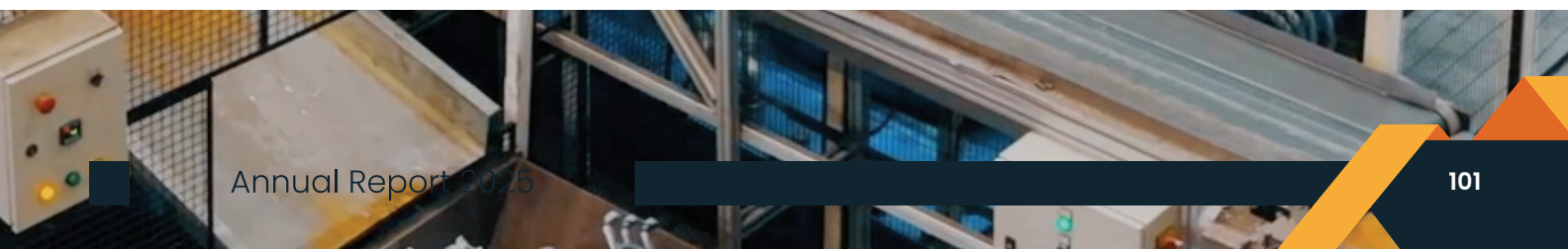


BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I.	Details of listed entity	
1.	Corporate Identity Number (CIN) of the Company	L27100PN1999PLC245720
2.	Name of the Company	CIE Automotive India Limited
3.	Year of incorporation	1999
4.	Registered office address	G Block, Bhosari Industrial Estate, Near BSNL office, Bhosari, Pune - 411026, Maharashtra, India.
5.	Corporate address	602-603, Amar Business Park, Baner Road, opp. Sadanand Resort, Pune - 411045, Maharashtra, India.
6.	E-mail id	ESG.Sustain@cie-india.com
7.	Telephone	020-29804621
8.	Website	www.cie-india.com
9.	Financial year reported	1st January, 2025 to 31st December, 2025
10.	Name of the Stock Exchanges where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 3,79,36,23,770/-
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. Ashok Bhimanpalli, Head (Safety and Sustainability) Telephone: 020-29804621 Email: ESG.Sustain@cie-india.com
13.	Reporting boundary	Standalone
14.	Name of assessment or assurance provider	NA
15.	Type of assessment or assurance obtained	NA

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture of fabricated metal products, except machinery and equipment	94%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Crankshaft/ Stub axle as forged and machined, Steering shaft/ wheel hub/steering yokes/ constant velocity joints, Steel metal stamping/Components and assemblies, Soft and Hard Magnet	25910	71%
2.	Turbo chargers housing/ Axle and transmission Parts	24319	15%
3.	Engine Gear/ Timing Gear/ Drive Shaft	28140	8%

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	24	01	25
International	Nil	Nil	Nil

19. Markets served by the entity:

A.	**Number of locations**	
	Locations	**Number**
	National (No. of States)	12
	International (No. of Countries)	28
B.	**What is the contribution of exports as a percentage of the total turnover of the Company?**	9%
C.	**Types of customers**	The Company is a large, diversified auto-components company which serves its customers across many processes/ product lines and geographies. It supplies to automotive Original Equipment Manufacturers (OEMs) and their Tier 1 suppliers across multiple technologies. For more details regarding the same, you may kindly refer the Management Discussion and Analysis Report which forms part of the Company's Annual Report – 2025

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	1636	1577	96.39%	59	3.60%
2.	Other than Permanent (E)	4	3	75.00%	1	25%
3.	**Total employees (D + E)**	1640	1580	96.34%	60	3.66%
	WORKERS					
4.	Permanent (F)	2568	2559	99.65%	9	0.35%
5.	Other than Permanent (G)	5703	5621	98.56%	82	1.44%
6.	**Total workers (F + G)**	8271	8180	98.90%	91	1.10%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	1	1	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D + E)**	1	1	100%	0	0
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	1	1	100%	0	0
5.	Other than permanent (G)	4	4	100%	0	0
6.	**Total differently abled workers (F + G)**	5	5	100%	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Managerial Personnel	4	0	0

22. Turnover rate for permanent employees and workers *(Disclose trends for the past 3 years)*

	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	19.18%	24.76%	19.36%	22.29%	46.81%	23.10%	17.88%	21.69%	17.98%
Permanent Workers	1.97%	10.53%	2.00%	1.81%	36.36%	1.88%	1.83%	16.67%	1.86%

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

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

Sl. No.	Name of the entity	Relationship	% of Holding 31-12-2025	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1.	CIE Automotive S.A.	Ultimate Holding	NA	No
2.	Participaciones Internacionales Autometal, DOS S.L	Holding	65.70	No
3.	CIE Aluminium Casting India Limited (CACIL)	Subsidiary of CIE-India	100.00%	No
	(i) Sunseed Solar Private Limited	Associate of CACIL	26.49%	No
	(ii) AMPIN Energy C&I Thirty-One Private Limited[2]	Associate of CACIL	39.91%	No
4.	CIE Hosur Limited (Hosur)	Subsidiary of CIE-India	100.00%	No
	(i) Ojaha Renewables Private Limited	Associate of Hosur	27.89%	No
5.	CIE Galfor, S.A.U. (Galfor)	Subsidiary of CIE-India	100.00%	No
	(i) CIE Legazpi SA	Subsidiary of Galfor	100.00%	No
	(ii) UAB CIE LT Forge	Subsidiary of Galfor	100.00%	No
	(iii) Metalcastello S.p.A	Subsidiary of Galfor	99.96%	No
	(iv) CIE Forgings Germany GmbH (CFG) (formerly known as Mahindra Forgings Europe AG (MFE))	Subsidiary of Galfor	100.00%	No
	(v) Bill Forge de Mexico, S.A de C.V	Subsidiary of Galfor	99.80%	No
	(vi) Galfor Eólica, S.L	Associate of Galfor	25.00%	No
6.	Clean Max Deneb Power LLP	Associate of CIE-India	26.00%	No
7.	Sunbarn Renewables Private Limited	Associate of CIE-India	26.12%	No
8.	Renew Surya Alok Private Limited	Associate of CIE-India	31.20%	No
9.	Gescrap India Private Limited	Associate of CIE-India	30.00%	No
10.	Strongsuns Solar Private Limited	Associate of CIE-India	27.35%	No

Sl. No.	Name of the entity	Relationship	% of Holding 31-12-2025	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
11.	ReNew Green (MHK Two) Private Limited	Associate of CIE-India	31.20%	No
12.	Amp Energy C&I Thirty-Two Private Limited[3]	Associate of CIE-India	39.94%	No

Notes:

1. *BF Precision Private Limited was dissolved and thus ceased to be a subsidiary w.e.f. 05th June, 2025.*
2. *AMPIN Energy C&I Thirty-One Private Limited became Associate of the CACIL w.e.f. 02nd December, 2025.*
3. *Amp Energy C&I Thirty-Two Private Limited became Associate of the Company w.e.f. 02nd December, 2025.*

VI. CSR Details

24.			
	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No)**	**Yes**
	(ii)	Turnover (in ₹)	₹ 47,06,01,08,229/-
	(iii)	Net worth (in ₹)	₹ 43,75,27,89,772/-

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) *(If yes, then provide weblink for grievance redressal policy)*	FY2025			FY2024		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes https://www.cie-india.com/investor-contacts.html	0	0	NA	0	0	NA
Shareholders	Yes https://www.cie-india.com/investor-contacts.html	9*	1	Resolved**	16	0	Nil
Employees and workers	Any stakeholder can report their genuine concerns through the Whistle Blower Channel available at the weblink: https://www.cie-india.com/assets/pdf/governance/policies/Whistle%20Blower%20Policy.pdf	3	0	NA	0	0	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) *(If yes, then provide weblink for grievance redressal policy)*	FY2025			FY2024		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	The grievances are redressed in accordance with the Whistle Blower Policy of the Company. Apart from the Whistle Blower Mechanism, the ESG Policy of the Company provides dedicated communication channels through which the Company may receive grievances of the community. The Company will endeavour to redress the same in accordance with the principles laid down under the Policy. Further, the Global contact for any issue related to ESG available under CIE Group's Global ESG Policy, details of which are available at the weblink: https://cieautomotive.com/en/contacto. The Company will endeavour to redress the same in accordance with the principles laid down under the Global Policy.	2	0	NA	2	0	NA
Value Chain Partners		0	0	NA	0	0	NA
Customers#		749	8	-	717	15	Under resolution
Others (please specify)	Not applicable						

**The number of complaints pertains to complaints in relation to shareholder services and not related to any principles under the National Guidelines on Responsible Business Conduct.*

***The grievances were received in December 2025 and were resolved after the closure of the financial year i.e. CY 2025 within the statutory timelines.*

 # The number of complaints pertains to the complaints received from customers in the normal course of business relating to operational issues and are resolved within the prescribed standard timeline as per the SOPs of the Company.

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

Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications

Company's Approach: Materiality Assessment is a crucial step in identifying and prioritizing the key issues that drive a Company's sustainability efforts. As a subsidiary of CIE Automotive SA, CIE India has aligned its material issues with those identified by its Parent Company.

