer engagement, the Company maintains multiple communication channels and structured forums to gather feedback on product performance and service quality. This continuous dialogue enables the Company to understand customer expectations, address concerns proactively, and identify opportunities for improvement. Several benchmark performances have been formally acknowledged and appreciated by customers, reflecting the reliability and quality of the Company's offerings. Through this ongoing feedback and improvement cycle, the Company consistently enhances product safety, performance, and customer satisfaction.