In FY 2024, CIE Automotive SA updated its materiality assessment in line with the EU Corporate Sustainability Reporting Directive (CSRD), applying a double materiality approach covering its own operations as well as upstream and downstream value chain, products, services, and business relationships across all regions of operation. The assessment followed a structured four-step methodology comprising (i) understanding the business and sustainability context, (ii) identification of sustainability-related impacts, risks, and opportunities, (iii) assessment and determination of material impacts, risks, and opportunities from impact and financial perspectives, and (iv) validation and preparation of sustainability disclosures.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Social Matters					
1.	Geopolitical Events	Equally Risk & Opportunity	The United States had imposed a tariff of 25% on Indian goods & services, in some cases a further punitive tariff of 25% was applied. These tariffs were putting India at a disadva ntage vis-à-vis countries like China & Vietnam who are major exporters of auto parts. Under the proposed trade deal with US, Indian exports would be levied a tariff of 18%. It is suggested that some auto part categories may be put under zero tariff but details are awaited. This will help exports of Indian automotive components to be competitive in the large US market. The deal is yet to be signed and some risk can be assumed on the signing. The free trade agreement with Europe which is being finalised while not providing any direct benefits to auto component exports makes the trade relations with Europe more stable and encouraging of exports. While uncertainty in trade relations is being lessened through these trade agreements, the global security situation continues to be difficult with geopolitical tensions and wars ongoing across the world.	Existing orders from US were not adversely affected but the high tariffs would have impacted future orders. With the proposed trade deal, the Company will proceed to strengthen its relationship with US customers. With the changing geopolitical scenario, it is important to keep an eye on the evolving trade and security situation. While the Company will continue to explore export opportunities, the focus on the domestic market will continue irrespective of how exports evolve.	Exports to US are a very small part of the revenues of the India business of the Company – in the range of 2-3%. While the earlier punitive tariffs were not impacting the Company's business greatly, the proposed trade deal can help improve exports to US. The overall situation regarding exports of auto components to key markets of US and Europe is improving.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Attracting and retaining talent	Risk	Attracting and retaining skilled talent is a material strategic risk. Ongoing skills shortages, increased competition for critical capabilities, and changing workforce expectations heighten the risk of capability gaps and workforce instability. The risk may result in increased costs, reduced productivity and can directly influence on operational effectiveness, leadership succession of the Company and make it difficult to achieve the Company's target. This highlights the need for a unified training and promotion plan to enhance workforce capabilities, support employee development, and enable delivery of the Company's long-term strategic objectives.	• The Company has recognized attracting and retaining talent as a key human capital priority and adopting a structured approach aligned with long-term business objectives. • Respective division's Plant Head along with Plant HR Head periodically access the risk of talent attrition, especially in critical positions, and take appropriate actions to retain key personnel and ensure succession planning. • The career development programs for employees through Individual Development Action Plans (IDAPs), Company is focusing on upskilling the workforce and creating internal career progression opportunities for employees. • Employees at Senior Manager level and above trained as "Coaches" are actively delivering coaching and supporting employees in their Individual Development and Advancement Plans (IDAPs). • To grow future leaders management is providing intensive training to high-potential employees under global talent development programme "Ulysses". • Succession planning is an ongoing process in the organization to retain the key talent. • Through annual campus recruitment, the Company is onboarding young talent as "Graduate Engineers", strengthening the workforce pipeline. • The organization has in place a Diversity, Equity and Inclusion Conceptual model and following the set targets for Gender, Generation, Functional and Multicultural Diversity. • The Company emphasizes structured recognition practices and a defined Leadership Competency Model to support a performance-oriented culture and strengthen employee well-being	The financial implication of the risk cannot be quantified. However, in case the risk is materialized, the impact will be negative.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Human Capital for Company's growth	Risk as well as Opportunity	• In achieving Company's strategic objectives attracting, developing, and retaining skilled employees is critical. • Attrition or skill gaps in critical roles may impact production continuity and customer commitments. • At the same time, a stable and skilled workforce presents opportunities to improve productivity, optimize costs, and ensure business continuity	• The Company is undertaking structured manpower planning across plant locations. • Skill-based recruitment, including ongoing campus hiring of Graduate Engineers, is undertaken to build a sustainable talent pipeline and support workforce capability requirements. • Succession planning for critical and technical roles is implemented to support talent retention and ensure continuity. • Structured employee career progression activities like Individual Development Action Plan, recognition practices, and employee well-being initiatives such as "Metal Health Awareness program" are implemented.	The Positive implications are productivity increase, enhanced customer satisfaction, and sustainable growth. In case the risk is materialized, the impact will be negative.
4.	Occupational Health and Safety	Risk	Ensuring employee safety is a foundational priority for management. We achieve this through dual channels: investing in equipment that is verified for both process integrity and internal safety standards, and by providing continuous safety training to our workforce. Recognizing that our dynamic enviro-nment involves constant change in both people and technology, we have identified operational disci pline as a key variable. Sustaining this discipline is therefore a focal point for ongoing risk mitigation and a cornerstone of our safety culture.	The Company follows a comprehensive mitigation and adaptation approach to manage occupational health and safety risks. All plants operate under ISO 45001–certified systems supported by robust hazard identification and risk assessment (HIRA) processes. In CY 2025, Project Sanskriti was implemented across all plants to strengthen the HIRA process, enhance the capability of line managers and EHS teams, and improve employee awareness. The 12 Life Saving Rules programme, introduced earlier, continued with refresher training through an e-learning module, ensuring sustained adherence to critical safe behaviours. Specialised refresher training on Work at Height and Confined Space Working was provided to identified employees and workers. Continuous monitoring, behaviour-based safety interventions, regular audits, and leadership engagement form the core of the Company's safety culture journey from reactive to generative. These initiatives collectively constitute a structured and holistic approach to mitigating and adapting to occupational health and safety risks. The approach integrates competency-based training, behavioral safety interventions, continuous improvement mechanisms, and active employee participation to address both operational and cultural risk factors	The financial implications of occupational health and safety risks cannot be reliably quantified. However, if such risks were to materialise, they could result in negative financial impacts due to injuries, operational disruptions, regulatory non-compliance, and reputational damage. Proactive mitigation measures are expected to reduce the likelihood and severity of such impacts.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Sustainable Supply chain	Risk and Opportunity	As a group, the approach towards supply chain is GLOCAL - global management with a significant local component - articulated around excellence. Excellence in cost containment, excellence in guaranteeing uninterrupted supplies, without neglecting quality, and excellence in getting the supply chain meaningfully engaged around ESG goals.	The Company is aligning its supply chain with global ESG standards by adopting ethical sourcing policies, including the Group's Global Supply Chain Manual, Sustainable Purchasing Policy and Conflict Minerals Policy. It has added an ESG compliance clause to its purchasing terms and is developing an India-specific Suppliers Portal to monitor supplier sustainability. The Company plans to focus on local sourcing, conduct ESG audits, host an ESG Suppliers Day for smaller suppliers, and assess the environmental impact of suppliers, strengthening its commitment to sustainability. CIE Automotive's business model has already demonstrated its resilience and countercyclicality in various crises by combining geographic, commercial and technological diversity with a decentralised management model and strict financial discipline. Lastly, in the short term, the Company's current focus is on guaranteeing the availability of raw materials. That is why it is strengthening its Global Management with Local Application (GLOCAL) purchasing model, along with one of the group's pillars, multi-location, so it will stay close to its manufacturers and not depend on global supply chains	Positive, it will help in reducing GHG Emissions.
Environmental Matters					
6.	Regulatory compliance	Risk	The Company is a manufacturing entity primarily manufactures automotive components that are supplied to its global customer base. It has 24 manufacturing facilities in India, operating in 12 States in India. The Company also have subsidiaries in India, Europe and North America having similar operations. The Company needs to ensure that its business and operations are conducted in full compliance with various Statutes, whether enacted by Central, State or Local authorities and any rules, regulations, notifications, circulars, guidelines, orders, directions and other requirements issued thereunder by any Statutory or Judicial Authorities.	The Company has implemented a robust system to ensure compliance with the provisions of all Applicable Laws. To ensuring compliance with all periodic compliances under the Applicable Laws, Owners and approvers of each of the compliances are identified. Each Owner uploads the details of compliance in the 'Compliance Portal' and Approver reviews the veracity of the same and approves the same.	Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			To ensure the same, a robust compliance management system has been put in place by the Company to enforce and implement all the matters arising under or connected with various Applicable Laws inter-alia related to the Industrial, Environmental, Health, Welfare, Safety and Factory Administration matters. The regulatory regime broadly covers various aspects of sustainability such as legislations related to wages which inter-alia require the Company to ensure payment of minimum wages, payment of equal wages without discrimination etc. legislations related to environments require the Company to set-up environment friendly manufacturing processes and legislations related to factory ammonisation inter-alia require us to ensure health, safety and welfare of workers and employees. Hence any unintended non-compliance with a regulatory provision may also pose risk to Company's commitment to foster sustainable business practices. At the same time, ensuring due compliance with regulatory provisions provides us an opportunity to strengthen the same	To ensure compliance with other requirements, including event-based compliances, appropriate checklists/ procedures have been established and are regularly monitored by owners and approvers to ensure compliance. The frequency of inspections/checks/tests to be performed for various facilities/utilities is different and specific to each of the Applicable Laws. The Company has also implemented a robust monitoring system with identified reviewers who continuously monitors proper functioning of the compliance management system. On quarterly basis status of compliance with Applicable Laws is reported through a system of Certificate of Compliance obtained from each functional head. The Board of Directors of the Company review compliance certificate of all the Applicable Laws, along with the steps taken by the Company to rectify instances of non-compliances, if any on quarterly basis.	
Governance Matters					
7.	Market Trend & Change	Both but more of opportunity due to market situation in India	India: Ownership of cars, scooters and tractors are much below global averages, on a per capita basis. As income levels increase, this ratio will increase and lead to healthy demand for vehicles. The market has also been positively impacted by the optimization in GST that has lowered prices for the retail buyer.	India: The Company continue to expand capacities, develop higher value added products and improve technological capabilities across business verticals.	India: The Company expects to grow faster than market growth in the next 2-3 years

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			The transition to Electric Vehicles (EVs) is happening slowly and both the Internal Combustion Engine (ICE) & EVs are expected to grow healthily in the next 2-3 years. Thus, the transition to EVs provides an opportunity for the industry that supplements the existing demand in the ICE space Europe: The automotive industry is dealing with rising costs, uncertainty around transition to Electric Vehicles (EVs) and competition from cheaper Chinese imports. It is expected to remain stagnant in the next 2-3 years	Europe: The Company has taken proactive corrective measures including workforce restructuring to optimize cost in line with the current market situation.	Europe: The company plans to protect existing margins as much possible as sales stagnate
8.	Management of M&A and Growth	Opportunity	The Company pursues a judicious mix of organic and inorganic growth. Mergers & acquisitions are targeted to fill strategic gaps in products, customers, technology or skills portfolio. The global automotive market is experiencing changes in technology, customer behaviour and geopolitical environment. The component industry has many competitors and in a dynamic market environment, companies with better capabilities will have more opportunities to grow.	CIE India's approach has been to attain an optimal balance across growth, investments and returns. Organically, the aim is to spend 5-6% of sales as CAPEX every year. Projects where there is greater visibility and stability in terms of future order projections are prioritized. The Company has a detailed due diligence process to evaluate acquisitions.	The Company expects that its mix of organic & inorganic growth strategy will help it grow faster than the market.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y Note 1	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y Note 2	Y Note 2	Y Note 2	Y Note 2	Y Note 2	Y Note 2	Y Note 2	Y Note 2	Y Note 2
	c. Web Link of the Policies, if available	Y Note 3	Y Note 3	Y Note 3	Y Note 3	Y Note 3	Y Note 3	Y Note 3	Y Note 3	Y Note 3
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Y Note 4	Y Note 4	Y Note 4	Y Note 4	Y Note 4	Y Note 4	Y Note 4	Y Note 4	Y Note 4
5.	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	As a part of CIE Automotive group (the Group), the Company participated in CIE Automotive group's 5-year ESG Strategic Plan-2025 and undertaken targets								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As a part of CIE Automotive group (the Group), the Company participated in CIE Automotive group's 5-year ESG Strategic Plan-2025 and undertaken targets against 79 KPIs. The Company has successfully delivered its commitment under this 5-year Strategic ESG Plan of the Group in 2025, reaffirming our strong commitment to sustainability. The Group's SBTi-aligned goals, including the ambition to achieve net-zero emissions by 2050, remain firmly unchanged, with several key initiatives underscoring the Company's continued progress in this direction. Among others, the specific goals undertaken by the Company and targets set to achieve those goals along-with performance against such goals and targets is as under: • **Increase in the share of renewable electricity -** 100% by 2033 *(Target revised from 2030 to 2033, due to uncertainty around certain state level policies, which require sourcing certain percentage of electricity from State DISCOMs)* During the year, 59.38% of electricity was sourced through renewables source. • **ISO 50001 (Energy Management System) Certification** - *All plants by 2027*								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

As on the end of 31st December, 2025, 5 (five) plants were certified

- **Water Neutral** - *by 2030* and **Water Footprint Assessment of all plants** - *by 2025*.

  The Company completed the water footprint assessment of all the plants in CY2025. The Goal is revised from being Water Positive to Water Neutral. Once the same is achieved, thereafter the next phase of becoming Water Positive may be pursued.

- **CO_2 Emission reporting across value chain** – *Scope-3 reporting from FY2027*

  The Company has initiated process of inventorisation of scope-3 emission and decarbonization roadmap will be developed during FY2027. The Company will be able to report its progress from FY2028.

- **Gender Diversity** – *5% by 2025 for Assistant Manager and above level*

  The Company policies fully support employment of employees based on merits and without any discrimination. Certain efforts are made to onboard female employees to achieve the target, however the same could not be achieved. While the Company will continue with its efforts, it is thought fit to address this demographic change in a gradual manner than through specific goals under ESG

- **Reduction in accident rates (LTIFR)-** *15% reduction year on year*
- **HSE Training for identified employees** – *100% by 2025*
- **ESG Training for identified employees** – *100% by 2025*
- **Increase Beneficiaries of CSR Project** - *5% by 2024 and 10% YOY from CY 2025 onwards Achieved*
- **Impact assessment of CSR Projects - 100% by 2025**

  The mandatory requirement of carrying impact assessment for CSR Project is yet not applicable to the Company. However, the Company does voluntarily undertake assessment of its major CSR Projects to monitor its effectiveness as per the guidelines laid down by the central CSR Council. During the year under review, no CSR project undertaken by the Company was due for impact assessment as per the guidelines.

- **ISO27001 (Information Security Management System) Certification** - *by 2027*

  The Goal to achieve TISAX (information security for Automotive Industry) is modified and now the Company Target to achieve ISO27001 by FY2027.

  Further details in relation to the above are also provided under point number 4 of leadership indicators of Principle 6.

Notes:

1. The Company is member of trade and industry chambers like The Automotive Component Manufacturers Association of India (ACMA), The Confederation of Indian Industry (CII) and Mahratta Chamber of Commerce and Industries (MCCI). The Company has formulated Environmental, Social and Governance Policy which includes that the Company should operate the business within national and international legislative and policy framework and not engage in influencing public and regulatory policy. However, the Company may become members of trade and industry chambers or associations and other similar collective platforms, which may be involved in conveying industry concerns to policy makers.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
	2. The Board of Directors of the Company have approved the policies required to be framed under Companies Act, 2013 and SEBI Regulations including Internal Code of Professional Conduct, Whistle Blower Policy, CSR Policy, Code for fair disclosures, Policy on Related Party Transactions and these policies are signed by respective officers authorized by the Board for its implementation. Other operational internal policies are approved by management and signed by the respective business head. Further, the Company has also adopted few global policies framed by CIE Automotive S.A. the ultimate holding company. 3. It has been Company's practice to upload all policies on internal server or display at prominent places in respective locations or shared with relevant stakeholders for the information and implementation by the internal stakeholders. The Internal Code of Professional Conduct, Whistle Blower Policy, CSR Policy, Code for fair disclosures, Policy on Related Party Transactions, Environmental, Social and Governance Policy are available on the website the https://www.cie-india.com/governance3.html#Policies 4. The policies are in line with international standards and practices such as ISO 9001, IATF Guidelines, ISO 14001, ISO 45001 and meet National regulatory requirements such as the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015									
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)**	CY 2025 was an important year in our sustainability journey. The Company successfully completed its commitments under the Group's 5 year ESG Strategic Plan (2021 - 2025), covering 79 ESG KPIs. In line with Company's ESG Policy and the overarching goals of CIE Group, the Company had formulated its ESG Road Map including India-specific short-term, medium-term, and long-term goals aligned with the broader objectives of the Group. We have achieved most of the short-term goals following this road map, specific details thereof is separately disclosed. The strategy for achieving mid-term to long-term goals is well defined. We remain confident of imbibing sustainable business practices aligned with the Group's global ESG strategy. During the year, based on a double materiality assessment, the Company has revised the materiality issues representing key priority areas across social, environmental, and governance dimensions. These includes talent management, occupational health and safety, responsible supply chain practices, regulatory compliance, and strengthening governance frameworks to support growth. We continued our efforts in increasing renewable energy consumption which has taken share of renewable electricity to 59.38% of Company's total electricity and energy consumption, positioning the Company among the best in Indian automobile component manufacturers in terms of energy transition progress. We continued our efforts in other areas like achieving water neutrality by 2030, CO2 Emission reporting across value chain etc. During the year the Company has completed water footprint assessments across all plants. 9 (nine) plants completed Zero Waste to Landfill certification, and 5 (five) plants achieved ISO 50001 (Energy Management System). All the plants will continue to improve and achieve these standards by 2027. The Company has initiated Scope 3 emissions inventorisation and a decarbonization roadmap will be developed from FY2027. We expect to start our progress on scope-3 reduction from FY2027. We continue our efforts to create awareness and sensitize all our employees on various aspects of ESG. During the year 3,618 identified employees were provided specific training of HSE and ESG. While challenges remain in areas such as gender diversity, decarbonisation, supplier ESG maturity and behavioural safety, the Company remains committed to embedding ESG principles all facets of its operations to create long-term sustainable value for all stakeholders.									

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Sustainability Council, formed as per the ESG Policy of the Company is the highest authority responsible for implementation and oversight of the Business Responsibility policies.								
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.	Yes, the Board has nominated Mr. Manoj Mullassery Menon, Executive Director and CEO (DIN: 07642469) who is responsible for decision making on sustainability related issues								

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 abovepolicies and follow up action	The performance against the policies and follow up actions is reviewed by the Sustainability Council on quarterly basis.																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in compliance with all the statutory requirements relevant to each principle. A certificate confirming compliance with all the statutory requirements applicable to the Company is placed before the Board of Directors on quarterly basis.																	

11.

Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The Company has ISO 45001 certification for Occupational Health and Safety Management System, and ISO 14001 certification for Environmental Management System and ISO 50001 Energy Management System. As per the certification requirements of these standards, external audits were conducted by TUV Rheinland at all facilities. Apart from surveillance and certification audit mentioned above no other assessment/ evaluation was conducted by any external agency concerning working of policies.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

The Company's operations are anchored in its core corporate values, which underpin a comprehensive framework of internal policies and rules aimed at ensuring ethical conduct across all levels of the organisation. These are supported by strong compliance and oversight mechanisms to identify, address and remediate any deviations, thereby promoting accountability and transparency.

In line with its commitment to the highest standards of integrity and professionalism, the Company has adopted the Group's Code of Professional Conduct. The Code clearly defines the values and ethical principles that guide the behaviour of all individuals associated with the Company and provides overarching guidance for both day-to-day decision-making and strategic and operational actions, reinforcing ethical practices throughout the business.

The Code applies to all Directors, including Executive, Non-Executive and Independent Directors, senior leadership, Key Management Personnel, as well as all employees and workers. It sets out the expectations, values and responsibilities that must govern professional conduct within the Group, ensuring consistency and ethical alignment across the organisation. The Company places strong emphasis on transparency and compliance, adhering to all applicable laws and corporate governance requirements, and conducting its business with openness, integrity and responsible engagement with all stakeholders..

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	During the year, the Board of Directors of the Company (including its committees) has invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters. 1(one) ESG specific training program was organized by the Company during the year for all its employees, which was also attended by Mr. Manoj Menon, the Executive Director and CEO.	12%
Key Managerial Personnel	3	1(one) ESG specific training program was organized by the Company during the year for all its employees, which was attending by all the KMPs. Further, the KMPs have also participated in various programmes/sessions/ conferences/ seminars organized by Industry Associations, Educational Institutions, Chamber of Commerce, etc. inter-alia covering ESG aspects.	100%

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
Employees other than BoD and KMPs	666	ESG specific training programs were organized by the Company during the year on: 1. Behavior Based Safety 2. Code of Conduct 3. Fire Safety Awareness Training 4. First Aid 5. Incident Investigation Standard Awareness 6. Mental Health & Wellbeing 7. Near Miss Identification 8. PPE's 9. Work at Height work at height and confined space 10. Work Permit System 11. MSDS 12. Chemical Safety 13. LOTO 14. HIRA 15. Life Saving Rules	87.04% *
Workers	371	1. Behavior Based Safety 2. Code of Conduct 3. Fire Safety Awareness Training 4. First Aid 5. Life Saving Rules 6. Safe Material Handling 7. Emergency Response Awareness 8. Work at Height work at height and confined space 9. HIRA & OCP Training 10. Work Permit System 11. Paint and Thiner Handling Safety 12. Safety Simulators & 5 Senses 13. Mental health & well being 14. Hazard awareness 15. Chemical Safety 16. Electrical safety and LOTO 17. HIRA 18. Hazardous waste identification 19. Machine Guarding 20. Press Safety 21. Road Safety	83.30*

*- Figures reported based on the training needs identification and actual training conducted for the employees and workers

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

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine	Principle 1	Excise and Taxation Office, ward no 11 Gurgaon (North) Haryana	71,214	The Order bearing reference no. ZD060225032434S dated 24th February, 2025 is passed under Section 73 of the GST Act pertaining to the year 2020-21, demanding in aggregate GST amount of ₹ 12,46,234/- including interest and imposing an aggregate penalty of ₹ 71,214/-. Penalty is levied under Section 73 of the GST Act for Excess claim of ITC claimed on account of non-reconciliation.	Yes
Penalty/ Fine	Principle 1	Office of Commissioner of Custom (Import) - Assistant Commissioner of customs, Group V, ACC Mumbai - III	22,039	The Order bearing F. No. CUS/APR/ SCN/1014/2024-Gr-5 dated 28th January, 2025 is passed under the Customs Act, 1962, demanding differential Customs duty amount of ₹ 22,039/- including applicable interest and imposing an aggregate penalty of ₹ 22,039/- including applicable interest. Penalty is levied under Section 114A of the Customs Act, 1962 for duty short levied/short paid on the imported goods covered under bills of entry under Section 28 of the Customs Act, 1962.	No
Penalty/ Fine	Principle 1	Joint Commissioner, Office of the Commissioner of Central Tax, Central Excise & Service Tax, Medchal Commissionerate, Hyderabad	48,23,994	The Order in Original No. 61/2025 dated 24th February, 2025 is passed under Section 73(9), Section 74(9) and Section 122(2) of CGST/ TSGST Act, 2017 and corresponding provisions of IGST Act, 2017 (GST Act) for the Financial year 2020-21 to 2022-2023. The aggregate demand is ₹ 96,59,767/- which includes the basic liability of ₹ 14,17,276/, interest of ₹ 34,18,497/- and penalty of ₹ 48,23,994/-. The same is levied under Section 73(9), Section 74(9) and Section 122(2) of CGST/ TSGST Act, 2017 and corresponding provisions of IGST Act, 2017 (GST Act).	Yes

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine	Principle 1	Assistant Commissioner of State Tax Jurisdiction : Dewas: Ujjain Division: Indore Zone - 2:Madhya Pradesh, State/ UT : Madhya Pradesh	1,02,182	The Order bearing reference no. ZD230525000790U passed under Section 73 of the CGST Act by the Adjudicating Officer, Madhya Pradesh (MP) pertaining to the year 2021-22. The Company have depo registered under GST in MP. In this some parts erroneously cleared charging GST at the rate of 28% instead of 18%. In this the Company has availed ITC at the rate of 28%, however the subsequent sale done at the rate of 18%. Adjudicating Officer ordered to pay differential amount of ₹ 6,80,742/- CGST and SGST plus interest ₹ 4,38,738/- and Penalty ₹ 68,074/-, In total ₹ 11,87,554/-. Also, the Adjudicating Officer disallowed credit notes issued amounting to ₹ 41,076/- CGST & SGST plus interest ₹ 26,474/- and Penalty ₹ 4,108/, in total ₹ 71,658/. In addition to this Adjudicating Officer charged general penalty of ₹ 30,000/. Total Liability comes to ₹ 12,89,212/-.	Yes
Penalty/ Fine	Principle 1	Dy. Commissioner of State Tax Jurisdiction: Gurgaon (North) Ward 11, Gurgaon (North), Gurgaon, Haryana, State/UT : Haryana	58,000	The Order bearing reference no. ZD061225058156H dated 27th December 2025, is passed under section 73(9) of SGST/CGST Act, 2017 pertaining to the FY 2021-2022 demanding aggregate amount of ₹ 10,55,618/- which include basic tax liability of ₹ 5,80,010/-, Interest of ₹ 4,17,608/- and Penalty of ₹ 58,000/.	The Company is in process of filling an appeal against the said order before the commissioner Appeal.
Settlement	Nil				
Compounding fee					
Non-Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	Nil				
Punishment					

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
An appeal was preferred for setting aside the impugned Order bearing reference no. ZD060225032434S dated 24th February, 2025 passed under Section 73 of the GST Act pertaining to the year 2020-21, demanding in aggregate GST amount of ₹ 12,46,234/- including interest and imposing an aggregate penalty of ₹ 71,214/-. Penalty is levied under Section 73 of the GST Act for Excess claim of ITC claimed on account of non-reconciliation. The said matter is pending before the Appellate Authority.	Commissioner of Appeal
An appeal was preferred for setting aside the impugned order in original passed by the Joint Commissioner, Office of the Commissioner of Central Tax, Central Excise & Service Tax, Medchal Commissionerate, Hyderabad raising aggregate demand of ₹ 96,59,767/- which includes the basic liability of ₹ 14,17,276/-, interest of ₹ 34,18,497/- and penalty of ₹ 48,23,994/- for the Financial year 2020-21 to 2022-2023. Further, the Appellate Authority confirmed the aggregate demand of ₹ 96,59,767/- levied by Joint Commissioner, Office of the Commissioner of Central Tax, Central Excise & Service Tax, Medchal Commissionerate, Hyderabad. The Company is in process of filling an appeal against the said order before the GST Tribunal.	Commissioner of GST
An appeal was preferred for setting aside the impugned Order bearing reference no. ZD230525000790U passed under Section 73 of the CGST Act by the Adjudicating Officer, Madhya Pradesh (MP) pertaining to the year 2021-22. The said appeal has been heard by the Appellate Authority, and the matter is reserved for order.	Commissioner of Appeal

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, the provisions on anti-corruption and anti-bribery are forming part of Internal Code of Professional Conduct of CIE Automotive India Limited ('the Company/CIE India') wherein CIE India strictly prohibits any behavior or practice of corruption, bribery and peddling of influence in connection with clients, suppliers, business partners and public officials or institutions, national or international, including those related to money laundering. It encourages payments in electronic mode and maintenance of proper records The Internal Code of Professional Conduct is available at the weblink: https://www.cie-india.com/governance3.html#Policies.

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

	FY 2025	FY 2024
Directors	Nil	
KMPs		
Employees		
Workers		

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

	FY 2025		FY 2024	
	Number	**Remarks**	**Number**	**Remarks**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	**Nil**			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

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

	FY2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Number of days of accounts payables	65 Days	66 Days

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:

Parameter	Metrics	FY2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	12.84%	16.40%
	b. Number of trading houses where purchases are made from	1856	1953
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	79.76%	50.95%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0.21%	0.26%
	b. Number of dealers / distributors to whom sales are made	23	18
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	97%	95.50%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	14.09%	11.18%
	b. Sales (Sales to related parties / Total Sales)	46.68%	44.37%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	96%
	d. Investments (Investments in related parties /Total Investments made)	55.87%	64%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1 (one)	• ESG External Context • Emissions Accounting (Scope 1, 2 & 3) • Decarbonization strategy • Carbon abatement solutions • CIE India ESG Targets & Goals • BRSR Core Requirements • Expectation from Value Chain Partners • Supplier Code of Conduct & Whistle Blower Policy • Climate risk and business continuity • ESG Performance • Vendor appreciation	68% of invited suppliers have undergone the awareness Programme in CY 25.

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

   Yes, the Company has processes in place to avoid/manage conflict of interests involving members of the Board. The Director shall adhere to the disclosure requirements and approval processes as specified under 'Policy on materiality of and dealing with Related Party Transactions' of the Company and provisions of the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

   Further the "Internal Code of Professional Conduct" (also known as "the Code") has been adopted by the Board of Directors of the Company and is applicable to all Directors (Executive, Non-Executive, or Independent), Senior Management Personnel, Key Management Personnel, and all other employees and workers of the Company. The Code provides direction and ethical principles to these individuals that must guide their work activities within the Group. The Code specifically requires any person that considers that they are potentially in a situation of conflict of interests owing to their other activities outside the Group, family relationships, personal assets or any other reason, should immediately notify this fact to the Human Resources Department or the Compliance Department, so that they may analyze the existence or not of the conflict of interest and, in the event of such a conflict, the head of the unit can exclude the person from participating in the process where the conflict of interest exists.

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

The Company operates primarily as a process-driven auto-component manufacturer, supplying products to OEMs and their Tier-1 suppliers strictly in accordance with customer-defined specifications. Accordingly, sustainability is embedded within its manufacturing processes rather than at the product design stage. In line with this approach, the Company has undertaken the following key initiatives:

- **Resource-efficient and low-carbon processes:**

  The Company is committed to deploying resource-efficient and low-carbon technologies across its manufacturing operations to minimize environmental footprint and mitigate associated social impacts.

- **Adoption of advanced technologies:**

  New and upgraded facilities at Composites, Kanhe, Forgings Chakan, Stampings Rudrapur and Iron Castings Urse have been established and expanded using modern, energy and resource efficient equipment. These investments reflect the Company's focus on sustainable and technologically advanced manufacturing practices.

- **Yield improvement initiatives:**

  Multiple yield improvement projects have been implemented with the objective of reducing process losses, minimizing waste generation, and increasing the use of recycled materials. These initiatives support resource efficiency and contribute to the circular economy.

- **Business and product development practices:**

  The business development and new product development teams work closely with customers throughout the product lifecycle. Compliance with Production Part Approval Process (PPAP) requirements underscores the Company's commitment to quality, safety, and customer satisfaction.

- **Waste reduction and conservation initiatives:**

  The Company continuously endeavours to reduce material consumption and process waste while prioritizing energy and water conservation through structured initiatives. Zero Waste to Landfill certification has been achieved at nine plants, and a comprehensive gap assessment was conducted in FY 2024 to identify further improvement opportunities.

This integrated approach ensures that goods and services are delivered in a safe, responsible, and sustainable manner, aligned with customer expectations and regulatory requirements.

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.

(₹ in Million)

S. No.	Particulars	FY2025 (Current Financial Year)	FY2024 (Previous Financial Year)	Details of improvements in environmental and social impacts
1.	R & D	Nil	Nil	-
2.	Capex	7.32	6.13	Green Energy Initiatives, Energy Efficiency improvement projects.

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

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

a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes The Company has adopted "Supplier's ESG Commitment" which incorporates ESG factors, adherence of which each supplier of the Company must ensure.100% of our Suppliers have signed the Supplier's ESG Commitment and have completed the self-evaluation required for registration on our "CIE Vendor Registration Portal".
b.	If yes, what percentage of inputs were sourced sustainably? [Answer in %]	As mentioned above, 100% of inputs are sourced sustainably.

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.

As the Company supplies auto-components to OEMs and their Tier-1 suppliers, it does not have control over or the ability to reclaim products at the end of their life cycle, as customers are not the end users.

However, the Company has established processes for the safe reuse, recycling, and disposal of wastes generated from its operations. Returnable PP bags, plastic pallets, and VCI/Vevea packaging are collected from customers and reused until end of life, after which they are disposed of through authorized partners. Plastic and other non-hazardous wastes are segregated and sent to authorized recyclers. E-waste is disposed of through State-approved recyclers, while hazardous waste is handled and disposed of via State Pollution Control Board–authorized agencies using approved methods such as landfilling, co-processing, incineration and alternate fuel recovery, in compliance with applicable regulations.

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

   Yes. Obligation complied as per EPR target for FY 2024 - 2025 and Annual Return filed which is in line with the EPR plan submitted to Central Pollution Control Board (CPCB).

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?**

   In CY 2025 no Life Cycle Perspective / Assessments (LCA) was conducted.

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

   Not Applicable

3. **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:**

Particular	FY 2025* (Current Financial Year)			FY 2024* (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	303.1 MT	0	0	258.41 MT
E-waste	0	0	15.29 MT	0	0	19.82 MT
Hazardous waste	0	0	2389.45 MT	0	0	2209.5 MT
Other waste (Non-Hazardous Waste)	0	0	125486.6 MT	0	0	96657.41 MT

**The Company cannot reclaim any of the products manufactured by it at the end of life of products. However, the figures mentioned above are pertaining to waste generated as a part of our manufacturing operations in above categories. The figures are corrected after internal verification again.*

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

   Not Applicable

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

In CY 2025, the Company continued to focus on employee welfare, promoting equal opportunities, a safe work environment, and fair working conditions. Employees receive fair remuneration, training, and support to perform their roles effectively, benefiting both them and their families.

Health and safety remain a priority, with regular check-ups and workplace monitoring across all locations. The Company also continued mental health and well-being initiatives in its plants, reflecting a balanced approach to supporting both physical and mental health and fostering a positive and inclusive workplace culture.

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1577	1565	99.24%	1565	99.24%	0	0%	1565	99.24%	0	0%
Female	59	58	98.31%	58	98.31%	59	100%	0	0%	4	6.78%
Total	1636	1623	99.21%	1623	99.21%	59	3.61%	1565	95.66%	4	0.24%
Other than Permanent employees											
Male	3	3	100%	3	100%	0	0	2	66.67%	0	0
Female	1	1	100%	1	100%	1	100%	0	0	1	100%
Total	4	4	100%	4	100%	1	25%	2	50%	1	25%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D /A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	2559	2558	99.96%	2558	99.96%	0	0%	0	0%	0	0%
Female	9	9	100%	9	100%	9	100%	0	0%	0	0%
Total	2568	2567	99.96%	2567	99.96%	9	0.35%	0	0%	0	0%
Other than Permanent workers											
Male	5621	4072	72.44%	5621	100%	0	0%	0	0	0	0%
Female	82	71	86.59%	82	100%	82	100%	0	0	0	0%
Total	5703	4143	72.65%	5703	100%	82	1.43%	0	0	0	0%

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the Company	0.52%	0.56%

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/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.76%	78.60%	Y	99.74%	75.02%	Y
Gratuity	98.96%	31.27%	Y	99.43%	44.90%	Y
ESI	1.16%	49.93%	Y	2.61%	31.91%	Y
Superannuation	3.05%	0%	Y	4.21%	0%	Y
NPS	1.71%	0%	Y	1.72%	0%	Y

3. **Accessibility of workplaces**

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

The Factory Buildings of the Company are equipped with ramps and handrails for staircases and the Office Premises are equipped with lifts to facilitate the movement of differently abled individuals.

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

It is one of the Group's basic principles to promote and provide equal opportunities to all in access to employment and career advancement, promoting a corporate culture based on merit. The policy on equal opportunity is part of Internal Code of Professional Conduct which can be accessed through below weblink: https://www.cie-india.com/assets/pdf/governance/policies/Internal%20Code%20of%20Professional%20Conduct.pdf

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

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

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 ***(If Yes, then give details of the mechanism in brief)***
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Any stakeholder including Workmen and Employees can raise their grievance's through Whistle Blower Mechanism. The grievances are redressed in accordance with the Whistle Blower Policy of the Company. Any Sexual Harassment Related complaints are handled by Internal Complaints Committee. Further the Workmen can approach the designated officer under Workplace Harassment Policy to raise any issue related to Workplace Harassment (other than sexual harassment). Apart from the formal mechanism to receive and resolve complaints, each plant has a dedicated Human Resource Department. A designated officer in HR Department handles any routine issue a worker or an employee, whether permanent or other than permanent may have and provide resolution thereto. A Workmen may also raise their issues through Union of which he is a member which are addressed by HR Teams.

7. **Membership of employees and worker in association(s) or Unions recognised by the Company:**

Category	**FY 2025 (Current Financial Year)**			**FY 2024 (Previous Financial Year)**		
	Total employees / workers in respective category	**No. of employees / workers in respective category, who are part of association(s) or Union**	**% (B / A)**	**Total employees / workers in respective category**	**No. of employees /workers in respective category, who are part of association(s) or Union**	**% (D / C)**
	(A)	**(B)**		**(C)**	**(D)**	
Total Permanent Employees	1636	0	0%	1568	0	0
- Male	1577	0	0%	1509	0	0
- Female	59	0	0%	59	0	0

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	% (B / A)	Total employees / workers in respective category	No. of employees /workers in respective category, who are part of association(s) or Union	% (D / C)
	(A)	(B)		(C)	(D)	
Total Permanent Workers	2568	2266	88.24%	2622	2301	87.76%
- Male	2559	2257	88.20%	2612	2291	87.71%
- Female	9	9	100%	10	10	100%

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 upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/ A)	No. (C)	% (C /A)		No.(E)	% (E / D)	No. (F)	% (F / D)
Employee										
Male	1580	1113	70.44%	1015	64.24%	1509	1392	92.25%	872	57.79%
Female	60	41	68.33%	47	78.33%	59	41	69.49%	24	40.68%
Total	1640	1154	70.37%	1062	64.76%	1568	1433	91.39%	896	57.14%
Workers										
Male	8180	2437	29.79%	1734	21.20%	8720	5678	65.11%	1805	20.70%
Female	91	21	23.08%	21	23.08%	110	74	67.27%	24	21.82%
Total	8271	2458	29.72%	1755	21.22%	8830	5752	65.14%	1829	20.71%

Note -Figures reported based on the training needs identification and actual training conducted for the employees and workers

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

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	1580	1186	75.06%	1509	1404	93.04%
Female	60	32	53.33%	59	38	64.41%
Total	1640	1218	74.27%	1568	1442	91.96%
Workers						
Male	8180	370	4.52%	8720	385	4.42%
Female	91	0	0	110	0	0%
Total	8271	370	4.47%	8830	385	4.36%

Note – above figure for the performance and career development review based on the review conducted in April 25 for the period Jan 24 to March 25

10. Health and safety management system:

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

Yes. Employee health and safety continue to be first priority of the Company. The Company has implemented robust Occupational Health and Safety Management System across all its facilities which are ISO 45001 certified. Regular health check-ups, occupational health assessments, and continuous workplace monitoring reinforces Company's commitment to employee well-being.

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 maintains a safe and healthy workplace through a structured Health and Safety Management System, which includes Hazard Identification and Risk Assessment (HIRA), mandatory Job Safety Analysis (JSA), and clearly defined Standard Operating Procedures (SOPs). A Behavior-Based Safety (BBS) program, featuring monthly plant tours, promotes safe practices, while focused, theme-based inspections drive targeted improvements. Building on the safety culture assessment conducted in FY2024, the Company has undertaken various improvement actions under Project Sanskriti, with active involvement from line management, to further strengthen workplace safety. This systematic and proactive approach helps foster a strong and enduring safety culture.

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

Yes. We have a system of capturing unsafe acts, conditions and near misses. Workers report to the shop floor supervisors all such hazards. To encourage reporting of such matters they are recognized in weekly reward and recognition program.

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

Annual medical check-up coverage is there for all the employees and workers. Health Awareness camps being organized in the plants on regular basis. Consulting Doctor visit the OHC centres at plants at regular intervals.

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

Safety Incident /Number	Category	FY2025 (Current Financial Year)	FY2024 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.16	0.13*
Total recordable work-related injuries	Employees	0	1
	Workers	5	3
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Includes all permanent employee, workers, contractual workers. Job contractors related to fabrication and construction related activities not considered

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

The Company has established a robust occupational health and safety framework comprising Hazard Identification and Risk Assessment (HIRA), standardized operating procedures (SOPs) supported by structured employee training, and a mandatory safety induction programme for all new employees. Monthly safety meetings involving workers promote shared responsibility, while management reviews safety performance on a monthly basis to drive continuous improvement.

During CY 2025, the Company enhanced line management ownership of safety through Project Sanskriti, which focused on re-evaluation of HIRA, strengthening incident investigation mechanisms, enforcement of toolbox talks (TBTs), and capability building of line managers and EHS team members. Internal safety standards, procedures, and SOPs were further strengthened to foster a proactive and safety-oriented workplace culture.

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

14. Assessments for the year:

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

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

The Company on an ongoing basis assesses health & safety practices and working conditions across all its locations. Improvement actions for any risks / concerns arising from assessment are planned and their implementation is monitored and reviewed on periodic basis. The Company, as per its practice, has conducted route cause analysis of incidents that have occurred during the year. The biggest risk identified by the management continues to be workplace discipline including adherence to standard operating procedures by the workers/employees resulting in such incidents. The Company continues to conduct regular training programs and have implemented rewards and recognition mechanism to improve participation of employees in all health and safety activities and improve discipline and ensure adherence to laid down processes and standards.

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).

(A) Employees -Yes

(B) Workers -Yes

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

The Company has a process to verify that statutory dues have been deducted and deposited by the value chain partners, in some cases, by requiring to submit relevant proofs along with invoices.

Also, the Company is taking declaration from the Suppliers on compliance of conditions of Code of Conduct which includes fulfilling of requirements related to employees and workers statutory dues.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025(Current Financial Year)	FY 2024 (Previous Financial Year)	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Employees	NA	NA	NA	NA
Workers	1	NA	1	NA

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:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

Note: The Company is taking declaration from its suppliers on Supplier's ESG commitment in which they undertake to put into effective workplace health and safety practices and maintain healthy working conditions. The said declaration includes an self-assessment on above parameters by the Supplier. The same is reviewed and taken on record by the Company. No independent assessment is taken by the Company.

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**

   Not Applicable

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

The Company has an ESG Policy which provides a framework for stakeholder engagement and communication. The policy outlines mechanisms to identify and understand stakeholder expectations and to consider such inputs, as appropriate, in the Company's business operations, while seeking to balance differing stakeholder interests. Stakeholder engagement is carried out through established communication channels including the corporate website, intranet, in-house newsletter, and the Suppliers' Portal.

The CIE Group ESG Strategic Plan for 2025 sets out the Company's approach to integrating ESG considerations into its management processes alongside business objectives. The plan focuses on alignment with market conditions and stakeholder expectations and includes defined areas for monitoring and improvement of ESG performance in line with the Group's sustainability framework.

Essential Indicators

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

   Depending on how much of a material influence they have over the Company or how much of a material influence the Company's corporate actions and their results have on them, key stakeholders are determined.

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

The Company has identified six groups of stakeholders that interact with the company and are affected directly or indirectly by its business through the Stakeholder Engagement and Materiality Assessment (SEMA) process.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders / Investors	No	• Structured conference calls • Periodic investor/ analyst interactions like individual Meetings • Participation in investor conferences • Quarterly earnings calls • Analysts meet from time to time guided by finance department of the company • Annual General Meeting, and whenever required Extra-Ordinary General Meeting and Postal Ballot. • Emails, SMS, Newspapers Publications, Website of the Company and Stock Exchanges and Registrar and Share Transfer Agents of the Company • SCORES and ODR Platform provided by SEBI	• Quarterly • Half yearly • Annually • Periodically and as & when required	• Sharing of performance updates on quarterly basis post declaration of results • Addressing general queries on publicly available information • Approval of shareholders wherever required • to resolve the investor grievances involving various issues such as non receipt of dividend or delay in processing investor service requested and related matters • to address any query shareholders may have on matters put-up before General Meeting or disclosed in Annual Reports or other intimations released by the Company • To communicate or intimate changes in regulatory framework as and when required
Employees and Workers	No	• Company Intranet • News Letter • Office Collaboration screens • Notice Boards • Emails • Award and Recognition ceremonies/Town Hall • Bindas Bol	As required/daily	General Feedback, Grievances, to share relevant & useful information to employees, Employee Success, Motivation, Moral, Safety

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	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	• Mail • Meetings • SMS • Virtual Meeting	As per the requirement / daily	To explore new business opportunities In relation to execution of Purchase Order placed by Customers To address complaint and revert with Corrective and Preventive Action
Vendors and Suppliers	No	• Suppliers meet, • Email, • Formal meet • Award and Recognition ceremonies • Participation in survey conducted by suppliers from time to time	• RM suppliers -Annual Meet • BOP supplier - Email	For compliance, announcement of new programmes and procedures of CIE India
Society	Yes	CSR Activities • Volunteering Activities • Community Events • Community Survey and Consultations	As and when required through NGO partners/ Third party	To identify the potential areas for CSR activities, formulating, implementing, and evaluating such CSR activities.
Central, State and Local Govt. and Various Statutory and Regulatory Bodies	No	• Email • SMS • Letters • Physical	As and where required	For Compliance & Communication
NGO Partners	No	• E mail • Telephonic • Physical	Monthly/ Quarterly	Wherever any NGO is appointed as Implementing Partner, the Company interacts inter-alia for evaluation of CSR Activities undertaken as per the monitoring and reporting mechanism agreed.

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.**

   ESG Policy of the Company provides the channels of communication for dialogue with and the participation of the various stakeholders in relation to ESG-by E-mail: ESG.Sustain@cie-india.com by Post- addressed to the Chairman Sustainability Council at the following address:

   CIE Automotive India Limited

   602-603 Amar Business Park, Above Westside Showroom, Baner, Pune – 411045

The said feedback is received by the Head of Safety and Sustainability. Any feedback that warrants attention of the Senior Management is discussed in periodic meetings of Sustainability council. The Board of Directors of the Company are updated on all aspects related to ESG on a half-yearly basis by the Chairman of sustainability council, which includes actions taken basis any feedback or consultation with relevant stakeholders, if any.

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 is considered in identifying and managing environmental and social topics. Policies are formulated in line with applicable legal requirements and relevant ISO standards (ISO 14001, ISO 45001, ISO 50001) through internal consultations and are approved by the Board. Employee inputs are encouraged through initiatives such as Kaizen and Behaviour-Based Safety. CSR activities involve consultations, where appropriate, with beneficiaries, local authorities, and partners. Inputs received are considered during policy implementation and operational practices.

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

   Yes, as a part of the CSR activities, the Company has initiated Project "Special Ambulances to Indian Army". Under this project, Company have supported 33 MedCorps of Indian Army with two advanced Life Saving Ambulances and are deployed at Sukna district West Bengal, which is situated at a most interior and rural area near Nepal-Bhutan-Bangladesh border. This area is having extremely challenging geography and prone to natural calamities like floods, land-slides, avalanches etc. due to its mountainous and snow bound terrains. The ambulances will support Med33 Corps to render medical aid to civic authorities during natural calamities and Ambulances will be deployed to meet emergency evacuation requirement of community people. These Ambulances are equipped with advanced systems and can function as mobile mini operation theatre, when needed. We have taken up this project, so that it will benefit local residents, including people from underprivileged community.

PRINCIPLE 5: Businesses should respect and promote human rights

As a part of CIE Group, the Company has adopted the CIE Group's Human Rights Policy (the Policy). The Policy formalises its commitment on this subject, in a manner consistent with its Code of Professional Conduct and the Ten Principles of the United Nations Global Compact. Additionally, the Company's ESG Policy reinforces its dedication to respecting human rights.

When defining this Policy, the International Human Rights Charter has been taken as a starting point, and it is also based on the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the United Nations Sustainable Development Goals (SDGs).

The Policy formalizes Company's commitment to avoiding discriminatory practices, rejecting any use of forced labour or child labour, Offering decent employment, Protecting personal health, Facilitating collective bargaining and freedom of association and Encouraging a culture of respect for human rights, and raising awareness of this subject among all employees etc.

The Company did not receive any complaints related to human rights violations, specifically breaches of the right to decent work and a living wage, in 2025

The absence of complaints evidences the Company's proactive maintenance of a workplace environment compliant with human rights standards and aligned with the principles of the United Nations Declaration, reflecting its commitment to ethical and responsible business conduct.

Essential Indicators

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the Company:**

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	1636	578	35.33%	1568	1383	88.20%
Other than Permanent	4	0	0	0	0	0%
Total Employees	1640	578	35.24%	1568	1383	88.20%
Workers						
Permanent	2568	534	20.79%	2622	1951	74.41%
Other than Permanent	5703	54	0.95%	6208	2070	33.34%
Total Workers	8271	588	7.11%	8830	4021	45.54%

2. **Details of minimum wages paid to employees and workers, as follows:**

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	1636	0	NA	1636	100%	1568	0	NA	1568	100%
Male	1577	0	NA	1577	100%	1509	0	NA	1509	100%
Female	59	0	NA	59	100%	59	0	NA	59	100%
Other than Permanent	4	0	NA	4	100%	0	0	NA	0	NA
Male	3	0	NA	3	100%	0	0	NA	0	NA
Female	1	0	NA	1	100%	0	0	NA	0	NA
Workers										
Permanent	2568	0	NA	2568	100%	2622	0	NA	2622	100%
Male	2559	0	NA	2559	100%	2612	0	NA	2612	100%
Female	9	0	NA	9	100%	10	0	NA	10	100%
Other than Permanent	5703	827	14.50%	4876	85.50%	6208	489	7.88%	5719	92.12%
Male	5621	784	13.95%	4837	86.05%	6108	489	8.01%	5619	91.99%
Female	82	43	52.44%	39	47.56%	100	0	NA	100	100%

3. **Details of remuneration/salary/wages**

a. **Median remuneration / wages:**

(amount in ₹)

	Male		Female	
	Number	**Median remuneration/ salary/wages of respective category**	**Number**	**Median remuneration/ salary/wages of respective category**
Board of Directors	06	47,50,000	02	50,00,000
Key Managerial Personnel (KMP) other than Directors	04	1,12,88,776	0	NA
Employees other than BoD and KMP	1571	7,25,962	59	5,05,416
Workers	2559	7,85,421	9	8,08,776

Note:

1. For the purpose of calculation of median remuneration, the meaning of Median as provided in Explanation (i) and (ii) to Rule 5 (1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 for reporting in Board Report is considered i.e. the numerical value separating the higher half of a population under a particular category from the lower half under that category by arranging all the observations from lowest value to highest value and picking the middle one in case of odd number of observations and in case of even number of observations, the median is calculated by arriving at average of the two middle values.
2. Mr. Anil Haridass, (Non-Executive, Non-Independent Director) was entitled to Remuneration upto – February 2025 and accordingly included in the aforesaid calculation. The Board of Directors of the Company has approved to pay annual remuneration Mr. SP Shukla (Non-Executive, Non-Independent Director) w.e.f. 1st April, 2025, subject to approval of the Shareholders at the ensuing 27th Annual General Meeting and will be payable post receipt of the said approval. Accordingly, the remuneration payable to Mr. Shukla for the period 01st April, 2025 to 31st December, 2025 is considered in the aforesaid calculation.
3. In calculation of median remuneration for employees other than BoD and KMPs and Workers, only those employees and workers are considered who falls under permanent category.
4. Further, the Directors, KMPs, Employees and Workers as on the end of the financial year i.e. 31st December, 2025 were taken into consideration for calculation of median remuneration.

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

	FY 2025 (Current Financial Year)	**FY 2024 (Previous Financial Year)**
Gross wages paid to females as % of total wages	1.50%	1.37%

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

Yes, the Company has a comprehensive mechanism in place to monitor cases addressing human rights issues. The availability of a grievance mechanism allows employees to raise concerns without fear of reprisal, and the Whistle Blower Channel is specifically designed to record and redress grievances, ensuring that employees' voices are heard and their concerns are addressed.

Furthermore, under the ESG (Environmental, Social, and Governance) Policy, the Company has established dedicated communication channels through which stakeholders can voice their concerns. This inclusion recognizes the importance of engaging with and addressing the perspectives and concerns of various stakeholders beyond the internal workforce.

The presence of these mechanisms, including the Whistle Blower Channel and dedicated communication channels under the ESG Policy, reflects the Company's commitment to transparency, accountability, and ethical practices.

It ensures that employees and external stakeholders have accessible mechanisms to raise concerns and contribute to the continuous enhancement of the Company's human rights and broader ESG policies and practices.

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

The Company has extended its commitment to addressing human rights issues beyond the Whistle Blower Mechanism. Under the ESG (Environmental, Social, and Governance) Policy, dedicated communication channels have been established to allow for the raising of grievances related to human rights issues. This demonstrates a comprehensive and multi-faceted approach to addressing concerns and ensuring accountability in the domain of human rights within the Company.

Additionally, the provision of a Global contact for issues related to ESG and Society under CIE Group's Global ESG Policy further emphasizes the Company's commitment to a global standard of corporate responsibility. The availability of a contact point provides stakeholders with a means to report and address ESG-related concerns on a broader scale.

These initiatives promote a transparent and accountable corporate culture consistent with best practices in corporate responsibility and sustainability. The accessibility of dedicated channels and global contacts ensures stakeholders avenues to voice their concerns and contribute towards company's ongoing commitment to ethical and responsible business practices.

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 the year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of the year**	**Remarks**
Sexual Harassment	0	0	Not Applicable	1	0	During the year a complaint was received and resolved
Discrimination at workplace	0	0		0	0	Not Applicable
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other Human rights related issues	0	0		0	0	

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 of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0	0.31%
Complaints on POSH upheld	0	1

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

The Company has adopted CIE Automotive's protocol for preventing and handling workplace harassment.

The protocol encompasses the prevention of mobbing, sexual harassment, and gender harassment, incorporating various preventive measures such as zero-tolerance towards harassment, shared employee responsibility for monitoring workplace conduct, and the establishment of communication programs. The Harassment Protocol is accessible on the CIE Automotive website for consultation, demonstrating transparency and accessibility.

Moreover, in accordance with the Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Company has formulated a Policy on the Prevention of Sexual Harassment for Women at the Workplace. This policy is applicable to all employees, including permanent, contract, temporary, and trainees. To address accusations of sexual harassment, the company has established an Internal Committee (IC), aligning with legal requirements.

The Code of Professional Conduct enables the submission of inquiries or notifications, including those related to harassment, anonymously. The Compliance Department handles and analyzes such notifications and inquiries confidentially.

The harassment policy and the whistle-blower policy provide mechanisms for the protection of complainants and whistle-blowers. The Company explicitly condemns any form of discrimination, harassment, victimization, or unfair employment practices against whistle-blowers. This commitment includes complete protection against retaliation, threats, intimidation, or any other unfair practices that may hinder the whistle-blower's right to continue performing their duties or making further protected disclosures. This comprehensive approach reinforces a commitment to creating a safe and respectful workplace environment

9. Do human rights requirements form part of your business agreements and contracts?

(Yes/No)

Yes, the Company endeavors to place requirement of inclusion of human rights specifications in business agreements and contracts. Ensuring that human rights considerations are embedded in these documents reflects a commitment to ethical business practices. Moreover, the mandatory requirement for all suppliers to sign the Suppliers ESG Commitment, which incorporates human rights requirements, is a proactive step. This approach aligns with global sustainability goals and ethical business practices.

The Group's Suppliers ESG Commitment is available on the website of the CIE Group on the Weblink: https://www.cieautomotive.com/en/web/guest/compromiso-asg-proveedores

10. Assessments for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	The Company has implemented a robust mechanism to ensure compliance with all statutory requirements. The company conducts regular internal assessments to verify compliance with various topics, including but not limited to Child Labour, Forced Labour / Involuntary Labour, Sexual Harassment, Discrimination at the workplace, Wages, Safety, Health, and Welfare. In 2024, 100% of the Company's plants & offices have undergone through HRDD internal assessments. In year December 2025, 100% of the Company's plants & offices have undergone through external assessment survey. The assessment reassured due compliance by the Company of all these aspects. This demonstrates a proactive approach to ensuring legal and ethical compliance across various aspects of the company's operations, contributing to a safe, fair, and inclusive workplace environment.
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Other- please specify	

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

No significant risks / concerns raised from the assessments mentioned at Question 10 above

Leadership Indicators

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

In CY25, no grievances/complaints were received in relation to any human rights topics.

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

In December CY25 Human rights external assessment / due diligence has been completed with 100% coverage. Human Rights (HR) topics for management and workmen which were covered under this assessment as under.

(i) Workplace Facilities and Environment (ii) Learning & Development (iii) Child Labour (iv) Fair Remuneration (v) Discrimination (vi) Freedom of Association and Collective Bargaining Management (Negatives %) Workmen (vii) Decent Working Hours (viii) Workplace Health & Safety (ix) Gender-Based Violence and Harassment (x) Forced Labour and (xi) Remediation Action.

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 Factory Buildings of the Company are equipped with ramps and handrails for staircases and the Office Premises are equipped with lifts to facilitate the movement of differently abled individuals.

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

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

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 since no assessment was undertaken for Value Chain partners.

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

The Company's environmental management approach focuses on improving resource efficiency and reducing environmental impacts associated with its manufacturing operations. All manufacturing locations are certified under ISO 14001, providing a structured framework for monitoring and managing environmental aspects. The Company tracks resource consumption and waste generation as part of its efforts to support circularity and reduce adverse environmental impacts.

During CY 2025, Zero Waste to Landfill (ZWL) certification was completed for nine identified plants. The remaining identified plants are planned to be taken up for ZWL certification from CY 2026 onwards. Water footprint assessments were completed for all plants during CY 2025. 5 plants have been certified for ISO 50001 (energy management system)

The Company also continues to increase the share of renewable energy in its electricity consumption. In CY 2025, renewable electricity accounted for 58.29% of total electricity consumption, reflecting ongoing efforts to improve energy sustainability and reduce carbon intensity.

Essential Indicators

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

Parameter	FY 2025 (Current Financial Year) Kwh	FY 2025 (Current Financial Year) GJ	FY 2024 (Previous Financial Year) Kwh	FY 2024 (Previous Financial Year) GJ
From renewable sources				
Total electricity consumption (A)	16,85,20,653.42	6,06,67,399.23	15,59,85,773.25	5,61,548.78
Total fuel consumption (B)	95,05,983.31	34,221.54	85,29,051.6	30,704.59
Energy consumption through other sources (C)	0	0	0	0
Total energy consumed from renewable sources (A+B+C)	17,80,26,536.7	6,40,895.89	16,45,14,824.85	5,92,253.37
From non-renewable sources				
Total electricity consumption (D)	11,52,85,961.7	4,15,029.46	11,16,00,656.45	4,01,762.36
Total fuel consumption (E)	4,74,77,538.93	1,70,919.14	5,30,25,620.24	1,90,892.23
Energy consumption through other sources (F)	0	0	0	0
Total energy consumed from non-renewable sources (D+E+F)	16,27,63,500.63	5,85,948.60	16,46,26,276.7	5,92,654.59
Total energy consumed (A+B+C+D+E+F)	34,07,90,137.36	12,26,844.49	32,91,41,101.54	11,84,907.96
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.0070	0.000025	0.007	0.0000260
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00165	0.0000059	0.146	0.000527
Energy intensity in terms of physical Output (Per MT)				
Energy intensity (*optional*) – the relevant metric may be selected by the entity	1383.02	4.98	1485.08	5.35

Note: *PPP Factor taken as FY 24 -20.29 & CY 25- 20.64 from IMF Website - https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No. Carrying independent assessment/ evaluation/assurance is not mandatory for the Company for financial year ended 31st December, 2025. However, the Company has voluntarily undertaken the said Assessment through BSI Group India Pvt. Ltd. For its own analysis and identifying improvement opportunities to further strengthen our processes

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

Not Applicable

3. Details of the following disclosures related to water

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,37,723	1,35,335.00
(ii) Ground water	41,973.29	48,520.84

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
(iii) Third party water	3,39,148.91	3,01,945.69
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater)	6,014.99	1,228.24
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,24,860.19	4,87,029.80
Total volume of water consumption (in kilolitres)	4,67,918.25	4,93,841.73
Water intensity per rupee of turnover *(Total water consumption / Revenue from operations)*	0.000010	0.000011
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000023	0.000220
Water intensity in terms of physical Output (Per MT)		
Water intensity (optional) – the relevant metric may be selected by the Entity	1.90	2.23

Note: PPP Factor taken as FY 24 -20.29 & CY 25- 20.64 from IMF Website - https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD

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

4. Provide the following details related to water discharged:

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Ground water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Sea water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
No treatment	15,642.02	11092.01*
With treatment – please specify level of treatment	1,902.05	1042.55
(v) Others (Using for Gardening Purpose)		
No treatment	0	0
With treatment – (Primary, Secondary and Tertiary treatment)	113613.75	85186.05**
Total water discharged (in kilolitres)	131157.82	97320.61

* Sent to CETP with permission from SPCB

** Used for gardening with permission from SPCB

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

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

Yes, Company has established a mechanism in compliance with the requirements specified by the State Pollution Control Board consent conditions. Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs) have been installed to facilitate the recycling of waste water. The treated water is further utilized in various processes, gardening, cooling tower top-ups, toilet flushing, and other applications. Moreover, Zero Liquid Discharge mechanism implemented at the Company's Unit at Forgings Bangalore Plant 2, Iron Casting Urse, Gears Chakan, and Gears Rajkot Unit 3 & Unit 2 demonstrates a commitment to environmental sustainability. Zero Liquid Discharge implies that no liquid effluent is discharged outside the facility after the treatment process, contributing to a more sustainable and eco-friendly approach to industrial processes. This aligns with environmental best practices and regulatory compliance.

6. Details of air emissions (other than GHG emissions) by the entity, as follows:

Parameter	Please specify unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
NOx	microgram/Nm3	21.76*	21.61
SOx	microgram/Nm3	12.11*	11.56
Particulate matter (PM)	microgram/Nm3	47.82*	50.19
Persistent organic pollutants (POP)	microgram/Nm3	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	microgram/Nm3	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	microgram/Nm3	Not Applicable	Not Applicable
Others – please specify	microgram/Nm3	Not Applicable	Not Applicable

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

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

Parameter	Unit	FY 2025 (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)	Metric tonnes of CO2 equivalent	13412.53	11006.7**
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	Metric tonnes of CO2 equivalent	81853	80371.71**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT /₹Cr	0.0000019	0.0000020
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 from PPP)		0.000000461	0.00004063**
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Per MT)			
Total Scope 1 and Scope 2 emission intensity *(optional)* – the relevant metric may be selected by the entity	MT CO2e/MT	0.387	0.412
Total Biogenic Emission	MT CO2e/MT	471.17	917.75

*Data updated as Emission, conversion and PPP factor updated, GHG Inventory reported using market based approach & GHG Protocol, EF taken for calculation of scope 2 as 0.710 for CY 25 & 0.727 for FY 24 as per CEA 2024 guidelines.

** data includes Company owned vehicle fuel consumption, emission, conversion and PPP factor updated

PPP Factor taken as FY 24 -20.29 & CY 25- 20.64 from IMF Website - World Economic Outlook (October 2025) - Implied PPP conversion rate

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

No.

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

Yes. The Company has undertaken several measures to reduce its overall GHG Emissions.

For conservation of energy following initiatives were undertaken by the Company, which has helped in reducing the GHGs:

1. **Motor & Equipment Energy Optimization**

   Optimization of motor capacities for oil circulation pumps, grinding machines, presses (Kurimoto, Schuler, Bret, Verson, Erfurt, Cold Forging), and replacement of old motors with IE3 energy-efficient motors.

2. **Pump & Hydraulic System Efficiency Improvements**

   Replacement of coolant pumps with energy-efficient models and elimination of unnecessary pumps through piping and hydraulic system modifications.

3. **Variable Frequency Drive (VFD) Implementation**

   Installation of VFDs for compressors, pumps, fans, and selected process equipment to match energy consumption with operational load.

4. **Idle Energy Elimination through Automation**

   Elimination of idle running in motors, presses, pumps, hydraulic systems, and vacuum pumps through PLC logic, timers, and automatic shut-off controls.

5. **Compressed Air System Optimization**

   Plant-wide compressed air leakage survey and rectification, synchronization of compressor pipelines, installation of NRVs in main pipelines, optimization of compressor pressure settings, and installation of air solenoid valves for idle cut-off in machines.

6. **Energy-Efficient Compressor Upgradation**

   Replacement of high-power compressors with VFD-based energy-efficient compressors and provision of a dedicated small compressor for laboratory air requirements.

7. **HVAC & Cooling System Efficiency Improvements**

   Replacement of old air conditioners with inverter-based energy-efficient ACs, presetting of temperature controls at 24°C, elimination of AC usage through UPS room ducting, and chiller idle power consumption elimination.

8. **Cooling Tower & Heat Exchange Optimization**

   Optimization of cooling tower fans and pumps, and installation of water-cooled heat exchangers to improve heat rejection efficiency.

9. **Lighting Energy Efficiency & Controls**

   Replacement of conventional lighting with LED fixtures, installation of LDRs, timers, and motion sensors for shop floors, street lighting, office areas, and common utilities.

10. **Renewable & Low-Energy Ventilation Solutions**

    Installation of solar lighting and high-volume low-speed (HVLS) fans in weld shops to reduce conventional electricity consumption.

11. **Thermal Process & Furnace Efficiency Improvements**

    Upgrade of annealing furnace insulation by replacing ceramic lining with vacuum-formed fiber boards and implementation of heat recovery systems for dryer boxes.

12. **Power Quality & Electrical Loss Reduction**

    Improvement of power factor and electrical efficiency through installation of APFC / Detuned RTPFC systems, ASVG panels, harmonic filters, and replacement of old 1000 kVA transformers with energy-efficient transformers.

13. **Alternative Heating Solutions**

Adoption of heat pumps in place of conventional electrical heaters to improve heating efficiency and reduce overall energy consumption.

9. **Provide details related to waste management by the entity:**

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	303.1	258.41
E-waste (B)	15.19	19.82
Bio-medical waste (C)	0.04	0.04
Construction and demolition waste (D)	257	575.03
Battery waste (E)	3.09	0.4
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2392.57	2209.5
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	90550.34	96657.41
Total (A+B + C + D + E + F + G+ H)	**93521.33**	**99720.61**
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.0000019	0.0000022
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000045	0.00004434
Waste intensity in terms of physical output (Per MT)		
Waste intensity (*optional*) – the relevant metric may be selected by the entity	0.380	0.450
Biogenic waste in MT	801.63	
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	67509.58	50809.24
(ii) Re-used	1230.67	1967.27
(iii) Other recovery operations	685.75	23345.4
Total	**69426**	**76121.91**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	626.16	751.37
(ii) Landfilling	23380.91	23578.15
(iii) Other disposal operations	88.16	21129.01
Total	**24095.23**	**45458.53**

**Data updated after internal verification and using better accounting practices and PPP factor updation.*

PPP Factor taken as FY 24 -20.29 & CY 25 -20.64 from IMF Website - World Economic Outlook (October 2024) - Implied PPP conversion rate

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

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

The Company has obtained the required authorisations from the respective State Pollution Control Boards for the management of hazardous and non-hazardous waste. Waste management practices include segregation at source, storage in designated areas, and maintenance of records related to waste generation and disposal, in line with applicable regulatory requirements. Waste is disposed of or recycled through authorised recyclers, facilities, or agencies, and statutory returns are filed as prescribed.

The Company conducts periodic training programmes for personnel involved in waste handling, storage, and disposal to enhance awareness and compliance. Hazardous and other regulated chemicals are handled by trained personnel in accordance with Safety Data Sheets (SDS), and their usage is monitored with efforts to optimise consumption based on operational requirements. These practices support compliance with environmental regulations and responsible waste management.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no the reasons thereof and corrective action taken, if any.
Not Applicable			

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
Not Applicable					

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).**

Yes. The Company is compliant with the applicable laws pertaining to Water (Prevention and Control of Pollution) Act, 1974, Air (Prevention and Control of Pollution) Act, 1981, Environment Protection Act, 1986 and rules made thereunder.

If not, provide details of all such non-compliances, as following:

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

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

(ii) Nature of operations

Not Applicable, since none of the plant is situated in water stress area as per Central Ground Water Authority (CGWA) guidelines.

Water withdrawal, consumption and discharge as follows:

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Ground water		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal *(in kilolitres)*		
Total volume of water consumption *(in kilolitres)*		
Water intensity per rupee of turnover *(Water consumed / turnover)*		
Water intensity (*optional*)–the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment	Not Applicable	
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

2. **Please provide details of total Scope 3 emissions & its intensity,:** The Company is in process of maping data required. Hence, Not Applicable

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		Not Applicable	Not Applicable
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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	Reduction in Energy Consumption Intensity	**1. Motor & Equipment Energy Optimization** Optimization of motor capacities for oil circulation pumps, grinding machines, presses (Kurimoto, Schuler, Bret, Verson, Erfurt, Cold Forging), and replacement of old motors with IE3 energy-efficient motors. **2. Pump & Hydraulic System Efficiency Improvements** Replacement of coolant pumps with energy-efficient models and elimination of unnecessary pumps through piping and hydraulic system modifications. **3. Variable Frequency Drive (VFD) Implementation** Installation of VFDs for compressors, pumps, fans, and selected process equipment to match energy consumption with operational load. **4. Idle Energy Elimination through Automation** Elimination of idle running in motors, presses, pumps, hydraulic systems, and vacuum pumps through PLC logic, timers, and automatic shut-off controls. **5. Compressed Air System Optimization** Plant-wide compressed air leakage survey and rectification, synchronization of compressor pipelines, installation of NRVs in main pipelines, optimization of compressor pressure settings, and installation of air solenoid valves for idle cut-off in machines. **6. Energy-Efficient Compressor Upgradation** Replacement of high-power compressors with VFD-based energy-efficient compressors and provision of a dedicated small compressor for laboratory air requirements. **7. HVAC & Cooling System Efficiency Improvements** Replacement of old air conditioners with inverter-based energy-efficient ACs, presetting of temperature controls at 24°C, elimination of AC usage through UPS room ducting, and chiller idle power consumption elimination.	Reduction in Energy intensity

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		8. Cooling Tower & Heat Exchange Optimization Optimization of cooling tower fans and pumps, and installation of water-cooled heat exchangers to improve heat rejection efficiency. **9. Lighting Energy Efficiency & Controls** Replacement of conventional lighting with LED fixtures, installation of LDRs, timers, and motion sensors for shop floors, street lighting, office areas, and common utilities. **10. Renewable & Low-Energy Ventilation Solutions** Installation of solar lighting and high-volume low-speed (HVLS) fans in weld shops to reduce conventional electricity consumption. **11. Thermal Process & Furnace Efficiency Improvements** Upgrade of annealing furnace insulation by replacing ceramic lining with vacuum-formed fiber boards and implementation of heat recovery systems for dryer boxes. **12. Power Quality & Electrical Loss Reduction** Improvement of power factor and electrical efficiency through installation of APFC / Detuned RTPFC systems, ASVG panels, harmonic filters, and replacement of old 1000 kVA transformers with energy-efficient transformers. **13. Alternative Heating Solutions** Adoption of heat pumps in place of conventional electrical heaters to improve heating efficiency and reduce overall energy consumption.	
2	Increase use of Renewable Energy	**1.** Cleaning of solar panels to increase the generation **2.** Increasing Group Captive Solar Generation **3.** Installation of Roof Top Solar panels **4.** Addition of 5.8 MW Group Captive Solar power plant **5.** Installation of Solar Street Lights	Renewable electricity increased to about 58.29%
3	Reduction in Water Consumption Intensity	**1. STP Upgradation & Treated Water Reuse** Installation of ultrafiltration after STP and reuse of treated water for toilet flushing, washrooms (post plumbing modification), gardening, secondary operations, and cooling tower makeup in place of raw water. **2. RO Reject & Process Water Reuse** 100% reuse of RO reject water for toilet flushing, urinals, solar panel cleaning, plate cleaning, and other non-potable applications, along with reuse of auxiliary water streams such as compressor moisture routed to ETP. **3. Rainwater Harvesting & Integration** Installation of rainwater harvesting system and integration of RWH pipelines with cooling tanks and reuse networks to maximize recovery of rainwater. **4. Cooling Tower & Drain Water Recovery** Collection and reuse of cooling tower drain and overflow water through dedicated recovery mechanisms, supported by sub-metering for monitoring.	Reduction in Water Consumption Intensity

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		5. Overflow Prevention & Tank Level Automation Installation of dual control systems including mechanical float valves, solenoid valves, and level sensors in overhead and cooling water tanks to prevent overflow and optimize water storage. **6. Leakage Detection & Loss Prevention** Systematic identification and arresting of water leakages (including gun leakage) across the plant to minimize losses. **7. Water-Efficient Fixtures & Flow Controls** Installation and replacement of water aerators, spring-return taps, and push cocks across washrooms, canteen areas, and buildings to reduce consumption. **8. Water Metering & Water Balance** Installation of new water meters and sub-meters at critical points and periodic water balancing of the plant to monitor consumption, recovery, and efficiency. **9. Process Segregation for Improved Recovery** Segregation of sewage pipelines (including canteen areas) to enhance water recovery efficiency and reduce losses.	
4	Reduction in Material Consumption Intensity	**1. Returnable & Optimized Packaging** Adoption of returnable and reusable packaging (bins, PP boxes, pallets, plastic bins, metal trolleys), elimination of single-use/ primary packaging, increase in parts per package, and extension of packaging life through design and in-house repairs. **2. Material Yield & Weight Reduction** Yield improvement, input material thickness reduction, component weight reduction, and design optimization initiatives to reduce raw material consumption and improve net-to-gross weight ratio. **3. Circularity & Scrap Utilization** Reuse of off-cuts, scrap, and reusable wooden boxes for material collection, promoting circular material use and reduction of virgin material demand. **4. Process Optimization & VA/VE Projects** VA/VE-led process improvements including reduction of welding, optimization of consumable usage, elimination of non-value-adding operations, and efficiency improvements in pressing, welding, and forming processes. **5. Consumable, Chemical & Energy Load Reduction** Optimization and reduction of consumables (welding wire, abrasives, oils), control of process parameters, spatter reduction, and replacement of high-impact process chemicals to reduce effluent load. **6. Digitalization & Governance Controls** Digitization of inspection and reporting processes, reduction in paper usage, localization of consumables, supplier-side improvements, and strengthened process monitoring and controls.	Reduction in Material Consumption Intensity

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5.	Reduction in Hazardous Waste Intensity	**1. Oil, Coolant & Chemical Consumption Reduction** Installation of magnetic and grade-wise filtration systems, reuse of filtered hydraulic and coolant oil for lubrication, reduction of oil leakages, and optimization of rust oil, graphite, paint, and methanol consumption through process control and returnable supply systems. **2. Process & Tooling Optimization** Enhancement of tool inspection methodology by shifting from consumable-based inspection (powders/chemicals) to contour tracking, process loss reduction through equipment optimization, and improvement in paint and consumable utilization efficiency. **3. Consumable Reuse & Life Extension** Reuse of buffing pads, controlled issuance and reduced usage of cotton waste, and in-house cleaning and reuse of hand gloves to minimize consumable waste generation. **4. Waste Segregation & Hazard Reduction** Segregation of waste at source including oily and non-oily gloves, provision of dedicated waste collection bins, third-party testing of gloves and buffing pads to eliminate hazardous waste classification, and implementation of paperless filtration systems.	Reduction in Hazardous Waste Intensity
6	Reduction in Non Hazardous Waste Intensity	**1. Component Weight & Yield Optimization** Multiple part weight reduction and yield improvement initiatives implemented through design optimization, input weight reduction, insert-type die design, re-profiling of tools, and process improvements, resulting in lower raw material consumption and scrap reduction. **2. VA/VE-Led Raw Material & Scrap Reduction** Value Analysis / Value Engineering projects undertaken to reduce raw material sizes, bar-end losses, off-cut generation, and fabrication scrap, while enabling reuse of scrap and modified fixtures in production. **3. Circularity & Reuse of Materials** Increased utilization of off-cuts, reuse of HT fixtures after modification, alternative use of copper and fabrication scrap, and adoption of alternative materials for cleaning and production support activities. **4. Sustainable & Returnable Packaging Solutions** Adoption of alternate and returnable packaging including bins, pallets, PP boxes, wooden boxes, and returnable plastic packaging from suppliers and customers; reduction of stretch wrap and elimination of single-use packaging wherever feasible. **5. Consumable & Waste Reduction** Reduction in consumption of key consumables, alternative use of materials to replace disposable consumables, and initiatives aimed at minimizing non-hazardous waste generation and achieving zero waste to landfill.	Reduction in Non-Hazardous Waste Intensity

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	Reduction in Fuel, Gases & Chemical Consumption Intensity	**1. Cleaner Fuel Adoption & Logistics Optimization** Transition to cleaner fuel vehicles including CNG and electric forklifts, with plans to replace diesel forklifts; rescheduling and optimization of forklift movements to reduce fuel and energy consumption. **2. Fuel & Energy Consumption Reduction in Utilities** Reduction in genset utilization, installation of underground power cables to minimize power interruptions, and implementation of modulation systems in Thermopac to improve energy efficiency. **3. Furnace & Heat Treatment Efficiency Improvements** Batch size optimization and weight efficiency improvements in furnaces and heat treatment processes (including ~9% improvement in underweight batches), resulting in reduced LPG, LDO, and energy consumption per MT of production. **4. Fuel Switching & Heat Recovery Initiatives** Conversion from LPG to PNG for burners, compressed air/oil heat recovery systems to reduce propane consumption, and process optimization leading to measurable annual fuel savings. **5. Process Parameter Optimization** Reduction in operating temperatures (e.g., phosphate tank), improved cutting oil/coolant selection and validation, and optimized application of rust preventive oils through controlled pumping and spray systems. **6. CO2 & Gas Consumption Control Measures** Installation of CO2 gas manifolds, gas locking parameters, monitoring meters at gas banks, and leakage arresting actions to reduce gas consumption, losses, and emissions. **7. Leakage Prevention & Resource Conservation** Arresting coolant, hydraulic, lubrication oil, and gas leakages to minimize resource losses, residual waste, and indirect emissions. **8. Low-Carbon & Efficient Support Infrastructure** Installation of energy-efficient cooking systems (boilers, roti-making machines) and emission control devices on DG sets to reduce fuel usage and exhaust emissions.	Reduction in Fuel Consumption Intensity
8	Transport Management (Reduction in No of Trips In- bound & Out-bound) Utilization of Vehicle Capacity	**1. Fleet Optimization & Cleaner Fuel Transition** Progressive conversion of transport vehicles to CNG/EV and LNG (including RM suppliers), with plans to replace diesel forklifts with electric forklifts, covering inbound and outbound logistics. **2. Trip Reduction & Load Maximization** Full utilization of vehicle load capacity through replacement of small vehicles with higher-capacity trucks, monitoring vehicle weight vs capacity, and increasing vehicle capacity to reduce the number of trips. **3. Route & Dispatch Efficiency Improvements** Direct material dispatch to customers, optimized inbound–outbound vehicle movement, clubbing of multiple loads into single trips, and use of return empty vehicles for incoming materials and packaging.	Overall Transport Vehicle Capacity Utilization increased up to 97%.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		4. Packaging & Handling Optimization Increased components per box and per trip, reducing trips per dispatch (e.g., dispatch density improvement at Kandivali and Igatpuri plants). **5. Localization & Insourcing Initiatives** Development of suppliers near plant locations to reduce transport distances and shift from outsourcing to insourcing through in-house machining and billet cutting installations	
9.	Green Belt Development	**1.** Tree Plantation inside plant premises **2.** Tree Plantation under CSR activities nearby plants **3.** Tree survival monitoring **4.** Tree Plantation in Forest Land **5.** Tree identification and numbering	Total 9381 trees were planted across all locations of the Company

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

Yes. The Company has a Business Co ntinuity Plan (BCP) as part of its Risk Management framework. Disaster management plans are in place at each manufacturing unit to address natural and man-made emergencies, with the objective of ensuring safety of personnel, protection of assets, regulatory compliance, and continuity of operations. Each plant maintains an Emergency Preparedness Manual outlining emergency scenarios, roles and responsibilities of the Emergency Response Team (ERT), communication protocols, fire protection systems, chemical and fuel storage details, and incident reporting procedures. Periodic mock drills and employee training are conducted to test preparedness and enable timely response and recovery.

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 at the time of onboarding a Supplier, requires suppliers to submit a self-assessment on pre-determined questionnaire, covering various aspects of sustainability. Each supplier also submit ESG (Environmental, Social, and Governance) commitment declarations as a pre-requisite to become a supplier to the Company. A review of such self-assessment and the declarations submitted by the Suppliers does not highlight any substantial adverse impacts on the environment arising from Company's value chain.

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

As a part of the self-assessment and declaration, as stated above, 100% of the Company's suppliers have completed the self-assessment and expressed their commitment to comply with ESG Principles including the Principle 7, Principle 8, and Principle 9 of the UN Global Compact, specifically addressing environmental commitments.

However, it's important to note that, no independent assessment has been carried out to evaluate the environmental impacts of the Company's value chain partners.

8. How many green credits have been generated or procured

- By the listed entity - The entity has taken 100 TCO2e green credits in CY 25 for the vendor Conference to make a carbon Neutral event, out of which 18 green credits were consumed
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Not Applicable

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

The Company operates its business within the national and international legislative and policy framework and does not engage in influencing public and regulatory policy. Instead, it encourages complete cooperation and diligence from every individual during inspections, information requests, or procedures that Public Authorities may deem necessary.

The Company may become members of trade and industry chambers or associations and other similar collective platforms. These memberships provide avenues for conveying industry concerns to policy makers. This collaborative approach allows the company to participate in industry dialogue and contribute to the development of policies that impact its sector.

Essential indicators

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

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Confederation of Indian Industry	National
2.	Association of Indian Forging Industry (AIFI)	National
3.	Indian Machine Tool Manufacturer's Association (IMTMA)	National
4.	Automotive Component Manufacturers Association of India (ACMA)	National
5.	Maratha Chambers of Commerce & Agriculture (MCCIA)	State
6.	Bommasandra Industrial Association	State
7.	Jigani Industrial Association	State
8.	Attibele Industrial Association	State
9.	Society of Indian Automobile Manufacturers (SIAM)	National

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

Name of the authority	Brief of the case	Corrective action taken
NIL		

Leadership Indicators

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
The Company operates the business within national and international legislative and policy framework and does not engage in influencing public and regulatory policy.					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

The Company is committed to its social responsibilities and takes initiatives to serve the society as a good corporate citizen.

In accordance with the Corporate Social Responsibility (CSR) Policy, the Company's CSR activities are focused in the areas of (i) Education and Skill Development (ii) Promotion of Health Care and Sanitation (iii) Environment and (iv) Community Development. These activities reflects Company's commitment to ethical and impactful community engagement.

Detailed information on CSR activities undertaken by the Company is available in the Annual Report on CSR Activities, included in the Annual Report-2025.

A summary of these activities is also available on the company's website at the provided weblink.: https://www.cie-india.com/csrOLD1.html

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 inpublic domain (Yes / No)	Relevant Web link
Not Applicable					

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

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

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

Any stakeholder can report their genuine concerns through the Whistle Blower Channel available at the weblink:https://www.cie-india.com/assets/pdf/governance/policies/Whistle%20Blower%20Policy.pdf

The grievances are redressed in accordance with the Whistle Blower Policy of the Company.

Apart from the Whistle Blower Mechanism, the ESG Policy of the Company provides dedicated communication channels through which the Company may receive grievances of the community. The Company will endeavor to redress the same in accordance with the principles laid down under the Policy. Further, the Global contact for any issue related to ESG and Society available under CIE Group's Global ESG Policy, details of which are available at the weblink: https://cieautomotive.com/en/contacto.

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

	FY 2025 (Current Financial Year)	FY2024 (Previous Financial Year)
Directly sourced from MSMEs/small producers	46%	19%
Directly from within India	97%	96%

Note - Total MSEMs registered in vendor master increased from 2211 to 6866

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 to**

Location	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Rural	47.80%	52.6%
Semi-urban	32.54%	33.8%
Urban	15.64%	10.4%
Metropolitan	4.02%	3.2%

*Calculation based on the factory location

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) **Not Applicable**

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: **Not Applicable**

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

   (b) From which marginalized /vulnerable groups do you procure? – **Not Applicable**

   (c) What percentage of total procurement (by value) does it constitute? – **Not Applicable**

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: **Not Applicable**

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**

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	ESEP- Employee Social Engagement Program	11812	100%
2	Lakshya- CIE India Institute of Skills	300	100%
3	Santulan 2	380	100%
4	GEMS 2 (Green Education Movement in Schools) in four Schools	1961	100%
5	LOTUS 2 (Learning Opportunity & Training for Upliftment of Special Students) in fifteen Schools	1170	100%
6	SaniSafe	7750	100%
7	Green Belt 1	20000	100%
8	Green Belt 2	20000	100%
9	WASH 3 (Water, Sanitation & Hygiene) in Two Schools	916	100%
10	Green Belt 3	20000	100%
11	Special Ambulance to Indian Army	10000	100%
12	WASH 5 (Water, Sanitation & Hygiene) in Seven Schools	2650	100%
13	WASH 6 (Water, Sanitation & Hygiene) in Five Schools	501	100%
14	WASH 7 (Water, Sanitation & Hygiene) in Five Schools	699	100%
15	WASH 8 (Water, Sanitation & Hygiene) in Three Schools and One PHC	26203	100%
16	WASH 9 (Water, Sanitation & Hygiene) in Five Schools	582	100%

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
17	GEMS 3 (Green Education Movement in Schools) at Bengaluru	375	100%
18	Kallubalu Lake Maintenance Project	24445	100%
19	CLASS (Computer Literacy And Smart Skills)	200	100%
20	Cleanliness Initiatives in School	288	100%
21	I-LEAP (Innovative Learning to Excel Academic Progress)	288	100%
22	WASH 4 (Water, Sanitation & Hygiene) in Three Schools	552	100%

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

In 2025, CIE Automotive India Limited consistently met the evolving requirements of Original Equipment Manufacturers (OEMs) and Tier-1 suppliers by delivering high-quality components in a timely and reliable manner. This performance reflects our unwavering adherence to the Company's Quality Policy, which emphasizes value creation through operational excellence, dependable delivery, and superior customer service.

Our multi-technology manufacturing capabilities enable us to cater to diverse customer requirements across product platforms and applications. Customer satisfaction is further strengthened through continuous product and process improvements, driven by preventive actions, structured reviews, focused training programs, and systematic knowledge sharing across operations.

This commitment is firmly anchored in our Global Quality Policy, which integrates quality excellence with environmental stewardship. By proactively incorporating customer feedback and concerns into our operational framework, we ensure a balanced approach to quality enhancement and environmental protection, thereby supporting sustainable growth and long-term customer partnerships.

Essential Indicators

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

Customer satisfaction remains central to CIE Automotive India Limited's commercial and operational philosophy. Our engagement spans the entire customer lifecycle—from business development and project execution to serial production and after-sales support.

Any deviations or concerns are addressed promptly through established escalation and feedback mechanisms. While the Company does not interact directly with end consumers, it systematically manages complaints and claims raised by OEMs and Tier-1 customers. These are handled in strict compliance with automotive industry-standard operating procedures, ensuring timely resolution, root-cause analysis, and implementation of corrective and preventive actions.

This structured approach reinforces our commitment to service excellence and enduring customer relationships.

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	All products and components are manufactured strictly in accordance with specifications provided by OEMs and Tier-1 customers. The Company does not directly supply products to end consumers. Product usage parameters are defined and communicated by customers as part of their design and application requirements. Recycling and disposal guidelines are determined by customers in line with applicable regulatory and end-use considerations
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY2025 (Current Financial Year)		Remarks	FY2024 (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	0	0	Not Applicable	0	0	Not Applicable
Advertising	0	0	Not Applicable	0	0	Not Applicable
Cyber- security	0	0	Not Applicable	0	0	Not Applicable
Delivery of essential services	0	0	Not Applicable	0	0	Not Applicable
Restrictive Trade Practices	0	0	Not Applicable	0	0	Not Applicable
Unfair Trade Practices	0	0	Not Applicable	0	0	Not Applicable
Other (received in Ordinary Course of Business relating to operational issues and not involving any ESG issues)	749	8	-	717	15	-

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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 established a robust framework for cyber security and data privacy. Cyber security risk is incorporated into the overall Risk Control and Management Policy of the Company. This policy, inclusive of cyber security measures, is available for reference at the provided weblink. This approach underscores the Company's commitment to addressing and managing risks related to cyber security and ensuring the protection of sensitive data.:

https://www.cie-india.com/assets/pdf/governance/policies/Risk%20Control%20and%20Management%20Policy.pdf

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.**

The Company has established a comprehensive framework for cyber security and data privacy, which forms an integral part of its Risk Control and Management Policy. Cyber security risks are periodically assessed and managed through defined controls and governance mechanisms.

https://www.cie-india.com/assets/pdf/governance/policies/Risk%20Control%20and%20Management%20Policy.pdf.

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

   a. Number of instances of data breaches along with impact: 0

   b. Percentage of data breaches involving personally identifiable information of customers: 0

   c. Impact if any, of the data breaches: 0

Leadership Indicators

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

   Information related to the Company's products and services is available on the official website: i.e., https://www.cie-india.com

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

   All products are manufactured strictly in accordance with customer specifications. Consequently, guidance on usage, safety, and impact is determined by customers based on their end-application requirements.

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

   In the event of any disruption or discontinuation of essential services, customers are promptly informed through established communication channels. The Company's Quality Management Systems include contingency planning, supported by risk assessments and reviews using the Common Reference Architecture (CORA) framework. This ensures preparedness, continuity, and resilience across operations.

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**

   Yes, As a B2B auto components manufacturer supplying directly to OEMs, the Company does not display product information publicly. However, it provides product information to customers over and above statutory requirements through quality documents and traceability details as per OEM agreements. Traceability numbers are punched on components to enable identification, particularly for quality-related issues. The Company also actively monitors customer satisfaction through structured customer satisfaction surveys. In addition, plant leadership tracks and addresses customer complaints on an ongoing basis to ensure continuous improvement and enhanced customer satisfaction.